

## LABOR MANAGEMENT RELATIONS COMMITTEE MEETING

August 23, 2016 -- Minutes

1:00 p.m. – 3:30 p.m.

300 S. Riverside Plaza, Suite 1700  
Chicago, Illinois 60606

Management Representatives

M. Anthony Lowe, Regional Director RMS/DCP  
Regina Hayes, Assistant Regional Director  
Diane Fier, Regional Manager  
Jack Schwab, FDIC Counsel  
Joe Arellano, HRO  
Natalie Storey, LERS

NTEU Representatives

Dawn Sleva, President Chapter 242  
Anne Dasovic, NTEU Counsel  
Dan Peters, NTEU Chief Steward  
Lisa Sorge, NTEU 242 Executive Vice President  
Rhonda Little, NTEU 242 Vice President

Topic	Discussion Points	Contract Reference	Outcome
Health & Safety	<p>Ongoing discussion topic.</p> <ul style="list-style-type: none"> <li>• Report from subcommittee.</li> <li>• PIV Cards – Implementation plan and issues</li> <li>• Security access to RO/Field Offices – what can/should employees do if they are locked out of the office due to forgetting their ID card inside the office or a card malfunction?</li> </ul>	Article 36, Global E-Mails	<ul style="list-style-type: none"> <li>• <b>Report from subcommittee</b> – (RM Fier) The current evacuation drill is up-to-date. Hopkinsville, Grand Rapids, Elizabethtown- air and water testing good. There was a concern at Chicago FO with window leakage but that has been addressed. Water test at Chicago FO – normal. There were 2 issues at Columbus – water/back-flushing issue and water main break. Both issues have been resolved. 33 ergonomic assessments were conducted at the RO, recommended equipment has been ordered. Diesel survey was conducted on August 7 &amp; 8 – preliminary results are good. A region-wide emergency response system test was conducted – 70% response rate. There was an issue with the email going to spam, DIT has corrected. There will be another test next quarter. (NTEU Sleva) – When do FO's conduct evacuation drills? (RM Fier) that's up to the FS/SE. (NTEU Peters) – on his side of floor there are people who are not always there, who work PT schedules, who are work in place. (RM Fier) if we can't find a person during a drill/emergency we can open their office door if needed.</li> <li>• <b>PIV Cards – Implementation plan and issues</b> (RM Fier) – Agency wide 83.4% employees have new card. In Chicago Region 93% of employees have the new card. (NTEU Peters) There was an issue with an employee who worked two CH at a bank so that he could take time the next day to drive to get his new card. Picking up the cards should not negatively impact work. Also employees need to know that it is administrative time and not administrative leave.</li> <li>• <b>Security access to RO/Field Offices – what can/should employees do if they are locked out of the office due to forgetting their ID card inside the office or a card malfunction?-</b> (RM Fier) If employees get locked out they will need to talk to the FS or SE for direction. There is</li> </ul>

