

February 2, 2021

MEMORANDUM

TO: Chapter Presidents

RE: President Requests the Resignations of Federal Service Impasses Panel Members

SUMMARY: President Biden has requested the resignation of all members of the Federal Service Impasses Panel.

I am very happy to report that, earlier today, President Biden requested that the current members of the Federal Service Impasses Panel (Panel or FSIP), the component of the Federal Labor Relations Authority charged with resolving collective bargaining impasses between agencies and unions, resign from their positions by the end of today. All but one member have resigned. This action is welcome and could not come soon enough in our view. These now former Panel members were virulently anti-union and anti-employee and repeatedly issued decisions that rolled back the rights of employees and their stewards.

Indicative of its anti-union views, in one case, the Panel imposed language to resolve an official time dispute that was *more restrictive* than what the agency had even proposed. In another case it based its decision to strip employees of their long-held right to telework on unverified and unsupported assertions of the management bargaining team. In short, the termination of the current Panel members is a great day for federal employees, unions, and the rule of law.

Based on prior Panel decisions, agencies were emboldened to pursue contract cuts by ignoring the obligation to bargain in good faith so the dispute could be moved to the Panel, which repeatedly rubber-stamped the agency's language.

We believe their removal will lead to the appointment of neutrals to the Panel who are not biased against unions and federal employees. We look forward to President Biden appointing people to the FSIP who will impartially and professionally mediate and resolve bargaining impasses.

Anthony M. Reardon
National President