



Quarterly Electronic Newsletter – Fourth Quarter 2019

Message from Chapter President Dawn Sleva

As the year comes to a close, I wanted to once again thank you for your continued support of our chapter. This quarter our chapter overwhelmingly ratified the 2020-2022 Compensation Agreement. As part of the bargaining team, I can say that negotiations were particularly tough this year. While both parties were working towards an agreement, the employees had the most to lose had we failed. At another FIRREA agency, the parties could not reach agreement on a pay increase. The Federal Services Impasses Panel decided the contract would not include a set pay increase and instead gave management the discretion to set the pay increase each year. This tough bargaining climate meant we had to make some compromises. In the end, I feel the agreement we reached is the best we could have gotten given the current environment. I hope you all agree. I look forward to continued successes as we finish the year and look forward to 2020. Our Collective Bargaining Agreement expires in September 2020. I will once again be asking for your support as we negotiate over any changes.

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

2020-2022 Compensation Agreement

The FDIC and NTEU recently finalized the 2020-2022 Compensation Agreement. While the FDIC proposed significant decreases in annual pay raises and elimination of the PMR system, the NTEU succeeded in ensuring all employees who are fully successful on the job receive a fair pay increase

and that cash bonuses are used to reward higher performers. A joint labor/management team will convene soon to iron out the criteria for new pass/fail and bonus systems; Chapter President Dawn Sleva has been selected to serve on the team. NTEU also succeeded in maintaining the FTLS, comparative cost claims, and ensured that the elimination of the Shumway travel rule would not have a significant impact on employees. Further, NTEU obtained two new employee benefits: paid parental leave and a pilot student loan repayment program. The parties are in the process of developing additional guidelines to clarify the new travel rules and benefits. These should be shared soon.

Changes to the Collective Bargaining Agreement

As noted in our last newsletter, the FDIC proposed eliminating many of the protections for employees who are facing an adverse action under Article 46 of our National Agreement. While Article 46 was amended to remove the requirement that the FDIC issue a Performance Improvement Plan (PIP) should an employees' performance drop to an unacceptable level, NTEU fought hard to ensure that employees would continue to receive timely and accurate feedback on their performance throughout the rating period, and that the rating official notify and take other specific steps if an employee's performance falls below an acceptable level. We also ensured that employees in these situations retain their right to challenge such determinations.

Changes were also made to the rules governing telework and office closings (Article 20). New OPM regulations obligate agencies to negotiate new weather and safety leave provisions that require employees with an approved telework agreement to telework or take leave should their office close due to hazardous weather conditions or other emergencies. Agencies may grant weather and safety leave to an employee with an approved telework agreement, if the weather event was unexpected or if severe weather or other emergency event make it unsafe to perform work at the telework site.

Chapter 242 Summer Campaign

This year's Summer Campaign was another success. Our chapter added 17 new members from 10 offices. New member Mark Radcliffe (Lexington) won the new member raffle and Vice President Adam Smith (Elizabethtown) won the steward raffle. Congratulations to both of them! As of September 30, 2019, Chapter 242's membership is over 73%. We now have 10 offices with over 70% membership, with Mount Vernon, Springfield and Elizabethtown having membership levels over 90%!!! Thanks to all who helped with the campaign, your support is much appreciated. Only with strong membership, can our chapter continue to be so effective.

Recent Accomplishments and Steward News

Since the last quarterly newsletter, in addition to the national items listed above, our chapter representatives have been active protecting employees. Chapter 242 stewards provided guidance to employees over changes in travel rules and the compensation agreement, assisted employees facing potential discipline over CSIRT incidents, helped a member in another chapter settle a grievance that resulted in a voluntary transfer request between regions being approved, and represented employees facing a hostile work environment. Stewards also defended employees facing adverse actions related to performance issues and assisted employees with PMR concerns; our Chief Steward is currently working with four employees on responding to PMR write-ups and is prepared to file grievances if the wording is not changed. Our stewards were also successful in convincing the FDIC to expand the designated airports for the Milwaukee and Madison field offices and expand who can participate in the advanced IT OJT program.

Regional Office Steward Emery Wilsen transferred to the Dallas Region and is now a steward leading the remodeling of the Dallas RO. Thanks to Emery for all his hard work! Welcome to Brian Lundh, who has agreed to take Emery's steward position in the RO.

Did You Know?

New Travel Rules

The Shumway rule is eliminated effective January 1, 2020, and employees will no longer be required to follow different travel rules for those temporary assignments within 50 air miles of their official duty station (OFS); such instances will follow similar rules to other assignments (i.e. only the normal commute time will be on the employee's own time). The 90-minute rule continues to apply for intervening weekends where the employee returns home for personal reasons (i.e. the assignment is more than 100 road miles from both the employee's residence and their OFS and there is no business reason to return home). But for other assignments, the normal commute time rules apply to the intervening weekend.

Paid Parental Leave

The new six weeks (240 hours) paid parental leave applies to any employee (male or female) for the birth, or adoption or fostering of a child (17 years of age or younger). While the leave category will not begin until January 1, 2020, any employee who had a qualifying event on or after October 1, 2019 will be eligible for the leave. Eligible employees will have 12 months from the event to use the leave, which can be taken consecutively or

intermittently throughout the year. If future legislation provides all federal employees paid parental leave, the FDIC and NTEU may renegotiate our paid parental leave program to the extent there are differences.

Pilot Student Loan Program

The pilot student loan program, which is set to be implemented early in 2020, will be open to 100 RMS and DCP examiners each year of the three year pilot; meaning a total of 300 employees will be selected during the life of the pilot. The pilot will be limited to those who were commissioned within the prior seven years and will allow for monthly payments of up to \$500 for a maximum of three years. Once selected, employees will remain in the pilot for the remainder of the program up to the maximum of \$18,000 in payments. NTEU and the FDIC will continue to negotiate over the important details of this program, including criteria to determine who is selected to participate.

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.