



## Quarterly Electronic Newsletter – Second Quarter 2019

### Message from Chapter President Dawn Sleva

While a lot happened this quarter, I am guessing that in the months to come, we will probably remember it as the 'calm before the storm.' This issue's top stories highlight some of the challenges facing us later this year. Now more than ever, we need to work together to protect what we have fought so hard to earn as a union. We need to assess the impact of proposed changes at the FDIC and be ready to share our unique insights as front-line employees. That is why I ask each of you to take the time to complete the Employee Viewpoint Survey today. I also urge you to comment on new or proposed changes on directives or procedures and, as always, let your chapter representative know what your concerns are and any ideas you have to make the FDIC a better place to work.

Below are some highlights regarding what is going on with Chapter 242. As always, I welcome your comments, questions, and suggestions. Remember to visit the 242 Chapter website regularly for updated information <http://nteuchapter242.org/>.

### Top Stories

#### FDIC Opens Collective Bargaining Agreement

NTEU has received notice from FDIC that it is reopening our Nationwide Agreement in accordance with Article 56, Section 3, which permits either party to reopen any one existing Article at mid-term. Management has elected to reopen Article 46, Adverse Actions. NTEU did not elect to open any of the existing articles. The most significant change proposed appears to be the management proposal to eliminate the requirement to provide an employee with a reasonable opportunity to improve performance under a performance improvement plan before taking an adverse action based on unacceptable performance. This means the FDIC is seeking to reduce the amount of time it must give an employee to improve before it can fire the employee for poor performance. NTEU is concerned about this because we know that sometimes events outside an employee's job can affect their performance (e.g., illness, caring for a sick family member, divorce or death of a family member). NTEU wants to ensure an employee struggling with performance issues has the time to demonstrate their ability to perform the job. Negotiations should begin soon.

#### Compensation Negotiations to Begin this Summer

As noted in our last newsletter, our negotiated Compensation Agreement expires December 31, 2019. In addition to annual pay raises, at risk are all of our benefits

including retirement plans, health insurance, and travel. FDIC management recently notified NTEU that it will be opening the agreement for negotiations. While proposals have not yet been exchanged, the parties are busy formulating ground rules and expect negotiations to begin this summer. Chapter representatives will be reaching out to members for their input regarding these negotiations.

## **Steward News**

A special welcome to Emery Wilson who joined the Chapter 242 steward team in April. Emery represents employees in the Chicago Regional Office.

Several NTEU Chapter 242 representatives attended the NTEU Spring Training Conference April 29<sup>th</sup> to May 1<sup>st</sup> in New Orleans. In a joint session with FDIC and OCC representatives, stewards learned about a variety of topics including FMLA/FFLA issues, EEO and reasonable accommodations, investigatory interviews, current legislation efforts which would impact FDIC employees, NTEU litigation activities, and office space bargaining. In addition, FDIC stewards met with NTEU Chief Negotiator Steve Keller to discuss upcoming negotiations, the PMR program, and TEAM FDIC. Chapter President Dawn Sleva and other FDIC chapter presidents met with NTEU National President Tony Reardon and National Executive Vice President Jim Bailey to discuss issues impacting FDIC employees.



Shown in the picture with NTEU Field Representative Anne Dasovic and National President Tony Reardon are Chapter 242 Vice President of Kentucky Adam Smith, Chicago FO Steward Lisa Brinston, Chapter Secretary Darrin Nelson, Lexington Steward Rachel Penn, Chapter President Dawn Sleva, Chief Steward Dan Peters, Chicago RO Steward Emery Wilson, and Hopkinsville Steward Cameron Eichberger.

At the opening ceremony with all NTEU leaders, National President Reardon recognized Chapter 242 for surpassing 70 percent membership! Thanks again to all our stewards and members for helping to achieve this important milestone.

## **Recent Accomplishments**

Since the last quarterly newsletter, chapter representatives have been active protecting employees. Chapter 242 stewards provided guidance to employees with concerns over their mid-year PMR ratings, assisted employees attempting to obtain

their commission, successfully challenged denials for PLA training requests, and helped employees to get transfers. Stewards also attended several investigatory interviews where employees were interviewed about potential disciplinary matters. We worked with FDIC management to ensure that employees had a say in which RMS examiner training session they would attend at the training center and fought so that no one would be forced to travel late into the night. We also fought to ensure consistency in office procedures related to hazardous weather and the goal to reduce travel expenses. Finally, after numerous requests by NTEU at both the local and national level, the FDIC has implemented additional tools to limit CSIRT events including warnings when an e-mail is being sent outside of the FDIC and options for pin-to-print.

## **Did You Know?**

### **You Can Request an Ergonomic Assessment**

Employees can contact the Ergonomic Help Desk at 703-562-2600 or [mailergohelpdesk@fdic.gov](mailto:mailergohelpdesk@fdic.gov) for an ergonomic evaluation of their workspace and consideration for special equipment such as extended keyboards, monitor risers, ergonomic chairs, or standing desks. Employees should visit <https://fdicnet.fdic.gov/content/doa/home/workplace/hse/ergonomics.html> for more details on the program and helpful hints regarding how to set up their workspace to avoid issues.

### **NTEU Continues its Legislative Efforts**

NTEU follows pending legislation and tracks the voting records of your elected representatives on the matters that impact you as a federal employee. For more information on what is happening and how you can become involved, please visit the NTEU website <https://www.nteu.org/legislative-action>.

### **Summer Campaign is Here**

The Chapter is offering special incentives to any new members who join before September 28<sup>th</sup>. Ask your local steward about details and what you can do to help!

*NTEU's Mission: To organize federal employees to work together to ensure that every federal employee is treated with dignity and respect.*