**From:** Corbett, Krysti
**To:** Morrison, Denise; Morton, Gary
**Cc:** Greaves, Natasha
**Subject:** Notice: Permissive Subjects of Bargaining in MCBA
**Date:** Wednesday, October 10, 2018 5:19:00 PM
**Attachments:** 10-10-2018 - AFGE Local Permissive Subjects Strikethrough.docx

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AFGE Leadership,

On May 31, 2018, I sent AFGE Council 238 notice that the Agency intends to renegotiate the Master Collective Bargaining Agreement (MCBA) between EPA and AFGE Council 238 upon its expiration August 1, 2018.

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With this August 1 termination of the MCBA (please see Article 41, Section 3), this email is notice of the Agency withdrawing its agreement to negotiate over the permissive subject of delegating bargaining below the level of exclusive recognition.

Effective immediately, the Agency terminates its permissively negotiated agreement in the terminated contract to negotiate over the subject of delegating bargaining below the level of exclusive recognition.

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Provisions in the contract which provide for bargaining below the level of exclusive recognition are no longer in effect. (Please see the attached text in strikeout for the specific provisions at issue.) Any agreements already negotiated and fully executed (including Agency Head review) below this level will remain in effect unless and until changed in accordance with the Statute. Local management is not authorized to bargain on these matters and EPA is not bound by any clauses in existing local level agreements that require or allow for bargaining at the local level on matters covered by the MCBA.

Once the parties have completed their negotiations over groundrules, the Agency intends to negotiate over these, and other matters, at the national level as part of the negotiations over the MCBA.

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