

HHS UPDATE

NTEU National Treasury Employees Union

News Round Up

On Multiple Fronts, NTEU Fights Against Attacks on Your Rights

As NTEU continues working aggressively to restore your workplace rights, there are some updates and new ways to get involved. Here is the latest on some of our efforts:

NTEU Files Four Grievances at SAMHSA

NTEU has filed four grievances against HHS/SAMHSA for a variety of contract violations, unfair labor practices and prohibited personnel practices.

One is a grievance on behalf of all affected SAMSHA employees who are experiencing personal hardships due to the agency's strict new telework policies. The agency's actions are in direct conflict with the contract that NTEU believes is still in effect because a successor contract has not been completed.

A second grievance alleges multiple violations of the federal labor statute based on meetings SAMHSA managers had with employees about changes to their conditions of employment without giving NTEU the required notice.

A third grievance is on behalf of an employee who was involuntarily reassigned in retaliation for her participation in a meeting with an NTEU representative.

A fourth grievance relates to the agency's refusal to permit NTEU representatives to use a conference room to meet with SAMHSA employees about workplace issues. This violates the contract, even with the new language imposed by the Federal Service Impasses Panel.

With attacks on workplace rights ramping up at SAMHSA, NTEU is urging all employees to provide us with a personal email address to ensure we can continue communicating with you. Take a moment to [sign up here](#)

NTEU Gets Split Ruling on Bad Faith Bargaining Grievance

In a mixed-bag ruling, an arbitrator has granted in part, and denied in part, a grievance alleging that HHS engaged in bad faith bargaining after the Panel asserted jurisdiction over the negotiations dispute and ordered additional bargaining with a mediator.

The arbitrator found that HHS engaged in bad faith bargaining by submitting proposals to the Panel for decision on six articles that it did not assert jurisdiction over. However,

the arbitrator did not agree with NTEU that HHS engaged in bad faith bargaining by failing to respond to NTEU's information requests.

The decision addressed the fourth of five national grievances NTEU filed against HHS for various violations of law. NTEU believes the arbitrator misapplied the law on several of these issues and is considering our next move.

NTEU is still awaiting an arbitrator's decision on our second and third national grievances alleging bad faith during bargaining and mediation that occurred before September 2018.

Last week, NTEU presented our case at a hearing on our fifth national grievance alleging it is illegal to impose an incomplete contract while six articles remain outstanding.

Bargaining Resumes Over Six Contract Articles

NTEU and HHS recently met to continue bargaining and mediation over the remaining six contract articles.

HHS proposed terminating all existing midterm memoranda of understanding, including all locally-negotiated agreements and all past practices established by those agreements, unless they are specifically incorporated into the contract. NTEU is working with chapters to gather information for our response.

NTEU and HHS did not complete negotiations and will schedule another session with a federal mediator.

D.C.-Area Employees: Rally to Protect Your Contract

If you're in the Washington, D.C., area, make plans to join NTEU and other federal employee unions at a rally Tuesday, Sept. 24 at noon at the U.S. Capitol. With a strong, united voice, we will be demanding an end to attacks on our workplace rights and our contracts. [Get a map and other rally details](#)

Not in D.C.? Take a stand on Tuesday by [downloading](#) our "I Stand for Collective Bargaining" sign and posting it in your workplace. Send us your photos [here](#).

"...to ensure that every federal employee is treated with dignity and respect."