



## Quarterly Electronic Newsletter – Third Quarter 2019

### Message from Chapter President Dawn Sleva

This has been a busy quarter for me. In addition to serving on the bargaining team for national negotiations over our Compensation Agreement, I spent two weeks in Portland in August at the NTEU National Convention. It is clear that this is a challenging time for all federal employees and the unions that protect them. There are significant pressures from the Administration to limit federal employee pay and benefits, restrict bargaining rights, and fire what is perceived as 'low performing' federal employees. We are not immune to these pressures at the FDIC. This is clear given the FDIC's proposals at the bargaining table for our Compensation Agreement and the mid-term reopener for our National Agreement. It is also clear from recent happenings at other NTEU represented FIRREA agencies. I will continue to fight to protect our members' rights and to ensure that the FDIC provide fair pay raises to our hard working employees. Thank you for your continued support of our chapter.

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

#### Ongoing National Negotiations

As noted in recent communications, we have requested the assistance of a federal mediator to help us resolve negotiations over our Compensation Agreement, which expires December 31, 2019. The FDIC has proposed significant decreases in annual pay raises, in addition to changes in the PMR process and changes in several travel related rules. The FDIC has communicated a desire to limit overall employee pay, convert annual pay raises to lump sum cash bonuses, simplify PMR, and limit travel expenses. While the parties have come close to agreement on many of the travel related issues and the concept of simplifying PMR, we are further

apart on the issues surrounding pay raises. The parties are attempting to schedule mediation for later this month or early next. Further, as noted in our last newsletter, the FDIC has proposed eliminating many of the protections for employees who are facing an adverse action under Article 46 of our National Agreement. Most importantly, FDIC would like 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. NTEU has submitted a counter proposal to management's suggested changes, which would, at a minimum, ensure that employees are well aware of performance related problems, before any proposed removal is issued. The FDIC has not yet responded to that proposal. These are critical battles, so it is more important than ever that we have strong membership support of NTEU. Please keep posted for additional updates.

### **NTEU 2019 National Convention**

Chapter President Dawn Sleva represented Chapter 242 at the 2019 NTEU National Convention in Portland in August. She was also one of only 12 chapter leaders who were selected by National NTEU President Tony Reardon to serve on the convention's Resolutions Committee. The Committee is charged with reviewing all proposed changes to NTEU's Constitution and Bylaws and recommending which ones the delegates should support for ratification. Her selection on this important committee is an indication of how well Chapter 242 is respected throughout NTEU.

At the convention, the delegates elected National President Reardon and National Executive Vice President Jim Bailey for another four year term. They also elected Martha Solt (former Chapter President for FDIC Chapter 207 – Headquarters) to serve another two year term as National Vice President of District 9, which represents the FDIC chapters and those of several other financial regulatory agencies including the OCC, CFPB, SEC, and NCUA.



Also at the convention, Chapter 242 was recognized for winning a 2018 Membership Milestone Award for reaching 70 Percent Membership!!

Our chapter is the only FDIC chapter, which has earned this honor.

Thanks for your continuing support!!

### **Chapter 242 Officers Elected**

Our chapter recently completed its election of officers for the term of October 1, 2019 to September 30, 2022. Special welcome to newly elected officers: Vice President Michigan Mike Wisniewski, who currently serves as the steward for the Detroit Field Office; and Vice President Ohio Cheryl Salyer, who recently replaced Kevin Schmidt as steward for the Columbus Field Office. A special thanks to outgoing Vice President Michigan James Gomez and Vice President Ohio Kevin Schmidt for their many contributions to the chapter! For the election notice, please visit <http://nteuchapter242.org/important-news-resources/>.

### **Recent Accomplishments**

Since the last quarterly newsletter, chapter representatives have been active protecting employees. Chapter 242 stewards provided guidance to employees with concerns over travel rules; assisted employees in getting hardship transfers, reasonable accommodations and FMLA; and represented employees facing a hostile work environment. Stewards defended several Letters of Warning for employees for whom management alleged performance drops from mid-year PMR ratings. In each of these cases, NTEU was successful in obtaining management's commitment to provide assistance to help the employee to return to higher PMR ratings. Chapter 242 stewards also represented employees in DIR and DOA as the spokesman for the members at all hands meetings obtaining vital information for employees regarding potential ramifications of span of control requirements. Stewards also attended several investigatory interviews where employees were interviewed about potential disciplinary matters. We negotiated locally to ensure that examiners were not harmed by a proposal to realign DCP territory boundaries in our region. We also reported issues to

regional management related to the IT OJT program. Finally, after numerous requests by NTEU at both the local and national level, the FDIC has agreed to improve the CEP program, eliminating a significant amount of travel and shortening the commissioning process.

### **Did You Know?**

#### **70 Percent Matters**

Under Top Stories we threw some statistics at you about our chapter, but you might not know how high those honors really are. The NTEU has 230 chapters, with only 10 at the FDIC. Of the 220 chapters outside the FDIC, only 101 currently have membership above 70%. So it's a big deal that we have a say in shaping the focus of NTEU!

#### **Summer Campaign is Ending Soon**

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 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>.

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