

LABOR MANAGEMENT RELATIONS COMMITTEE MEETING

January 25, 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 Arcillano, HR Specialist LERS

NTEU Representatives

Dawn Sleva, President Chapter 242
Anne Dasovic, NTEU Counsel
Darrin Nelson, NTEU 242 Secretary
Lisa Sorge, NTEU 242 Steward
Cathy Burgmeier, NTEU 242 Steward

Topic	Discussion Points	Contract Reference	Outcome
Health & Safety	<p>Ongoing discussion topic.</p> <ul style="list-style-type: none"> Report from subcommittee. Security access to RO/Field Offices – reliability of access cards & security camera tape access/use. Hazardous weather reminder and employee notification of closures/delayed start. 	Article 36	<ul style="list-style-type: none"> Report from subcommittee – (RM Fier) The schedule for air and water tests includes Appleton, Downers Grove, Chicago Regional Office, Elizabethtown, Grand Rapids, Hopkinsville, Brookfield, and Princeton. Health Risk Assessments and prostate screenings scheduled 1/26-1/28 and 2/4-2/5. In 2015, 125 flu shots and 82 bone density screenings. One slip/trip/fall accident in 9/2015. Evacuation drill conducted 9/21/2015. Lexington, CRO, and Indianapolis air and water good. An attachment was distributed regarding evacuation and fire drills. Security access to RO/Field Offices – reliability of access cards & security camera tape access/use - (RM Fier) Employees will not have to take IDs out of the new alligator-clip holders. FS can have their admins request the new ID holders. Security cameras record onto 30-day DVDs. CRO has access to DVDs in Field Offices, but no local supervisory access. (NTEU Sleva) Will provide a copy of HQ Security MOU to RM Fier. Hazardous weather reminder and employee notification of closures/delayed start – (RM Fier) Reminder sent 1/14/2016. There were no changes from last year. Weather phone number is active.
Resource Issues	<ul style="list-style-type: none"> Staffing Plans update. Permanent opportunities for term employees. 	Various Global E-Mails.	<ul style="list-style-type: none"> Staffing Plans – (RD Lowe) Going forward, existing vacancies in the territories, particularly premium grades, may be moved to other locations if needed to meet workload and complexities. This approach will not impact FIScs. Vacancies for admin assistants going forward, could potentially all be part-time or term, as the work performed by territory admins

			<p>continues to decline. Milwaukee, Chicago, and Champagne have open admin slots. Temp DRD will continue and likely be reposted in QTR.2. New Field Supervisor in Chicago FO. There may be a need to move exams around due to a RMS deficit.</p> <ul style="list-style-type: none"> • Permanent opportunities for term employees – (RD Lowe) Term employees may apply for permanent positions as they are posted, but term positions will not be made permanent.
Training	<ul style="list-style-type: none"> • Planned training events. • The revised TE – discussion of regional results, training efforts, and commissioning requirements. • IDP inconsistencies – what should be included when and employee doesn't receive a strong TE score? 	Article 11 & Training Policy.	<ul style="list-style-type: none"> • Training – (RD Lowe) ETS will roll out in RMS 4/2016. DCP will have electronic work papers in 2016. We also expect to have Capital Markets & Accounting for SMEs in 3rd QTR. There may also be case manager and writing MRBAs training. Employees will always be encouraged to use their PLA funds. • The revised TE – (RD Lowe) We've had several employees successful on their 1st or 2nd times taking the TE. Field Supervisors are trying to be proactive to assist employees who have difficulties. We want employees to show proficiency before taking the TE. Commissioning is determined by the factors itemized in the training Policy. (NTEU Sleva) – We believe the assistance to employees who struggle with the TE is inconsistent/all over the board. (RD Lowe) FISs tend to perform better than mid-careers on 1st take of TE. FS have calls to discuss/share best practices. Critical Thinking training is available to assist employees with TE. Career Counselors are also good resources. • IDP inconsistencies – (NTEU Sleva) Employees have noticed inconsistencies in what they're required to do on IDPs depending upon TE score. There is no method to insure consistency. (RD Lowe) Field Supervisors are in the best position to determine how to assist employees.

