



## AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES, AFL-CIO

**Eric Bunn Sr.**  
*National Secretary-Treasurer*

**Dr. Everett B. Kelley**  
*National President*

**Dr. Kendrick B. Roberson**  
*NVP for Women & Fair Practices*

October 24, 2024

The Honorable Julie Su  
Acting Secretary of the U. S. Department of Labor  
200 Constitution Ave. NW  
Washington, DC 20210

Dear Secretary Su,

We write to request a meeting to discuss the unilateral implementation of new working conditions on AFGE's bargaining unit employees in the Department of Labor. Your directive requiring all Department employees to work in the office no fewer than five days a pay period is strongly opposed by most of the affected employees. They understand that although the federal employee collective bargaining statute is narrow, the one thing it unambiguously requires from agency management is impact and implementation bargaining over new working conditions. Nothing could be a more obvious new working condition that this large reduction in the number of workdays all employees are permitted to telework.

At the February meeting with President Kelley, you and he discussed the fact that telework has been a great success at the Department, with productivity increasing right along with employee morale and improvements in both recruitment and retention despite the immense and growing pay gap between federal salaries and those paid in the private sector. It is profoundly bewildering to the many employees who have had such positive experiences with telework to be told that they must make enormous and consequential changes in their lives families' schedules and personal budgets just to accommodate a seemingly random and arbitrary schedule being handed down from your office.

One thing President Kelley thought you agreed on during our previous meeting on this subject was that telework policy should not be "one-size-fits-all." We should not go backward but instead expand hybrid and remote work opportunities. By using work place flexibilities to enhance the Department's mission, it saves resources, expands DEIA opportunities, and could make the Department of Labor the model workplace for the nation.

The AFGE members we represent have asked us to meet with you to find common ground. They know, as we do, that you have respect for the collective bargaining process and that trying to misuse legal processes to get around bargaining obligations is contrary not only to President Biden's executive orders, but also your own stated principles of union support.



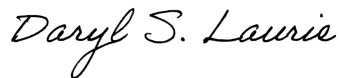
We hope that you will agree to meet with us to discuss these issues further. We believe that we can come to an agreement that will meet the needs of the Department and its employees. We will make ourselves available at your convenience. Please contact Ms. Ashanti Washington at 202-639-6455 or [Ashanti.Washington@afge.org](mailto:Ashanti.Washington@afge.org) to make arrangements for the meeting.

Thank you for your consideration of this request.

In solidarity,



Everett B. Kelley  
National President



Daryl Laurie  
President of AFGE's National Council of Field Labor Locals



LaRhonda Gamble  
President, AFGE Local 12