



Permissive Bargaining Talking Points

Main points

- Throughout the transition, one of AFGE's many priorities for the Biden administration was to re-establish permissive bargaining in the federal sector, giving workers a greater voice in their conditions of employment and the success of their agencies.
- President Biden answered AFGE's call and requires permissive bargaining in an executive order he signed in the first week of his administration – making clear that collective bargaining rights are as big a priority for this administration as for our union.
- This is the first time agencies have been required to engage in permissive bargaining – the closest we came was a less enforceable measure during the Clinton administration.
- Now, federal workers have the opportunity to use these permissive bargaining rights to correct the injustices inflicted on the workforce by the illegal policies of the previous administration.

Permissive bargaining examples

- What does it mean to have permissive bargaining? It means agencies have to bargain over subjects like staffing, technology, methods and means of performing work, and more.
- Example: If you are chronically short-staffed, in certain departments now you can bargain over staffing levels and ratios.
- Example: If there is technology that has been deployed that affects how you do your job, now you can bargain over that.
- Example: If there have been issues with assignment of work within career ladders in your agency, now you can bargain that.
- Example: If management instituted an unfair performance rating with unrealistic metrics, now you can bargain it.

Coming soon

- AFGE's Field Services and Education Departments currently are updating existing bargaining training to make sure all AFGE leaders are able to take advantage of these expanded collective bargaining rights.
- Stay tuned for more info, and make sure your contact information is current by visiting www.afge.org/update to receive future notifications.