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PRESS RELEASE

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EEOC CELEBRATES PUBLIC EMPLOYEE RECOGNITION WEEK
BUSTING MORALE AND BLOCKING ADDED TELEWORK DAY

As the rest of the Federal government kicks off Public Employee Recognition Week with events to acknowledge the value of its employees, the Equal Employment Opportunity Commission (EEOC) has telework, a key program for enhancing employee morale, in its crosshairs. Instead of using telework to enhance employee morale, EEOC wants employees to take a day off and stay home. Although EEOC's new Collective Bargaining Agreement (CBA) adds a day of telework per biweekly period, the Agency is refusing to implement the expansion.

According to Gabrielle Martin the President of the National Council of EEOC Locals, No. 216, AFGE/AFL-CIO, "The current EEOC administration is on the wrong side of history when it comes to telework. President Obama, Congress, and other Federal agencies embrace telework for the efficiencies and cost savings it offers. EEOC would rather fight against progress."

Martin says, "It is difficult to imagine what beef the Agency has with telework, which is just another place to work. Hardly new to the Agency, there's no need for telework to be treated as a scary unknown." EEOC started its telework pilot in the early 90s. Since the 2002 CBA, employees have been teleworking four days per biweekly period. The new CBA, which became effective November 25, 2013, expands telework to five days per biweekly period.

However, now that it's time to implement the new CBA, EEOC is blocking local office agreements that include the extra telework day. Through a tortured explanation, EEOC claims that no employees are permitted to telework five days biweekly, but if an employee teleworks four days he/she can use a compressed schedule to take a day off.

"This means employees would be frozen at the current four telework days a biweekly period," says Martin. "'Frozen' is a good movie but not something the Union would agree to as the future of our telework program. This is bad faith bargaining at its worst. It also sends a wrong signal that EEOC would rather employees be out a fifth day not working than teleworking."

Martin states, "The Union is mystified. Telework is good for the environment by keeping cars off the road. Telework is good for productivity. Telework is cost efficient. Telework could help EEOC reach its goal of 20% space savings, which is in the CBA. The fifth telework day per biweekly pay period helps the agency meet all of those goals. Why EEOC prefers that employees take a day off, rather than work out of the office, is beyond comprehension. It is stunning that despite plummeting scores on Federal workplace surveys, EEOC is trying to hold back this popular program."

Martin says, "We are urging environmental advocates, disability and pregnancy rights groups, employee groups, and all those who care about work life balance to call, e-mail or tweet and **tell**

EEOC to telework 5. Green is the color of the campaign to signify the environmental benefits of expanded telework that EEOC is blocking”