



**American Federation of Government Employees  
Local 3509**

## **Memorandum**

Date:

From:

To:

Subject:

On \_\_\_\_\_ the union became aware that the agency implemented a change in the working conditions in the \_\_\_\_\_ office.

Neither notice nor an opportunity to bargain has been provided to the Union in accordance with 5 USC 71 and the National Agreement. Please provide notice and opportunity to bargain to

The notice should include a description of

The Union demands to bargain this management-initiated change, to the fullest extent allowable under law, the procedures management will use in exercising their authority and appropriate arrangements for adversely affected employees. The Agency is to rescind this initiative and hold its implementation in abeyance until such time as all phases of negotiations have been completed up to and including impasse proceedings. The Union demands status quo ante.