

July 2, 2019

Dear Ms. Vizian,

We are EPA employees of the Office of International and Tribal Affairs with varying years of federal service. We believe in our mission and work hard to do our part in supporting our Agency's mission. We came to the Agency because we believe in EPA's core mission. We are writing to you because you are the leader that has authority over the Labor and Employee Relations Division. We are hopeful that you will intervene on behalf of employees to rescind the unilateral anti-employee bargaining agreement that has been imposed upon us. EPA and its employees have in the past gone years without a pay increase, watched our workforce be reduced to an all-time low, and endured a series of scandals that have brought shame to our Agency, but these were external attacks. We cannot believe that our leaders think so little of us that they have chosen to disrespect our public service by putting in place a bargaining agreement that virtually eliminates workforce protections and conditions (i.e., Negotiated grievance process, performance and discipline, merit promotions, work schedules and telework), threatens our careers, and diminishes our union representation. These actions can have no aim other than to demoralized and already disheartened workforce community.

Ms. Vizian, we deserve better and we reach out to you to stand up for us. Please lead the Agency toward finding a solution and resolving these issues with the union.

Sincerely,

Employees of the Office of International and Tribal Affairs

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