

NTEU

RESPECT

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ON HHS**
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NTEU Timeline on HHS Bargaining

- May 25, 2018** President issues three executive orders affecting federal workforce and labor unions.
- May 25, 2018** HHS notifies NTEU the parties must begin bargaining and dictates a bargaining schedule.
- June 8, 2018** NTEU files a national grievance/unfair labor practice charge against HHS for unilaterally moving forward with its own schedule, itself a form of bad faith bargaining, which is still pending.
- June 11, 2018** The parties exchange bargaining proposals. NTEU submits contract proposals, under protest, seeking to improve workplace conditions of federal employees at HHS. HHS submits contract proposals that strip away employee rights and benefits, removing 13 entire articles from the contract and severely restricting employee access to their union representatives.
- July 9, 2018** HHS and NTEU begin bargaining but it ends abruptly after HHS insists on a long-term agreement, while refusing to explain or discuss its proposals, a basic requirement of good faith bargaining.
- July 10, 2018** HHS walks out of bargaining after less than 10 minutes of discussion. HHS indicates it will only continue bargaining with the presence of a mediator, ending bargaining for the week.
- July 30, 2018** With a mediator present, NTEU explains its proposals; HHS again refuses to explain its proposals or answer any of NTEU's questions about the proposals.
- July 31, 2018** HHS submits its "last best offer", which now proposes to eliminate a total of 21 articles from the collective bargaining agreement. HHS declares bargaining to be at an impasse even though the parties have only discussed two of the 34 open articles in abbreviated, expedited sessions, without any bargaining.
- August 7, 2018** NTEU files an unfair labor practice grievance against HHS for bad faith bargaining.
- Aug. 10, 2018** Reardon delivers petition to HHS headquarters signed by about 5,500 employees protesting the agency's bad faith bargaining.