<p>Details & Special Assignments</p>	<ul style="list-style-type: none"> • Imbalances of work among territories/offices – best practices. • Notification when supervisor doesn't release employee for a detail or EOI. • Revisions to RMS/DCP EOI system – discussion of changes. • 120 day restriction for details to higher level positions and impact on Chicago Region employees. 	<p>Article 14</p>	<ul style="list-style-type: none"> • Imbalances of work among territories/offices – best practices - (ARD Hayes) FS talk to each other to address imbalances and share resources. (NTEU Sleva) Sometimes exams will be shifted, but sometimes only specific tasks are shifted. Employees want an opportunity to provide input to supervisors. (RD Lowe) Sometimes specific qualifications or institutional knowledge is needed. We make determinations on a case-by-case basis. • Notification when supervisor doesn't release employee for a detail or EOI – (NTEU Sorgc) Employees would like to know why they weren't chosen for details. (c.g. qualifications or availability) (RD Lowe) We encourage FS to talk to staff and explain why a detail couldn't happen. We will remind FS to communicate with staff. • Revisions to RMS/DCP EOI system – discussion of changes. (RD Lowe) WE council is looking at EOI system and had a briefing, but uncertain as to when changes will be implemented. • 120 day restriction for details to higher level positions and impact on Chicago Region employees. (RD Lowe) This was discussed in the 4th QTR on the Field Supervisor call. There is now also a 120 day restriction, per calendar year, on aggregate details. pursuant to CFR 335.103.
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Term Agreement Changes	<ul style="list-style-type: none"> • Implementation. • Training for employees and Supervisors. 	Articles 19, 20, & 45.	<ul style="list-style-type: none"> • Implementation – (NTEU Sorge) Have there been any changes to procedures for requesting the new schedule? (ARD Hayes) We conducted a call with Field Supervisors on Friday to discuss work schedules (e.g. maxi-flex) and telework solicitations. • Training for employees and Supervisors. – (NTEU Sleva) Who is the contact person for the NTEU when scheduling the (1) one hour conference call? (ARD Hayes) I am.
Telework and work schedules	<ul style="list-style-type: none"> • AWS/CWS approval in the field. • Denial of work schedule changes. • Approval of CTT when assignment ends late in the day. 	Article 19 & Article 20	<ul style="list-style-type: none"> • AWS/CWS approval in the field. – (NTEU Sleva) Is there any guidance provided to field supervisors about AWS approval? If bank hours do not accommodate an AWS, can examiners telework? (RD Lowe) Telework will be considered and approved in accordance with the Telework Directive. • Denial of work schedule changes. – (RD Lowe) can you provide an explanation or examples of supervisors denying work schedule changes? (NTEU Sleva) No examples. • Approval of CTT when the assignment ends late in the day. – (RD Lowe) This is the first I've heard of a supervisor requiring an employee to stay out an extra night. (ARD Hayes) There is guidance regarding when you may elect to travel. (RD Lowe) We will look into this. (NTEU Sleva) The issue is with CU. RMS rotation required to travel on President's Day. (RD Lowe) Please forward to Regina.
PMR	<ul style="list-style-type: none"> • Follow-up – training for employees on the DFF process. • Temporary Supervisor's role and training. • Mid-year and counseling reminders. 	Article 12, Comp. Agreement, PMR Directive.	<ul style="list-style-type: none"> • Follow-up – training for employees on the DFF process. – (ARD Hayes) We provided to field supervisors at the RO. We will follow up with FS to ensure they provide the training back in their offices. • Temporary Supervisor's role and training. – (NTEU Sleva) Do temporary supervisors get PMR training? We are concerned about the quality of PMR review. (RD Lowe) There is no specialized training, but they get input from the SE who was there during the year to monitor performance. • Mid-year and counseling reminders. – (NTEU Sleva) Are you providing guidance? (RD Lowe) Globals will be sent. (ARD Hayes) We also discussed this on the FS call Friday.
Regional Audit	<ul style="list-style-type: none"> • Update on results and changes made to address them. • RMS/ROE Quality Control Checklist – impact on staff. 	Emails	<ul style="list-style-type: none"> • Update on results and changes made to address them. – (RD Lowe) DCP audit came back in the fall and we filed a response. There was nothing material. RMS concerns were focused on turn around and MRBAs. We started monthly calls to go over items – critical thinking, applications, ROE processing, quality and timeliness. ARDs visited their territories to discuss the findings and planned actions to address. We will complete a critical review of our examination and application analysis and preparations, to ensure a third party could readily determine how we arrived at our conclusions. (ARD Hayes) We put together checklists to ensure we don't miss critical factors. • RMS/ROE Quality Control Checklist – impact on staff. – (NTEU Sorge) There is a 1.5 page

