

LABOR MANAGEMENT RELATIONS COMMITTEE MEETING

May 5, 2014 -- Minutes

1:00 p.m. – 4:00 p.m.

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

Management Representatives

M. Anthony Lowe, Regional Director RMS/DCP
 Marianne Hatheway, Deputy Regional Director RMS
 John Poskonka, Assistant Regional Director RMS
 Diane Fier, Regional Manager
 Tamara Adams, Human Resource Officer
 Colleen Kelly, HR Specialist LERS
 Joe Arellano, HR Specialist LERS
 John Schwab, FDIC Counsel
 Pat Ramos, Regional Administrative Specialist

NTEU Representatives

Dawn Sleva, President Chapter 242
 Dan Peters, NTEU 242 Chief Steward
 Sharon Lawson, NTEU 242 Steward
 Lisa Sorge, NTEU 242 Executive Vice President
 Darrell Jackson, NTEU 242 Steward
 Anne Dasovic, NTEU Counsel

Topic	Discussion Points	Contract Reference	Outcome
Health & Safety	Ongoing discussion topic. <ul style="list-style-type: none"> • Report from subcommittee 	Article 36	<ul style="list-style-type: none"> • Report from subcommittee – (RM Fier) (3) on-the-job injuries reported (falls) and one at the Regional Office. • (32) Health Risk Assessments were completed; and (18) Prostate Screenings. • The indoor air quality (IAQ) testing for the 16th floor took place on Tuesday, November 19, 2013, and IAQ results were normal. • There is a website link to the Ergonomic Assessment person for analysis. There is a new person @ HQ. Employees can go through the website or contact Dave Blosser.

<p>Resource Issues</p>	<ul style="list-style-type: none"> • Staffing Plans update • Update on DCP “benchmark” hours project and “exam bubble” correction. • Review of FO structure (what is being contemplated, NTEI would like to provide pre-decisional input) • Plans for transitioning those on temporary promotions to the Regional Office or other duty stations (what options employees have). • Changes in ROMIG PD (how does this affect current employees and new postings?) 	<p>Various Global E-Mails</p>	<ul style="list-style-type: none"> • Staffing Plans – (RD Lowe) – We are showing a deficit of 20,000 hours (most are in Chicago FO). DCP has an excess of 2,000 hours and we are not going to seek assistance from other regions as this may turn into a deficit over time. We are backfilling job vacancies ASAP and we expect to get all jobs started this year. • There are two major projects going in Washington D.C. 1) DCP “Benchmark Hours” – how long it takes to perform individual tasks will be completed in the next couple months and ready for 2015. 2) RMS – Process to look at work and how we do it; the location of institutions in relation to FOs; and determining the appropriate staffing levels. Work may be delayed. (NTEU Sleva) Regarding FIS rotation employees, how is the decision made where employees will be assigned? (RD Lowe) Decisions are based upon workload and business needs. The RO is involved, but decisions are made at the territory level. Employee preference is considered, but the business need is controlling. (NTEU Jackson) Does the RO get to or can the RO review and validate studies/HQ projects or recommendations for staffing? (RD Lowe) We will review and consider studies/recommendations for staffing, new examiner duties w/Dodd-Frank, etc...Regarding Process Redesign 3 (PR3), in Chicago, if a problem bank improves, the RO will hold the institution until the PR3 review is complete. • Review of FO Structure – (RD Lowe) – We would like to see what comes out of the Washington D.C. projects and recommendations. There are no recommendations to change territory boundaries at this time. (NTEU Sleva) We are hearing rumors...DCP in Chicago doesn't have enough work so they may take work from Wisconsin. Also, there may be changes to Cincinnati and Columbus. (NTEU Peters) RMS is quicker to shuffle work than DCP. (RD Lowe) Given staffing, DCP cannot be as nimble at this time, but DCP regularly examines workload. We have the largest volume of troubled banks in the country. DRD Sabanty looks at reports and does reassign work. (NTEU Sleva) the Union wants as much pre-decisional input as possible. • Transition for Temporary Promotions – (HRO Adams) We identified the employees (40) and must look at each vacancy announcement to determine each employee's options. We will communicate after we make determinations. (RM Fier) Only a couple of the (40) moved from one division/office to another division/office.
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Training	<ul style="list-style-type: none"> • Update on the region's training plans? • FFIEC Class listing (is this still distributed to employees?) 	Article 11	<ul style="list-style-type: none"> • Training – (RD Lowe) Internal training started rolling out for RMS Examiners. BSA, Trust, Case Manager, and IT training will be later this year. Also training regarding: 23A; 23B; Reg. O; ACH; UDAP; & Fair Lending. All ARDs have at least one area of responsibility. We will invite at least one representative from state agencies. The training will be provided by a combination of people from Washington, the Regional Office, and other SMEs. We will try to conduct training at territory meetings, FO meetings and/or RO meetings; and we will try to group sessions together to the extent possible. All training should be completed by EOY. • Ethics Training – (ARD Poskonka) We will continue the same approach and we will inform the union when premium grade training will be held. We want to ensure case mgrs. are not excluded from training communication/distribution. The notification goes to supervisory staff and the FOS must canvass their employees.

