

"The Spotlight"



01

Employee Representation

AFSCME Local 2830 recently represented an employee as their personal representative during a Reasonable Accommodation (RA) meeting with OJP, the first time the Union has been permitted to do so since Spring 2025. The meeting occurred after Local 2830 filed a grievance raising concerns about OJP's administration of the RA Program, including delays, inconsistent practices, and barriers affecting employees seeking accommodations.

While one meeting does not resolve all of our concerns, this is an important win for employee representation and a meaningful step forward. Most importantly, we were able to support the employee.

02

Telework and Remote Employees

The Union filed a grievance in 2025 after OJP informed remote employees that they were telework-ineligible and required many of them to report to designated federal worksites. We challenged OJP's failure to notify and bargain with us before implementing the change and to exclude remote employees from telework.

The Union requested, among other remedies, that OJP allow eligible remote employees to telework while the grievance was being resolved. More than a year later, concerns about telework for remote employees remain. We may file another Grievance to address the continued impact on affected employees.

03

COPS and OVW Status Update

Based on the information the Union received, COPS and OVW will not move to OJP in FY 27. While they can physically relocate to OJP, we repeatedly advised management in the first Trump administration that they could not become OJP components because they were established separately by Congress.

The Union believes the expected arrival of COPS and OVW employees was a factor in OJP's decision to move away from the neighborhood seating concept and require assigned seating at "999." Now that COPS and OVW are not expected to relocate to OJP, Local 2830 plans to submit a proposal requesting that OJP return to the neighborhood seating concept.

04

Reminders & Updates

- Complete all required DOJ trainings by the due dates. See the emails and LearnDOJ.
- 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.
- 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.