

AFGE



# Every time we speak to AFGE members, we should ask them:

1

Please text **AFGE** to **225568** and join the national text list

2

Please visit [www.afge.org/update](http://www.afge.org/update) and update all of your contact information (especially your home email address)

3

Tell your Representative to **vote NO** on **H.R. 1259**, **H.R. 1364**, and **H.R. 1461**  
Call your Lawmaker's: D.C. Office at **1-855-976-5397** and District Office at **1-855-974-4792**

## H.R. 1259 would:

- Prohibit the use of the grievance and arbitration procedures in our contracts for demotion, suspension, and termination.
- Make it easy for the VA to fire, demote, suspend, or discipline employees for *alleged* misconduct or poor performance.
- Drastically shorten time periods for going to the Merit Systems Protection Board to appeal demotions, suspensions, or firing (from 30 days to 7 days).
- Prohibit the MSPB Administrative Judge from reducing the penalty that the VA wants, even if they judge it to be too harsh (ex: they can no longer reduce a termination to a suspension).
- Allow VA to take back retirement benefits and bonuses of any VA employee convicted of a felony that the agency claims is related to the job. This is never allowed in the private sector.

## H.R. 1364 would:

- Attempt to rob federal employees of union representation by taking away retirement benefits from shop stewards and others who use official time.
- Cap official time on a per person, per day, and per lifetime basis. Anyone who exceeds the caps lose retirement credits.
- Prohibit lobbying lawmakers, meaning that no employee in an official capacity could testify before Congress and limits the ability to tell lawmakers about agency waste, fraud, and abuse.
- Make it impossible for the union to carry out its legal obligation to represent everybody in the bargaining unit — members and non-members alike. It removes the most effective check on agency mismanagement.
- Make it unreasonable for federal employees to volunteer to represent their co-workers if it means losing retirement benefits.

## H.R. 1461 would:

- Attempt to deprive federal employees of union representation by:
  - severely restricting official time by imposing limits on *who* can serve as a union shop steward or officer, *how much* time they are permitted to spend on these official duties, and *what* they are permitted to do.
  - depriving the union of resources and stability by inviting employees to drop union membership at any time.
- Cap the use of official time at 50%, a 25% cap for those involved in patient care and/or GS-13 and above, and ZERO official time for doctors, dentists, podiatrists, optometrists, and chiropractors — regardless of what the agency agrees to in the contract.
- Prohibit official time for lobbying, preventing any VA employee in an official capacity from testifying before Congress and would limit the ability to talk with lawmakers about waste, fraud, abuse, or mismanagement.
- Extend the "at-will" probationary period when employees can be fired for any reason or no reason from 12 to 18 months.

*If you have questions about what is happening in DC, please call the AFGE Legislative Department at 202.639.6413.*

AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES, AFL-CIO

**IMPORTANT:** This information should not be downloaded using government equipment, read during duty time or sent to others using government equipment, because it suggests action to be taken in support or against legislation. Do not use your government email address or government phone in contacting your Member of Congress.