

2019 SSA/AFGE National Agreement
Agreement in Principle

- Full implementation, without ratification, of the 2019 SSA/AFGE National Agreement on October 27, 2019. Full implementation includes the 12 Panel-imposed articles, all remaining articles agreed to at the table during term negotiations (see list below), and subsequent discussions for Article 10, with the exception of the changes noted below.
 - Article 19, Upward Mobility, was eliminated from the National Agreement and replaced with a new Article 19, Office Space.
- AFGE withdraws and dismisses with prejudice any pending complaints, grievances, information requests, administrative actions, and judicial actions related to Term Negotiations, FSIP, and the Executive Orders.
 - If the Agency does not receive satisfactory proof of withdrawal or dismissal with prejudice for these items by close of business on October 15, 2019, the Agency will implement the Panel-Imposed Articles, as ordered by FSIP, and the Ratification Articles, without any of the changes identified below, on October 27, 2019.
- AFGE accepts management's Sidebars for implementation of Articles 21, 24 and 25.
- Contract changes include:
 - Agency will provide dedicated space in Central Office comparable to the AFGE Term Bargaining Caucus Room (WLR L1107/1109).
 - The Union will be able to identify 100 square feet in each region, within 30 days of the effective date of the agreement. Such space will not be located in Field Offices or Hearing Offices. Actual location to be mutually agreed upon by the parties.
 - Union Time Bank of 125,000 hours
 - Cap of 840 hours for 20 union time users; all other reps capped at 400 hours
 - No exclusions from the cap or bank
 - Duration of agreement will be 6 years.
 - Union representatives may request LWOP up to a year for representational activities.
 - Eliminate limitation on the number of union time users in installations.

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2019 SSA/AFGE National Agreement

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