



Quarterly Electronic Newsletter – First Quarter 2020

Message from Chapter President Dawn Sleva

First, my apologies. I know this is late. Since our last newsletter, I took a new position in the Regional Office and moved from a four bedroom, three story house to a two bedroom condo, which is harder than you might think! That is in addition to all the other happenings noted below, and in addition to COVID-19. On that last topic, I will be brief as I sent out a specific newsletter last week about it. I will limit my comments to my hope that all of you and your families are safe and healthy, and remain that way. For those of you who are facing hardships during this current environment, please reach out to your NTEU family for support. That is one of the reasons we have banded together as federal employees.

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

New Performance Management Program

In February, NTEU and the FDIC reached an agreement on the provisions of the new FDIC Performance Management and Performance Bonus programs under the terms of the NTEU-FDIC 2020-2023 Compensation Agreement. Chapter President Sleva was part of the Design Team, which developed a new two-level performance management system or PMP, based upon the former PMR standards for “accomplished practitioner” and a new standard for “teamwork.” The new bonus program includes four separate categories under which an employee may be nominated for an award, with the employee receiving one share of the bonus pool for each category for which a nomination is approved. The Design Team also created “consideration factors” for each bonus area. The intent of the program is that every employee should have the opportunity to work towards a bonus. Mid-Year reviews under the new system are to be conducted by April 30th. For more details, you can contact your local steward or refer to the FAQs at <https://fdicnet.fdic.gov/content/doa/home/human-resources/pmp.html>.

NTEU Legislative Conference



NTEU held its annual Legislative Conference March 3-6 in Washington DC. Roughly 400 members from across all NTEU agencies convened on Capitol Hill to advocate for policies that support federal employees. Vice President Eric Wiechert (DCP Eau Claire) and Steward Jordan Agan (DCP Indianapolis) represented Chapter 242 at the conference. Over the course of the four-day conference, NTEU representatives met with members of Congress and their staffs to communicate NTEU priorities and urge support for policies that benefit federal employees. Top priorities for this year include fair pay and benefits, agency funding and staffing, and workplace rights and protections.

Photo: Steward Jordan Agan and Senator Mazie Hirono of Hawaii. Senator Hirono, along with eight other members of Congress, spoke in strong support of federal employees at the NTEU rally on Capitol Hill.

Field Office Modernization

Early this year, the FDIC proposed several changes as part of the field office modernization and span of control initiatives. These plans included moving the Elizabethtown office to Louisville, closing the Hopkinsville office and transferring its banks to the new Louisville office, and closing the Cincinnati office and transferring its banks to the Columbus office. These changes are to take place upon the expiration of existing leases. FDIC also proposed eliminating most of the field administrative staff, redesigning field office space, and realigning several DCP territories. While many of these actions have been paused due to COVID-19, NTEU remains busy at the national level fighting to protect impacted employees. Prior to the pause we negotiated an MOU to protect the field administrative staff and submitted proposals regarding many of the other changes. It is anticipated that sometime soon, we will begin active bargaining over these changes, including several changes management has proposed to Article 51 of our National Collective Bargaining Agreement which governs field office space. Expect more communications as these efforts progress. Please share your thoughts with your local steward to help us address your needs.

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 assisted employees facing potential discipline, represented employees facing a hostile work environment, filed grievances for employees with concerns over their 2019 PMRs, and protected employees when supervisors resisted new flexible rules governing work schedules and

credit hours due to COVID-19. Chapter officers also assisted employees facing potential removal actions, requesting transfers, extending part-time schedules, and initiating disability retirement.

Downers Grove DCP Steward Courtney Grob accepted a position as a resident instructor at the Training Center. Thanks to Courtney for all her hard work! Welcome to Beth Houghton, who has agreed to take Courtney's steward position. Also, Andrew Lau joined the steward ranks as alternate steward for Eau Claire.

Did You Know?

Travel Voucher Audits

Per the General Travel Regulations, the FDIC expects employees traveling on official business to exercise the same prudent care in incurring reimbursable expenses as though traveling on personal business. What does that mean? In general, employees are expected to make prudent decisions based on the circumstances, considering the overall benefits of available options. What doesn't that mean? Employees are not required to stay at a specific hotel where other reasonable options are available, they are not required to take public transportation rather than a taxicab for trips between the airport and their home or hotel, and they are not required to take their personally owned vehicle when other options are available. If you are being pressured to make decisions that do not make sense in consideration of the overall benefits of the options or are being questioned over choices with minimal differences in costs, please contact your local steward.

Term Agreement Expiration

Our National Collective Bargaining Agreement expires in September 2020. The agreement governs working conditions here at the FDIC covering topics such as leave, telework, work schedules, merit promotions, details, office space, training, and disciplinary actions. The parties will start exchanging proposals for changing the agreement this summer, unless both parties agree to extend the agreement another year.

Chapter Meeting

Chapter leaders are working to find the best way to facilitate chapter meetings in our current virtual world. We know many employees wait until they are sitting across the table from their local stewards to bring up questions and concerns. That just won't work in today's environment. Stay tuned for announcements of chapter teleconferences to allow chapter representatives to share important updates and, more importantly, to allow an opportunity for you to be heard.

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.