

## "The Spotlight"



# 01

### Union Grievance

The Union filed a Grievance on May 17th claiming OJP improperly restricts Bargaining Unit Employees' right to Union representation. Over multiple instances, HRD and OJP management have advised employees that they will only allow Union representation for disciplinary and adverse actions. Since OJP no longer recognizes the Union, they say employees cannot request representation for non-disciplinary matters, which contravenes the Collective Bargaining Agreement (CBA) and the federal labor statute. Furthermore, OJP's position directly contradicts its own written guidance dated September 29, 2025. More information is forthcoming.

# 02

### OJJDP Adverse Working Conditions

The Union submitted a memo to OJJDP outlining employee concerns regarding high monitoring expectations, overlapping deadlines, evolving administrative requirements, staffing pressures, and the cumulative impact of sustained workloads on employee well-being and morale. We also raised concerns regarding burnout, psychological safety, lack of recognition, and employees' ability to fully engage in meaningful grants management and monitoring activities under compressed timelines. The memo concluded with requested resolutions, including assessing workloads, evaluating monitoring requirements, and providing methods for open and anonymous communication.

# 03

### Policy/ Career ("Schedule F")

While OJP has not publicly released any implementation plan or identified affected positions, employees in policy, research, advisory, grants management, and strategic roles are concerned about how the guidance could apply to their positions. Agencies reportedly submitted initial position reviews to OPM in spring 2025, though additional reviews may continue. The Union has received information that several OJP offices have or will request to reclassify the positions listed above. Noted in multiple Union bulletins and Spotlights, we continue to closely monitor developments, provide information, and support employees as more details become available.

# 04

### Reminders & Updates

- Report "999" issues to OJP via the OJP People Platform or [ojp@servicenowservices.com](mailto:ojp@servicenowservices.com).
- We encourage employees to donate leave via the Voluntary Leave Transfer Program (VLTP) for OJP and other federal employees. For assistance, please contact Christine Reinhardt in HRD.
- Contact the Union for assistance with Reasonable Accommodation (RA) requests.
- Should employees need union representation, please contact us for the specific language, per OJP's guidance.
- Join as a dues-paying member via the [UPay Member Link](#) on the Union's website.