



HHS UPDATE

NTEU Ensures HHS Follows Telework Agreements

NTEU doesn't just negotiate telework agreements. We enforce them.

When ACF and OMHA violated employees' negotiated right to telework, NTEU fought back with a grievance.

ACF tried to require employees to report to the workplace twice or more a pay period, while OMHA stated it would not be participating in full-time or recurring telework. NTEU argued that these unilaterally imposed limitations violated the contract and negotiated Return-to-the-Workplace agreements. Under both agreements, NTEU added, the approval of telework should be determined on a case-by-case basis.

Under favorable settlements NTEU reached with HHS, management agreed to follow negotiated procedures and re-evaluate cases where employees were denied telework requests on an individual basis.

NTEU is working closely with chapter leaders to make sure managers abide by the settlements and treat employees requesting telework arrangements in a fair manner.

Mediation on New Term Contract Continues

Mediation on the new term contract between NTEU and HHS is ongoing, but we are close to a deal. There are three outstanding articles remaining which cover telework and remote work, awards and a new article on space. NTEU is still working toward the goal of a fully negotiated agreement that builds on rights, benefits and protections secured in previous agreements.

Wondering where we started on key issues? Take a look at the [highlights](#) of our initial proposal.

Get our Members' Only Guide on Preparing for Your PMAP

NTEU has a [guide](#) exclusively for members to help you successfully navigate the PMAP process from start to finish.

NTEU negotiated key requirements that managers must follow in evaluating your performance. These are found in the [NTEU-HHS contract](#).

NTEU's [PMAP Guide](#) explains how to take full advantage of your contract rights and explains how to prepare for conversations with your manager, questions you should ask and a critical follow-up step.

[Join NTEU today](#) to access the PMAP Guide and other benefits of membership.