

## Message

**From:** Vizian, Donna [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=CB2401BF8D4F441DBF27F21E122BE2C5-VIZIAN, DONNA]  
**Sent:**  
**To:** **Federal law prohibits disclosure / Ex. 3**  
**Subject:** FW: AFGE Contract and Telework

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**From:** Personal Security Detail / Ex. 6  
**Sent:** Thursday, July 18, 2019 11:05 AM  
**To:** Vizian, Donna <Vizian.Donna@epa.gov>  
**Subject:** AFGE Contract and Telework

Dear Mz. Vizian,

I am writing concerning the new AFGE Collective Bargaining Agreement and specifically the provisions regarding teleworking. The provisions regarding teleworking seem overly restrictive, punitive, and discriminatory in my view, and I ask you to take steps to reconsider.

I am a 62 year old GS-14 EPA employee in OLEM/ORCR with 30 years of service. I am a healthy and high performing employee engaged in work that I believe is vital to our country, including work on PFAS issues, hazardous waste combustion, and improving the performance of landfills through better management of liquids addition.

For many years I teleworked one day a week. About a year ago, I started teleworking two days a week because my wife is ill and disabled. That second day of telework makes all the difference for me to continue working, as it enables me to have three extra hours at home during non-work hours to support my wife. With the restriction in the AFGE bargaining agreement, I can no longer telework two days a week, and this will likely lead to my retirement from the EPA in the next several months.

My understanding is that you are in a position of authority to influence workplace practices associated with the AFGE bargaining agreement. I ask you to please reconsider the onerous provisions of this bargaining agreement and take steps to allow for continued flexibility in our workplace..

If there is anything you can do to help me in my particular circumstance, I would appreciate it. I would like to keep working at the EPA because I think I have great experience and skills to offer for several more years. However, without the flexibility to telework two days a week, I think it is doubtful that I will continue for very long.

**Personal Security Detail / Ex. 6**