<p>Leave and Telework Issues</p>	<ul style="list-style-type: none"> • Hazardous Weather: Telework/Admin. Leave (correct application of Telework Operating Scenarios); Notification of closures/delayed opening (What are the standards for the RO/FOS?). • Telework for Administrative Staff (approval around Sick leave). • Telework for alternate locations (telework from a location other than the residence). • Follow up discussion regarding telework during the on-site portion of the exam. 	<p>Article 20</p>	<ul style="list-style-type: none"> • Leave and Telework – (NTEU Sleva) We had issues with supervisors directing employees to bring things home to telework due to pending hazardous weather. FOS confused about unplanned telework. (RM Fier) We can discuss with FOS and we will look into adopting standard language. If there are specific questions, send them to RM Fier and she will obtain answers. • Notification of Closures – (RM Fier) Early Notification is difficult because FOS are trying to get the latest weather information in order to make an informed decision. It is difficult to set an expectation and standardize time for issuance of notice as each weather r situation is different. The RO adheres to the Federal Executive Board (FEB) guidance and the FEB uses information obtained from the Board of Education and Department of Public Transportation and other first responders to make its decision. (NTEU Peters) – Requested a 15-minute “lunch and learn” regarding office closures. • Telework for Administrative Staff – (NTEU Peters) There are different approaches at the RO. DCP staff may not telework, but RMS may telework and case mgrs. do it all the time. (RD Lowe) – We do not prohibit anyone from requesting telework. It is difficult for administrative personnel to make a case for a full day of telework, but they may be able to make a case for a few hours. In any event, telework requests are reviewed case-by-case. (RM Fier) – There must be a telework agreement in place and connectivity established for each telework location. • Alternate locations for telework –
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			<p>(NTEU Sleva) Some supervisors approve more than one location for telework; while others believe they can't</p> <p>(RM Fier) – There is no prohibition against having more than one telework location, but the employee must have connectivity and an agreement in place for each location.</p> <ul style="list-style-type: none"> • Telework during on-site portion of the exam – (RD Lowe) FOS have been told they have flexibility to approve telework during the on-site portion of the exam, but the decision for telework must be supported and the majority of the work for exams is expected to be completed on-site. Each request should be reviewed on a case-by-case basis.
<p>PMR & Awards</p>	<ul style="list-style-type: none"> • PMR History (the concept of starting with a “clean slate”) • Mid-year ratings (tendency to “low-ball” ratings to avoid a need for counseling) • Awards (level of awards for Chicago Region employees and the limited number of nominations). 	<p>Article 12, Comp Agreement, and PMR Directive</p>	<ul style="list-style-type: none"> • PMR (NTEU Peters) – “clean slate” It’s ironic and sad to hear at the mid-year (LERS Kelly) – Management’s position has not changed. • Mid-year (NTEU Peters/Sleva) – The NTEU is hearing from employees that management is intentionally “low-balling.” Supervisors are telling employees: “You’ll be a five (5) at the EOY.” It appears they are trying to avoid any need to counsel employees that their performance has declined. (NTEU Peters) “I fully agree with a “clean slate.” That is each review period is a new one. (DRD Hatheway) – PMR training for FOS was conducted after mid-year ratings were provided to employees. • Awards (NTEU Sleva) – Employees feel like there are less big awards...are there less nominations? (ARD Poskonka) The RO gets a budget. Anyone may submit award nominations for employees through their supervisors. Not all of the awards are listed in the FDIC Newsletter.

			<p>(NTEU Sorge) There were not many "Mission Achievement" awards in Chicago.</p> <p>(DRD Hatheway) The standard for nominating someone for a Mission Achievement Award is higher than the standard for a Star Award, so it is understandable that there are fewer Mission Achievement Awards.</p> <p>(RD Lowe) We spent 90% of our budget the last few years. We encourage awards spending and remind employees regularly.</p> <p>(NTEU Peters) Suggested the Chicago Region publicize award numbers (no names) so people know that awards are being given to employees.</p>
FDIC C-CURE & ICAM Program	<ul style="list-style-type: none"> • Training (provided to employees on these programs) • Photos (issue of damaged photos) • RFID-blocking holders (will these be provided to all employees?). 	Globals	<ul style="list-style-type: none"> • (NTEU Sleva) – Will there be training for employees? What information will employees receive? <p>(RM Fier) there is no roll-out date set. Washington D.C. people will go around to locations for employees to get badges, complete forms, and get photos taken (possibly at territory meetings because people will be in large groups). Directions and more information will be provided when we receive an implementation date. All employees will get new photos and RFID holders. In order to use the new id/access cards, field office security systems will transition from keypads to card readers. Also, during the transition, temporary cards will be issued to employees as needed.</p>
Other Items	<ul style="list-style-type: none"> • Notification of the Union of formal meetings with bargaining unit personnel (reminder needed). • Approval of time for BUE to meet with Union representatives (sufficient time is needed for a BUE to meet with Union). • Administrative Assistants (BUE status and PMR pool). • RO TV screens – can the location of Dan's office as NTEU Chief Steward be added as an item scrolling across the bottom of the screen? 	Various	<ul style="list-style-type: none"> • As we did not reach these agenda items until 4:15 p.m., the parties agreed to discuss issues off-line. • TV Screens – (RD Lowe) "No" regarding NTEU Peters' request. • Next proposed scheduled meeting – November 17, 2014


	<ul style="list-style-type: none">• Ranking process for merit promotions -- request for clarification on the process.• To be introduced at meeting...		
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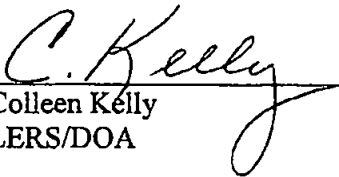
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LMRC adjourned at approximately 4:20 p.m.

For the National Treasury
Employee Union
Chapter 242

For the Federal Deposit
Insurance Corporation
Chicago Region


Dawn Sleva
President, Chapter 242


Colleen Kelly
LERS/DOA