			no way to remotely let employee into office. Hoping that during the transition, employees will get familiar with new cards.
Resource Issues	<ul style="list-style-type: none"> <li>• Staffing Plans update.</li> <li>• Imbalances between offices or regions – where are there surplus hours vs shortages?</li> <li>• Territory/FO realignment – what changes are planned for our region?</li> </ul>	Various Global E-Mails	<ul style="list-style-type: none"> <li>• <b>Staffing Plans and Imbalances between offices or regions – where are there surplus hours vs shortages?</b> (RD Lowe) There's still some attrition happening. Risk is short about 11,000 hours. There's a shifting of resources to try and cover shortages. Will cover shortages with a mix of FIS's, MCE's and help from other offices. In Risk we won't be helping other regions. However, in compliance we may need to help other offices in large part due to the number of banks converting to the FDIC from other agencies. (NTEU Sleva) What happens when an office gives a bank(s) away but then at a later time realizes they can handle them? Do they get to take the bank back or do they have to take another bank from another office? (RD Lowe) That will be handled on a case-by-case basis.</li> <li>• <b>Territory/FO realignment – what changes are planned for our region?</b> (RD Lowe) No changes planned in the near term but there is an ongoing review; doesn't expect anything material to happen before the end of the year. In response to NTEU Sleva's question, RD Lowe responded that under all scenarios being considered offices are being kept as is and there will be no physical relocation of staff. However, banks may be reallocated to another office. In response to a question from NTEU Peters, RD Lowe responded that every region has seen some attrition as smaller banks continue to merge throughout the country.</li> </ul>
PMR/ Feedback	<ul style="list-style-type: none"> <li>• DFF Training – training had been provided to supervisors on effective writing of DFFs supervisors were supposed to share with staff – has this happened everywhere?</li> <li>• Feedback on ITEAs – DFFs or other?</li> </ul>	Article 12	<ul style="list-style-type: none"> <li>• <b>DFF Training</b> – (ARD Hayes) there are 4 offices who have not yet been given training. NTEU Little – there were “comments” given in her office but not sure if that was considered “training.” (ARD Hayes) has asked the person who did the DFF training to distribute. (RD Lowe) will address.</li> <li>• <b>Feedback on ITEAs – DFFs or other?</b> – (ARD Hayes) – there won't be formal DFF's but supervisors will be seeking some input into ITEAs work. (NTEU Peters)– ITEAs are hired as specialists, almost like being commissioned, they aren't in training.</li> </ul>

<p>Changes in Working Conditions</p>	<ul style="list-style-type: none"> <li>• Changes in working conditions – supervisors need training regarding the need to notify the NTEU prior to implementing changes.</li> <li>• IT SE – implementation of this new position – employees have questions and concerns (this has been addressed at the national level, but some issues are local in nature).</li> </ul>	<p>Article 50</p>	<ul style="list-style-type: none"> <li>• <b>Changes in Working Conditions</b> – NTEU Little –. There are SE’s who are grooming others for SE positions by sending work their way. In February of 2016, DCP Indy/Mt Vernon staff were told that management would be having two non-commissioned examiners reviewing ARCHs and FLSCs. This may affect PMRs; others (women, black males) are being by-passed. Commissioned examiners have to answer to non-commissioned examiners who are reviewing their work on ARCH and FLSC memos. NTEU Peters – can an SE delegate signatory authority to a non-commissioned examiner? RD Lowe – thought this was resolved. Non-commissioned examiners should not be reviewing commissioned examiners work. NTEU Little - Union stewards raised concerns and relayed that employees were not comfortable with this change in working conditions. After the Union requested to meet with management to discuss this, an email went out stating the practice would not occur. However, in actuality the practice occurred from approximately 3rd quarter of 2015 thru 3rd quarter of 2016. NTEU Sleva – the union is training employees what a change in working condition is; it doesn’t seem like supervisors know.</li> <li>• <b>Kentucky</b> – Credit Hour policy – HRO Arellano spoke with Amy Neal and doesn’t anticipate this will be an issue going forward.</li> <li>• <b>IT SE – implementation of this new position</b> – employees have questions and concerns (this has been addressed at the national level, but some issues are local in nature) – NTEU Sleva being told this is a national issue and the union has to go to HQ. RD Lowe doesn’t know how this can only be a local issue. NTEU Sleva noted that this is a thorn in peoples’ sides, more people would have posted if they had known it would have been a lot less than 75% travel. Believes that the percentage of travel required changed to fit the employee applying. RD Lowe-keep bringing this nationally, not a local issue.</li> </ul>
<p>Right to Union Representation &amp; Grievance Processing</p>	<ul style="list-style-type: none"> <li>• Right to Union Representation – employees are being questioned by DOF, CSIRT and supervisors; are being asked to submit statements regarding activity; or are receiving disciplinary actions without proper notice of the right to union representation.</li> <li>• Grievances – management has been untimely responding to grievances and related information requests.</li> </ul>	<p>Articles 3, 45, 47</p>	<ul style="list-style-type: none"> <li>• <b>Right to union representation</b> – (HRO Arellano) DOF –credit cards; CSIRT – emails, etc. Those are national issues. Emails go out to employees and they respond. If we interview employees locally, then they are provided the Weingarten form and given the opportunity for representation.</li> <li>• <b>Grievance s- management has been untimely responding to grievances and related information requests.</b> – transition has been a factor. Has tried to communicate with NTEU. The info requests for the PMR grievances involved voluminous documents that had to be redacted. A confidentiality agreement had to be entered into to. We are now back up to speed. Ready to schedule the grievances. There’s only one remaining info request in the review process.</li> </ul>

