



HHS and FDA Employees:

NTEU's fight for a fair HHS contract is again in high gear now that the government shutdown is over.

In the latest update, NTEU has now argued three out of four of our national grievances at arbitration hearings. NTEU's four separate unfair labor practice grievances map out HHS's illegal bargaining tactics and disregard for employee rights in nearly every step of the term bargaining process.

Before the shutdown, NTEU and HHS concluded two weeks of contract negotiations with a federal mediator, as ordered by the Federal Service Impasses Panel (FSIP). The unfairly abbreviated bargaining continued a contentious tone with HHS refusing to meet face-to-face with NTEU's bargaining team in the first week of mediation and demanding that NTEU communicate with HHS negotiators by submitting written questions. At the end of bargaining, the FSIP ordered NTEU and HHS to submit last best offers, with an extremely limited ability to support the proposed contract language. NTEU is waiting for the FSIP to issue a decision on the merits of the last best offers.

NTEU is pursuing these grievances to force HHS back to the bargaining table to bargain in good faith, notwithstanding what the FSIP does. Make no mistake, this will likely take time but we are committed to securing a fair contract, for as long as it takes and whatever the venue.

Also last month, HHS asked the FSIP again to assert jurisdiction over six articles—including duration of the contract— that it previously declined to address. NTEU objected to this request, and the FSIP will likely order NTEU and HHS back to the bargaining table over these six articles.

Your support can make a difference during what promises to be a long and difficult battle for the workplace rights, benefits and programs you value. To learn more, visit [NTEU.org/hhsshame](https://www.nteu.org/hhsshame).

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