



# WHAT HAVE AFGE DUES WON FOR US LATELY?

## AFGE Priorities Achieved In the Last Four Years

- 1** Rescinded the May 2018 executive orders that restricted your rights to negotiate with your agency, the amount of time that can be spent addressing your issues with management, and your rights when rogue managers try to discipline you unfairly
- 2** Ended the attack on federal scientists by signing an executive order shielding them from political influence
- 3** Rescinded the Schedule F executive order that our union characterized as the most profound undermining of the civil service in our lifetimes
- 4** Named a new chair and vice chair of the EEOC, replacing the former chair who recently pushed through a contentious union-busting rule on a party-line vote
- 5** Eliminated the previous administration's ban on diversity and inclusion training, reopening the doorway for us to treat each other with dignity and respect
- 6** Removed union busters from the Federal Service Impasses Panel, allowing the appointment of members who will fairly resolve labor contract disputes
- 7** Rescinded the memorandum delegating to the Secretary of Defense the ability to deprive civilian employees of their collective bargaining rights described in Chapter 71 of Title 5
- 8** Ended the Justice Department's use of private prisons to house offenders remanded to the Federal Bureau of Prisons
- 9** Provided 15 weeks of emergency paid leave related to COVID-19 for federal employees
- 10** Established an automatic presumption of workplace illness through the Federal Employees' Compensation Act for federal employees contracting COVID while on the job
- 11** Restored telework flexibilities at the U.S. Department of Agriculture that the previous administration had rescinded
- 12** Restored the \$755 million in funding that DC was denied in the 2020 CARES Act
- 13** Directed the Office of Personnel Management to explore ways to give federal employees time off to vote
- 14** Appointed a new acting general counsel at the Federal Labor Relations Authority, Charlotte Dye, paving the way for FLRA to address a backlog of disputes and prosecute agencies that violated their own policies and labor laws
- 15** Established the White House Task Force on Worker Organizing and Empowerment to improve the federal government's policies and practices so that more workers have access to unions and can bargain collectively with their employers
- 16** Rolled back anti-worker actions taken by the previous administration against 265,000 employees at the Department of Veterans Affairs and agreed to negotiate with AFGE on a new contract for VA workers
- 17** Fired the Social Security Administration commissioner after he refused to resign and accepted the resignation of the deputy commissioner, following years of mismanagement, hostile labor relations, and declines in the service under the leadership appointed by the previous administration
- 18** Overhauled the U.S. Department of Education's Public Service Loan Forgiveness Program to fulfill the promise of debt relief to employees who have completed a decade of service
- 19** Agreed to expand EPA workers' access to telework, remote work, and flexible work schedules and eliminate anti-worker contract changes implemented under the previous administration as part of an update to AFGE Council 238's contract covering 7,500 agency employees nationwide

- 20** Forced the Department of Education back to the negotiating table to restore employees' rights after the Federal Labor Relations Authority found the department guilty of 14 violations of labor law under the previous administration
- 21** Signed into law legislation passed by Congress that grants full retirement benefits to first responders and law enforcement officers injured on the job
- 22** Signed into law AFGE-backed legislation that expands health care benefits for veterans exposed to toxic burn pits and provides funding and training for workers needed to process these new claims
- 23** Defeated the VA closure commission that would have shuttered or downsized hundreds of VA medical facilities across the country
- 24** Signed into law the largest pay raise for federal employees in four decades, averaging 5.2%, in 2024 – following a 4.6% percent increase in 2023, which was the largest increase in two decades
- 25** Signed into law legislation providing TSA officers with their largest pay raise ever, 31%, putting them on equal footing with other federal workers, and expanded their collective bargaining rights
- 26** Delivered higher locality pay to 32,000 employees in four locations – Fresno, Calif.; Reno, Nev.; Rochester, N.Y., and Spokane, Wash. – plus hundreds of employees at 43 existing localities as part of changes to the compensation system that took effect in 2024
- 27** Repealed two-year probationary period for DoD civilians so all newly hired DoD civilians are under the same one-year probationary period used at most other federal agencies
- 28** Expanded paid family leave for DC government employees following passage of AFGE-supported bill
- 29** Gained hundreds of pro-worker seats in Congress as more than 84% of AFGE-endorsed candidates win their 2022 midterm elections
- 30** Approved 25% retention bonuses for correctional officers and staff at eight severely understaffed federal prisons, helping bridge a significant pay gap as we work for higher salaries across the board
- 31** Secured a new contract for 300,000 employees at the Department of Veterans Affairs in 2023 that retains current workplace agreements and modernizes VA hiring procedures
- 32** Secured a new six-year contract with the Social Security Administration covering 42,000 employees that not only benefits employees but also the American public they serve as several provisions directly affect customer services
- 33** Preserved collective bargaining rights for National Guard technicians, winning a case before the U.S. Supreme Court in May 2023 that threatened union representation for more than 32,000 dual-status technicians
- 34** Launched a new local to represent federal workers in Europe in March 2023, improving our representation for the more than 10,000 federal employees working for federal agencies in Europe who lack union protections on the job
- 35** Expanded or protected our representation of federal employees, including winning the right to represent most of the 45,000 health care workers who have transferred to the Defense Health Agency and winning an election in 2023 to represent more than 200 employees at the Millennium Challenge Corporation
- 36** Secured numerous AFGE priorities in the 2023 omnibus appropriations bill, including a 22% increase in VA health care funding, limiting DoD's ability to cap the size of the civilian workforce, continuing the long-standing ban on outsourcing federal jobs, and allowing retiring law enforcement officers at the Bureau of Prisons to make penalty-free withdrawals from their retirement savings once they reach 25 years of service or 50 years of age, whichever is earlier
- 37** Continued to break organizing records in 2023, registering our fastest growth rate in 13 years (5% growth), achieving year-over-year membership increases at every AFGE district and council, and two of our councils reaching their highest membership levels ever in 2023: the National VA Council (130,158 members at end of year) and the TSA Council (22,545 members at end of year)
- 38** Secured a historic, seven-year contract with the Transportation Security Administration in 2024 that provides unprecedented workplace rights for the more than 40,000 TSA officers we represent