



## Electronic Newsletter – Special Addition

### Message from Chapter President

I know we are late for our first quarter newsletter, but don't worry it is coming soon. In the meantime, your chapter leaders wanted to reach out to you regarding what is on everyone's minds lately – COVID-19. As you are likely aware, NTEU has been fighting nationally to ensure that federal employees are protected during this trying time. Just like NTEU fought to secure our right to telework and has worked over the years to expand the positions and types of work eligible for telework, we are continuing to fight. We will work with management at the FDIC to ensure that employees are allowed to continue to telework as long as necessary to maintain their health and safety and that of their families. We are pushing for additional leave options at both the federal level and here at the FDIC. So even when you don't hear from us, know we are still fighting for you!

### Credit Hours and Schedule Flexibility

Recently, the Region reminded employees core hours are temporarily suspended which means you can work at any time on weekdays and weekends. Additionally, you do not need to seek prior approval to work more than two credit hours a day. FDIC says it is providing these flexibilities to allow employees to balance their work and family responsibilities. These flexibilities are to be exercised at the employee's option. Some employees may need to shift their schedules or take credit hours to provide teaching instruction to school age children at home or deliver groceries to a relative who must stay home. Supervisors should not use these expanded flexibilities to request employees work more hours than the employee scheduled himself or herself to work in a day. We have heard very few complaints about supervisors making additional demands on employees, but if you are being asked to work different or longer hours, please contact Dawn Sleva, Lisa Sorge or Dan Peters.

### Flexible Spending Account and Changes to Dependent Care Expenses

As more and more dependent care providers and schools respond to the call for social distancing, you may feel the need to make a change to your Dependent Care Flexible Spending Account (DCFSA) election. Changes to your DCFSA election mid-year are permitted, if you have experienced a qualifying life event. You may have experienced a qualifying life event that allows you to increase or decrease your election if:

- You experience a change in employment status for you, your spouse or dependent
- There is a change in **cost or coverage** of your dependent care services

The change to your account must be consistent with the reason for the change. For example, if a dependent care provider is no longer providing care (i.e., before/after care/daycare closes,

summer day camp cancels or care is no longer needed) the election can be reduced. Similarly, if you need supplemental child or adult care due to an increase in hours worked, you may increase your election. If you need to submit a [QLE](#), you may log in to your online account at [www.FSAFEDS.com](http://www.FSAFEDS.com). For more information see <https://www.fsafeds.com/public/pdf/FSAFEDS-QLE-Quick-Reference-Guide%20FINAL-s.pdf>

### Postponement of Technical Evaluation and Core Schools

Due to COVID-19, the company that proctors the Technical Evaluation for FDIC has halted all testing. NTEU is working with FDIC at the national level to draft an agreement to protect impacted parties. FDIC management has stated that they do not want this delay to harm employees, and NTEU plans to hold them to that statement. We are also working on an agreement to ensure that those employee's whose core schools have been postponed due to COVID-19 are not harmed. NTEU expects to send more information on these efforts to impacted employees soon.

### MS Teams

Be aware that conversations using the Chat feature in MS Teams may not be private. We have heard examples of people sending one person on a Team a Chat and the entire team being able to read the Chat. Chats may be viewable by everyone on the Team session for thirty days, including the banker. If you need more information on using MS Teams Chat go to <https://fdicnet.fdic.gov/content/dit/home/products/software/office365/ms-teams/ms-teams-training.html> or contact DIT.

### Thank YOU!

Finally, thank you for all that you are doing during this very difficult period. Your union continues to advocate, and we want to hear from you! If you have questions about recent paid emergency sick leave provisions passed by Congress, please contact us. Above all, please be safe. Wash your hands frequently, avoid leaving your home except when necessary, and wear a mask to protect others when you do.

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