

Telework

HHS has proposed eliminating all of Article 26 from our NTEU contract. Article 26 establishes employees' rights to participate in telework and the procedures management must follow to fairly administer the telework program.

What You Stand to Lose

- The right to perform work at home, on either an episodic, regular or recurring basis each pay period
- Hours of personal time that you would otherwise spend commuting
- Saving on expensive commutes that add up over time



HHS may claim that it will continue to allow telework, even if it is not in the contract. In NTEU's view, HHS cannot legally implement a telework program without negotiating but if they could...

- Current telework participants may be required to reapply, at whatever intervals HHS desires
- Participation will be solely at HHS' discretion. Positions currently eligible may be deemed ineligible
- No enforceable time frames for approving telework requests
- No recourse if participation is arbitrarily denied, even if similarly situated coworkers are authorized to participate
- If approved, your telework schedule may be later modified or terminated without cause
- No enforceable standards for respecting your privacy, such as adequate notice for home visits

HHS may say it will continue telework or establish its own telework program. Just remember: if it is not spelled out in the union contract, they are not obligated to establish or continue anything.

If you are not currently an NTEU member, contact your chapter president. It takes all of us together to keep what we have earned.