



Fighting for Your Contract

NTEU has been fighting a long, aggressive battle to protect your workplace rights and benefits. Here is a look at what's at stake, where things stand and how you can get involved.

Background

Last year, HHS proposed a contract that eliminated 21 articles—a full one-third of the contract—and called it their last best offer. Then they simply walked away from the table.

When they refused to negotiate, we asked to meet with Secretary Azar. Thousands of HHS employees signed a petition, and members of Congress wrote letters, but HHS continued its path of decimation. Despite an absence of any real bargaining, HHS rushed to declare impasse. The Federal Service Impasses Panel (FSIP) ordered new talks over a strictly abbreviated schedule and issued a decision on the last best offers submitted by NTEU and HHS.

What the Decision Means for You

The FSIP issued a decision mostly rubber-stamping HHS' efforts to gut your contract. This is how HHS and the FSIP envision your future at work:

- You can only "expect" to telework one day a week, or management can altogether deny your telework application. Employees will have to resubmit their telework requests every six months.
- You will only be able to take off five consecutive days during the holiday season from November to January.
- Management may ask you for a doctor's note when you are out sick for one day.

Now HHS is unilaterally imposing these articles without finishing bargaining the remainder of the contract, side-stepping yet another legal requirement. NTEU is fighting this premature implementation with our fifth national grievance.

Keep in mind, there are some rights that neither HHS nor the panel could take away. For example, NTEU retains the ability to help employees challenge abuses of management discretion, violations of federal law including prohibited personnel practices, discrimination and the merit system principles.

NTEU is Fighting Back

NTEU is in this fight for the long haul—and we are not letting up until we win.

The union continues to pursue multiple grievances we filed over HHS' illegal bargaining tactics, and those grievances are in various stages of litigation.

We also continue to work with our allies on Capitol Hill to shine a spotlight on HHS' illegal actions and to restore a normal bargaining process.

What You Can Do

Stand with NTEU as we continue to stand with you. We are working to change this anti-employee environment, but we need the support of every HHS bargaining unit employee. If you aren't already a member, you can help us fight more effectively for you by joining us today.

Visit your local NTEU representative or [NTEU.org](https://www.nteu.org).