

From: Coomber, Robert
Sent: Monday, June 24, 2019 2:56 PM
To: Greaves, Natasha <Greaves.Natasha@epa.gov>
Cc: Morton, Gary <Morton.Gary@epa.gov>; Corbett, Krysti <Corbett.Krysti@epa.gov>
Subject: AFGE-EPA Negotiations

Natasha,

For over a year, the Agency has unsuccessfully attempted to bring AFGE to the bargaining table to negotiate a new Master Collective Bargaining Agreement (MCBA).

On May 31, 2018, the Agency gave the Union notice to renegotiate the 2007 MCBA. Between then and now, the Agency has sent the Union written communications (July 25, 2018 and May 8, 2019) and engaged in multiple discussions with the Union's two Chief Negotiators describing the Agency's position that the entirety of the MCBA is subject to negotiation. AFGE has continuously asserted that only five articles – previously opened pursuant to 2013 Ground Rules – are subject to negotiation. This includes the Union's most recent communication on June 17, 2019 in which it said “there is a disagreement between the Agency and Council 238 on what should be negotiated” and in which it disagrees with the Agency “want[ing] to increase the number of articles to be reopened” and in which it sought that “the agency cease[] and desist all action attempting to re-open articles not previously agreed to.”

With the Union's most recent statement regarding the scope of negotiations and its' statement that “we decline to negotiate new ground rules,” which would have been a predicate to negotiations over a new contract, the Agency provides the Union with the attached to replace in its entirety the 2007 MCBA. The Agency intends to implement this on July 8, 2019.

Regards,

Bob

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