



Lee Saunders  
President

Laura Reyes  
Secretary-Treasurer

**Vice Presidents**

Se'Adorea K. Brown  
Miami Springs, FL

Richard L. Caponi  
Pittsburgh, PA

Stacy Chamberlain  
Portland, OR

Connie Derr  
Albuquerque, NM

Greg Devereux  
Olympia, WA

Danny Donohue  
Albany, NY

Denise Duncan  
San Dimas, CA

David R. Fillman  
Harrisburg, PA

Henry A. Garrido  
New York, NY

Matie Harrell  
Franklinville, NJ

Johanna Puno Hester  
San Diego, CA

Danny J. Homan  
Des Moines, IA

Nicholas J. LaMorte  
Carmack, NY

Salvatore Luciano  
New Britain, CT

John A. Lyrall  
Worthington, OH

Kathryn Lybarger  
Oakland, CA

Roberta Lynch  
Chicago, IL

Christopher Mabe  
Westerville, OH

Glenard S. Middleton Sr.  
Baltimore, MD

Victoria E. Mitchell  
New York, NY

Douglas Moore Jr.  
San Diego, CA

Frank Moroney  
Boston, MA

Michael Newman  
Chicago, IL

Henry Nicholas  
Philadelphia, PA

Randy Perreira  
Honolulu, HI

Steven Quick Sr.  
Indianapolis, IN

Lawrence A. Roehrig  
Lansing, MI

Joseph P. Rugola  
Columbus, OH

Eliot Seide  
South St. Paul, MN

Alan F. Shanahan  
Los Angeles, CA

Paul Spink  
Milwaukee, WI

Mary E. Sullivan  
Albany, NY

Braulio Torres  
San Juan, PR

Anthony Wells  
New York, NY

March 7, 2017

Committee on Oversight and Government Reform  
U.S. House of Representatives  
Washington, D.C. 20515

Dear Representative:

On behalf of the 1.6 million members of the American Federation of State, County and Municipal Employees (AFSCME), I urge you to oppose the Official Time Reform Act of 2017 (H.R. 1364), which would unfairly limit federal workers' use of official time for union representation such as improving workplace safety and working conditions, protecting workers from discrimination, and developing new employee training. We expect this bill to be marked-up in the Committee on Oversight and Government Reform on March 8.

We oppose this legislation because limiting federal employees' use of official time would make the federal government less effective, efficient, and responsive. It moves the federal workplace in the wrong direction and ignores positive worker involvement and innovations occurring in the private sector. This bill would impede labor-management discussions and problem solving, dampen consensus, and undermine workplace community building. It would erode workplace representation by workers who volunteer to represent members of collective bargaining units in federal agencies and thus reduce morale and effective leadership.

AFSCME strongly supports the use of official time, which is a long established policy under federal labor-management relations law. It has existed since the Civil Service Reform Act of 1978 was enacted and has demonstrated its usefulness all these years. It is a proven and effective mechanism to facilitate constructive and consensual labor-management relations and reduce workplace conflicts. Official time allows federal employees represented by unions to be granted dedicated time, or the ability during work hours, to perform needed activities in the joint interest of the union and federal agency. Use of official time for conducting internal union work is already expressly prohibited. In contrast, official time is often used for handling employee grievances, negotiating collective bargaining agreements, or trainings. Moreover, official time must be approved by the affected agency and must be "reasonable, necessary, and in the public interest."

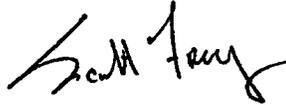
Similar efforts to restrict or eliminate this effective labor-management relations policy guidance were previously rejected by the House of Representatives, including an amendment to the Consolidated Appropriations Act, 2016 (H.R. 2029), which was defeated 190-232.

**American Federation of State, County and Municipal Employees, AFL-CIO**

TEL (202) 429-1000 FAX (202) 429-1293 TDD (202) 659-0446 WEB [afscme.org](http://afscme.org) 1625 L Street, NW, Washington, DC 20036-5687

AFSCME urges you to oppose the Official Time Reform Act of 2017 and related proposals to undermine official time for union representation.

Sincerely,

A handwritten signature in black ink that reads "Scott Frey". The signature is written in a cursive style with a large, sweeping initial "S".

Scott Frey,  
Director of Federal Government Affairs

SF:MG:rf