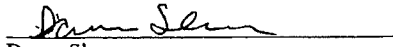
			<p>checklist with redundant items. We are concerned that we now have to fill something out that's lengthy and redundant.</p> <p>(ARD Hayes) We are working with Cindy Childers to reconstitute the work paper committee.</p> <p>(RD Lowe) At the end of the day we will have one checklist.</p> <p>(NTEU Sorge) What is your timeline?</p> <p>(ARD Hayes) Our goal is to get something together soon. We expect to discover more issues when ETS rolls out. Other regions are working through the issues now.</p>
Other Items	<ul style="list-style-type: none"> • FEVS Advisory Committee • Direct contact with DOA by employees vs. chain of command. • Follow-up - Role of Ombudsman. • Procedures for disagreements between the RO and field regarding bank ratings. • Regional interns (added during meeting) 	Various	<ul style="list-style-type: none"> • FEVS Advisory Committee. - (RD Lowe) Email will go out this week regarding a group that will be assembled to review the numbers and trends. Our results were good overall, but I would like an advisory committee to meet with CU and focus on 3-4 items. The advisory committee will design questions for focus groups in an effort to determine root causes of negative trends and an action plan for how to address the decline. The focus groups should be representative of the region. • Direct contact with DOA by employees vs. chain of command. - (NTEU Slcva) Employees have been told by supervisors that they are not allowed to contact DOA HR without going through the chain of command. (RD Lowe) There is no prohibition against contacting DOA HR. (RM Fier) That's what we are here for. (ARD Hayes) Supervisors should be copied for consistency. • Follow up - Role of Ombudsman. - (NTEU Slcva) Has there been any follow up regarding the ombudsman? (RD Lowe) I discussed your concern with Dan Marcotte and he stated that he is not questioning ratings, gathering information about examiners, or trying to change ratings when he is reviewing ROEs. He is aware of his role as a neutral party. • Procedures for disagreements between the RO and field regarding bank ratings. - (ARD Hayes) In VISION, you can check the box if there is a disagreement about ratings and add a comment (also in SOURCE for DCP). There is also an RD Memo. I will follow up regarding CMS components. • Regional interns. - (NTEU Slcva) Are interns eligible to apply for positions only within their region? Employees have been told that if they are regional interns. Then they may only apply for positions within their regions. (ARD Hayes) There is a difference between regional interns and FMS interns.

The LMRC adjourned at approximately 3:30 p.m.

For the National Treasury
Employee Union

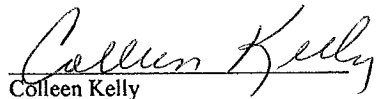
For the Federal Deposit
Insurance Corporation

Chapter 242



Dawn Sleva
President, Chapter 242

Chicago Region



Colleen Kelly
LERS/DOA

5/19/16