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Union Busting Executive Orders

Submitted by Delegate Dorothy James, AFGE

WHEREAS, the Administration issued three unlawful Executive Orders (EOs) on May 25, 2018, with the intent of harming federal employees and their exclusive representatives by:

1. Targeting federal employee rights and union representation in the workplace,
2. Drastically and unlawfully restricting use of Official Time to perform legally mandated representation of employees in the workplace,
3. Unlawfully restricting collective bargaining subjects and procedures to negotiate workplace protocols.

WHEREAS, these attacks on federal employees and their union, collective bargaining and due process rights represent an egregious and outrageous attack against our work, our country, and our democracy; and

WHEREAS, each of these three unlawful EOs strikes at the core of representation and rights in the workplace and open limitless avenues for unjust termination and retaliation; and

WHEREAS, these EOs will eviscerate fairness in disciplinary actions. If fired, there will not have to be the same standard or reason applied to one employee as is used for another employee; and

WHEREAS, these EOs:

1. Eliminates the union's ability to represent employees in arbitration on disciplinary matters.
2. Reduces representational time to 25% for representation of bargaining unit needs, including for matters relating to discrimination, intimidation, or harassment.
3. Evicts union official from their office spaces, demand return of computers, faxes and phones and proposes to charge for union offices and access to meeting rooms at the worksite.; and

WHEREAS, these EOs:

1. Order agencies to re-open collective bargaining agreements (CBAs) for re-negotiation., allowing agencies to claw back agreed negotiated articles, implement new rules that give management more unilateral authority,
2. Set arbitrary timelines for completion of ground rules and bargaining, and when timelines expire, allow agencies to enforce their own contract without union agreement.
3. End bargaining on permissive subjects, which narrows the issues subject to negotiation; and

WHEREAS, the President is attempting to silence veterans, law enforcement officers, and other frontline federal workers and intends to strip federal employees of their decades-old rights from the Civil Service Reform Act to representation; therefore be it

RESOLVED, that the Illinois AFL-CIO will fight, both legally and politically, to have these unprincipled and unlawful attempts at union and democracy busting rescinded; be it further

RESOLVED, that our government is built on a system of checks and balances to prevent any one person or group from having too much influence. The President's EOs undermine this balance and replace an apolitical civil service that works for all taxpayers with a spoils system that will be wide open to corruption and mismanagement. Be it further

RESOLVED, that federal employees having sworn an oath to serve this country, and the American public rightly expect that they go to work daily and do the jobs they were hired to do – whether it's ensuring our food is safe to eat, caring for veterans injured serving their country, preventing illegal weapons and drugs from crossing our borders, or helping communities recover from disasters. The President's EOs deprives workers of their rights to address and resolve workplace issues such as sexual harassment, racial discrimination, retaliation against whistleblowers,

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improving workplace health and safety, enforcing reasonable accommodations for workers with disabilities, and so much more. Be it further

RESOLVED, that these EOs strip agency management of their duty to bargain terms and conditions of employment and instead instruct them to follow a politically charged scheme to fire employees without due process. These EOs will only create inefficiencies and hinder the ability of dedicated federal employees to deliver services to the American public in an efficient and effective manner. And be it finally

RESOLVED, the Illinois AFL-CIO commits to having these EOs declared illegal in whole or in part and electing a new Congress and a new administration that will rescind the EOs and denounce the unlawful treatment of federal employees. In solidarity we will act and engage to eliminate these egregious and outrageous attacks against our unions, our country, and our democracy.