

AFGE Local 4200 Fights for Employee Rights in Telework Battle

Telework has gained popularity for its benefits, such as work-life balance, increased productivity, and reduced commuting stress. However, DHA's recent unilateral implementation of a new telework policy without involving AFGE Local 4200 raises concerns about employee rights and union representation.

The union asserts that DHA failed to meet its obligation to bargain in good faith as required by the law. By bypassing the bargaining process, DHA disregarded the rights and perspectives of AFGE Local 4200 and its members. The union has also received complaints regarding the inconsistent implementation of the new telework policy. The unilateral implementation of the new telework policy by DHA without bargaining has prompted AFGE Local 4200 to take action.

The union filed a Unfair Labor Practice (ULP) to hold the agency accountable and maintains that the previous telework policy should remain in place until negotiations are completed. By filing a ULP charge, the union aims to protect the rights of members. AFGE Local 4200 remains dedicated to advocating for fair telework policies that benefit all employees.

Disappointingly, DHA is claiming that AFGE Local 4200 is forcing bargaining unit employees (BUEs) to be excluded from the improperly implemented telework program when the responsibility of the agency is to leave the existing policy in place prior to bargaining. The union firmly believes that BUEs should have access to telework opportunities, and their exclusion is unjust. The union is actively advocating for the inclusion of all employees through the ULP filing and upcoming negotiations later this month.



Making the Most of Your Union Experience: Get Involved and Make a Difference!

Being a part of AFGE Local 4200 is not just about membership—it's an opportunity to actively engage and make a positive impact on the issues that matter to you and your colleagues. In this article, we will explore practical advice on how to maximize your experience with the union and encourage all Bargaining Unit Employees (BUEs) to get involved, voice their concerns, and shape a better future together.

1. Attend Union Meetings: Union meetings are a valuable platform for staying informed, voicing opinions, and participating in decision-making processes. Make it a point to attend these meetings regularly to learn about the latest updates, discuss key issues, and contribute your ideas. Your active presence at these gatherings strengthens the collective voice of the union.



Please join us for a virtual Members only meeting on
Thursday, July 27th 6:30pm CST!

This meeting will be to set priorities, discuss progress on negotiations, and ask questions directly to Local Officers.

This meeting is for members only who are dues paying and in good standing. If this applies to you, then you will soon receive an official invitation via text and email

Having trouble receiving text messages from us?
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2. Participate in Committees and Working Groups: Joining committees and working groups within the union allows you to have a direct impact on specific areas of interest or concern. Whether it's health and safety, workplace conditions, or employee benefits, find a committee that aligns with your passions and expertise. By actively participating, you can contribute your insights, collaborate with fellow members, and work towards positive change.

3. Share Your Expertise: Each member brings a unique set of skills and experiences to the table. Don't hesitate to share your expertise with the union. Whether it's by offering guidance on policy matters, providing input on negotiations, or suggesting innovative solutions, your contributions can shape the direction of the union and benefit your colleagues.

4. Utilize Union Resources: Take advantage of the resources provided by AFGE Local 4200. The union offers access to valuable educational programs, training opportunities, and legal services to support its members. Stay informed about these resources and utilize them to enhance your professional development and protect your rights as an employee.

5. Connect with Fellow Members: Building relationships with fellow union members creates a strong network of support and collaboration. Attend union-sponsored social events, network with colleagues during breaks or lunch hours, and engage in conversations about workplace issues. By fostering connections, you can share experiences, gather diverse perspectives, and unite in common goals.

6. Stay Informed: Keep yourself updated on union news, important announcements, and changes that may impact your working conditions. Regularly read the union newsletter and visit the union website. Knowledge is power, and being informed empowers you to actively participate in shaping your work environment.

AFGE Local 4200 is more than just a union—it's a community of dedicated individuals working together to improve the lives of BUEs. By actively engaging and getting involved, you can maximize your union experience and make a real difference. Attend meetings, join committees, share your expertise, utilize resources, connect with fellow members, and stay informed. Together, we can create a workplace that reflects our collective aspirations and fosters a brighter future for all.

Demystifying Key Concepts: Demands to Bargain, Unfair Labor Practices, and Negotiations

As members of AFGE Local Union Chapter 4200, it's important for Bargaining Unit Employees (BUEs) to understand essential concepts related to our collective bargaining rights and the processes involved. Here we will aim to demystify three crucial concepts: Demands to Bargain, Unfair Labor Practices (ULPs), and Negotiations. Let's explore these concepts to enhance our knowledge and empower ourselves as informed union members.

Demands to Bargain: A Demand to Bargain is a formal request made by the union to engage in negotiations with management regarding proposed changes to working conditions, policies, or practices. When management proposes a change that affects BUEs, the union has the right to be informed and participate in the decision-making process. By submitting a Demand to Bargain, the union ensures that employee voices are heard, concerns are addressed, and fair agreements are reached.

Unfair Labor Practices (ULPs): Unfair Labor Practices refer to actions taken by either management or the union that violate the rights protected under the Federal Service Labor-Management Relations Statute. Some common examples of ULPs include refusal to bargain in good faith, interference with employee rights to join or participate in the union, and retaliation against employees for engaging in protected union activities. If you believe an unfair labor practice has occurred, it's important to report it to the union so appropriate action can be taken to protect employee rights.

Negotiations: Negotiations are the formal discussions and exchange of proposals between the union and management with the aim of reaching a mutually agreeable collective bargaining agreement (CBA). During negotiations, both parties present their positions, discuss concerns, and work towards finding common ground. The goal is to achieve a fair and balanced agreement that addresses the needs of both employees and management. The negotiation process may involve compromise, give-and-take, and may require the involvement of a mediator or the Federal Service Impasses Panel in case of disputes.

Understanding Demands to Bargain, Unfair Labor Practices, and Negotiations is crucial for BUEs as it empowers us to actively participate in the decision-making process and protect our rights. By knowing our rights and the processes involved, we can hold management accountable, advocate for our interests, and work towards fair and equitable working conditions.

Enhancing our understanding of Demands to Bargain, Unfair Labor Practices, and Negotiations empowers us as BUEs to actively engage in shaping our work environment. By submitting Demands to Bargain, reporting Unfair Labor Practices, and participating in negotiations, we contribute to the collective strength of our union. Let us stand united, informed, and committed to protecting our rights and striving for fair agreements that benefit us all. Together, we can create a workplace that fosters collaboration, respect, and mutual success.



Important Note:

Thinking about joining? Before you file e-dues or form 1187 you should first verify eligibility by confirming the BUS Code on your SF50 is correctly listed as **5607**

Please visit us at <https://afge4200.org/>

Email us at info@afge4200.org for more information.

Or to speak to a steward email us at stewards@afge4200.org

To Join Local 4200 go to <https://join.AFGE.org/L4200>



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