Other Items	<ul style="list-style-type: none"> <li>• FEVS Advisory Committee – Update</li> <li>• Retirement – Employees need direction on how your part time status impacts the calculation of the retirement and how to fix it.</li> <li>• Interns conversion to FIS – if an intern does not elect health insurance coverage when they start as an intern, they are not being allowed the coverage when they convert to a FIS (they have to wait until the next open season ) – what can we do to correct this?</li> <li>• ETS – are we continuing to assess and address connectivity issues?</li> <li>• Employee Personnel Files – what is an efficient way to allow employees to review their file?</li> </ul>	Various	<ul style="list-style-type: none"> <li>• <b>FEVS Advisory Committee – update</b> - - all raw data has been received. RD Lowe culling through this week and will be bringing it back to the committee to determine what should be worked on. Then the committee will communicate with the employees.</li> <li>• <b>Retirement – employees need direction on how your part time status impacts the calculation of their retirement and how to fix it.</b> NTEU Little – there are many people who are listed as PT workers yet work over the number of hours they are scheduled. She assumed all of those extra hours were being counted towards retirement but they aren't being calculated. How are the extra hours handled? RM Fier will raise the issue with Sekandra Brown and the union should raise the issue on their side as well.</li> <li>• <b>Interns conversion to FIS – if an intern does not elect health insurance coverage when they start as an intern, they are not being allowed the coverage when they convert to a FIS)have to wait until the next open season) – (RM Fier)– interns/term employees have the option to elect insurance but most opt out because they are already covered. When convert to a FIS unless they already have the insurance they are not eligible until next open season. NTEU Peters – this needs to be communicated better. He will also reinforce this during his time with the interns.</b></li> <li>• <b>ETS – are we continuing to assess and address connectivity issues?</b> (ARD Hayes)– on the ETS steering committee. There was a fix last month which made it better. Send issues to ETS email. Shawn Hasty is the SME for the region. There will be a lessons learned meeting. Also go to help desk for help.</li> <li>• <b>Employee Personnel Files – what is an efficient way to allow employees to review their file?</b> NTEU Sleva – employees are asking for an opportunity to review their OPFs. RM Fier – if the employee is going to be in the RO or HQ, if they let us know in advance, we can have their OPF available there for their review. We can also scan a copy of their OPF to an FDIC email address. Requests should go through HRO Arellano.</li> </ul>
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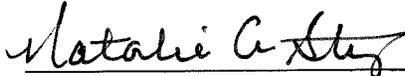
<p>Introduced at Meeting</p>	<ul style="list-style-type: none"> <li>• ARD Position – RMS</li> <li>• CTT/Comp Time/OT</li> </ul>		<ul style="list-style-type: none"> <li>• <b>Jim Eisfeller retiring</b> – (RD Lowe) doesn't look like we can backfill. May need to reassign the org chart. Will know more in late fall.</li> <li>• <b>CTT/Comp Time/ OT</b> – (ARD Hayes) understand that some people are claiming one but not entitled to it because at they are already at the max level. Would like to resend out the guidance. NTEU Sleva – supervisors may not know what they are doing. NTEU Peters – this would be appropriate for training but there is never enough time allotted for training.</li> <li>• <b>Inclusion Diversity &amp; Fairness</b> – Robin Poole has stated that you can use CH to work a 4/10 schedule but that you are not guaranteed to have the same day off every week. Then there are supervisors who say they will not approve a 4/10 schedule or anything that looks like it. There are CBI's on Telework on FDIC learn – one for supervisors; one for employees. There should also be a seminar on TW. People need to be treated the same concerning TW.</li> </ul>
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The LMRC adjourned at approximately 3:30 p.m.

For the National Treasury  
Employee Union  
Chapter 242

  
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For the Federal Deposit  
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