

C. USE OF AGENCY FACILITIES

(1) Customary and Routine Services and Facilities

Although an agency is prohibited from sponsoring, controlling, or otherwise assisting any labor organization it may "...furnish upon request, customary and routine services and facilities if the services and facilities are also furnished on an impartial basis to other labor organizations having equivalent status." [5 U.S.C. 7116(a)(3)]

(2) Other Services

The provision of facilities and services to an exclusive representative is negotiable.

(3) Dues Withholding

An agency must honor a bargaining unit employee's written dues allotment. The allotment is honored without cost to the union and may not be revoked for at least one year. [5 U.S.C. 7115(a)]²² Because the entitlement to dues withholding applies only to bargaining unit employees, dues withholdings should be terminated immediately when the employee leaves the bargaining unit.

(4) Use of Bulletin Boards

An agreement negotiated by an agency and a recognized labor organization may include a provision for the use by the labor organization of bulletin boards within the agency's control. Such a privilege must conform to both appropriate agency regulations, subject to a compelling need challenge, and to GSA regulations. [See 41 CFR 101-20.7] Where there is no negotiated agreement, the agency may grant bulletin board privileges and impose reasonable restrictions governing their use. Those restrictions must be interpreted and applied in a fair and impartial manner with respect to unions having equivalent status.

(5) Access to Facilities by Non-Employees

Except in unusual circumstances, representatives of labor organizations and other individuals who are not employees of the installation or activity need not be given any access to agency facilities unless access is provided for by an agreement with a recognized labor organization or pursuant to established agency policy.

²² Interpretation and Guidance, FLRA No. O-PS-1. See also U.S. Army Material Development and Readiness Command, Warren, Michigan and Local 1658, American Federation of Government Employees, AFL-CIO, 7 FLRA No. 30.