

"The Spotlight"



01

Telework for Remote Employees

The Union filed a memo asking OJP to reinstate telework for remote employees per the Office of Personnel Management's (OPM) *Guide to Telework and Remote Work in the Federal Government*, issued in December 2025. We previously filed a Grievance and Unfair Labor Practice (ULP) in April and June 2025, respectively. OJP is holding the Grievance in abeyance due to AFSCME's pending litigation. The Union is awaiting a status update regarding the ULP. We advised OJP in the memo that we will consider withdrawing these formal actions if they reinstate telework for remote employees. More information is forthcoming.

02

Removing Employees from the Bargaining Unit

OJP notified employees that it will change all personnel records to remove them from the bargaining unit starting in March. The Union response objected to this action and reminded OJP about AFSCME's and other plaintiffs' litigation currently pending before the United States Court of Appeals for the Ninth Circuit. The Court has not issued a final judicial determination upholding the Executive Order or authorizing agencies to implement bargaining unit exclusions. We requested confirmation that OJP will not continue with this action until the Court issues a decision. Should they do so, we will file additional formal actions.

03

Issues with BJA Managers

The Union has recently received several comments and concerns regarding two BJA managers in the Programs and Policy Divisions. These comments include requiring employees to sit in the same area, micromanaging work, and a hyper focus on administrative and grant tasks. These managers have also spoken disparagingly to employees. As you may recall, the Union recently addressed similar issues at OAAM, which contributed to OJP reassigning the former Director to OCFO. We will continue to gather information and will file a formal action per the Collective Bargaining Agreement (CBA). Please submit any comments via the Union's Labor-Management Form or contact the Stewards directly.

04

Reminders & Updates

- Complete the Freedom of Information Act (FOIA) Training.
- Attend the rescheduled Employee Union Brown Bag on Wednesday, February 11th from 12:00 to 1:00 p.m. More information is forthcoming.
- Report "999" issues to OJP via the OJP People Platform or 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.
- Join the as a dues-paying member via the [UPay Member Link](#) on the Union's website.