



Quarterly Electronic Newsletter – Second Quarter 2020

Message from Chapter President Dawn Sleva

Let me start by wishing you all a Happy Independence Day! I know we just entered into the third quarter but, as you all know, a lot has been going on in the last few months. Not only are we on our fourth month of mandatory telework and remain in the grips of a worldwide pandemic, we have witnessed some of the greatest moments of civil unrest in recent history. Being new to downtown Chicago living, I have to say, I have never been more a tune to events such as these. It is much harder to go about my normal life oblivious to the events of the nation, when they are unfolding right outside my door. For that I am grateful. I think it was much too easy before for me to tune out to what was important. I am proud to be part of this great union, which has never 'tuned out' to the needs of its members! As always, feel free to contact me with any of your thoughts and concerns. We do not want to forget about the needs of any of our members who are facing discrimination. It is only by working together, that we can effect real change.

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

National Grievance Alleges Discriminatory Distribution of 2019 PMR Ratings

NTEU filed a national grievance alleging violations of Title VII and the Nationwide Agreement in the distribution of ratings and pay under the 2019 Performance Management and Recognition (PMR) program following NTEU's review of the data received from the FDIC. NTEU's initial analysis of this data indicated that the distribution of ratings and associated pay increases demonstrates a pattern and practice of illegal discrimination and violates the requirements of Article 12, Section 7 Nationwide Agreement that performance evaluations be completed in "a fair, objective and equitable

manner.” NTEU’s has found evidence of disparate impact on members of protected classes, including African American employees across the FDIC, as well as in several organizational components and pay pools. A grievance meeting was held last week where NTEU argued these are systemic inequities that must be addressed by the FDIC. We are now awaiting the FDIC’s response.

NTEU Continues to Fight to Protect FDIC’s Newest Employees

Due to the pandemic, FDIC suspended the Technical Evaluation and postponed core schools. NTEU has been busy negotiating at the national level to minimize any negative impact on our newest employees. We are close to reaching an agreement, which protects these employees. A message should come out soon with more details. NTEU and FDIC management have also been discussing the conversion of core schools to a virtual environment. We plan to watch this closely to ensure that changes do not negatively impact employees. While we are currently looking at the short-term, and agree that virtual training is the right choice given the pandemic, NTEU will be watching this closely to determine when it might be the right choice for the long-term. At the chapter level, NTEU shared concerns and suggestions with regional management regarding training of employees while we are subject to mandatory telework. Thanks to all of you who provided feedback! As always, please contact your local steward or NTEU officer with any concerns or thoughts you have on this topic.

Field Office Modernization and Telework

With the pandemic, some things were put on hold. That included general negotiations over what our field offices will look like in the future. We expect those to continue soon. FDIC has said that we can expect some proposed changes to our telework program in conjunction with these discussions. This might impact employees from the Regional Office too. We will be reaching out to members for their thoughts on these important topics. NTEU has continued to negotiate at the national level regarding field office closings that the FDIC announced earlier this year. We are close to agreements on the closings planned for 2020. These agreements, which include key protections for impacted employees, will set the basis for negotiations for other closings and relocations in 2021 and 2022, including those in our region. Our chapter has begun to establish teams of employees to prepare for the closure of the Hopkinsville and Cincinnati offices and the relocation of the Elizabethtown office.

Recent Accomplishments

New Benefits

As you know, NTEU won some great new benefits at the table during our most recent compensation negotiations. NTEU and FDIC have been discussing the new Student Loan Repayment Pilot and hope to open it up for applications soon. Under the pilot, 100 DCP/RMS examiners will be eligible for up to \$6,000 per year student loan payments. The pilot is for three years and could be expanded in the next compensation agreement. NTEU will work with FDIC to determine how selections will be made, ensuring a fair process with maximum participation. Stay tuned for more information. NTEU has also been working with the FDIC regarding our new Paid Parental Leave benefit. The federal program is effective October 1, 2020 and NTEU and the FDIC are discussing how to implement that while retaining the best parts of our program. More information will be shared soon. NTEU also fought to obtain a stipend for employees to obtain equipment during mandatory telework. Employees are eligible for reimbursement of up to \$300 for much needed equipment and office furniture.

Steward News

Since the last quarterly newsletter, in addition to the items listed above, our chapter representatives have been active protecting employees. Chapter 242 represented employees at investigatory interviews, elevated the change in a position description impacting employees, worked to process several grievances for a group whose supervisor recently retired, helped an employee to get administrative leave, assisted an employee who was retiring, and challenged the FDIC's decision to discipline employees for alleged CSIRT violations, leave usage, unprofessional conduct and other matters. Chapter officers also sent out member messages regarding how to track PMP accomplishments, permissible and impermissible use of the corporate I-phone, and the impact of the murder of George Floyd on employees. Finally, the Chapter organized a team of stewards to address FIS issues and concerns.

Did You Know?

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 within the next few weeks, unless both parties agree to extend the agreement another year. As

part of the Administration's Executive Orders, agencies are being directed to take back key member benefits and protections, and limit the effectiveness of the union. NTEU will do all we can to fight for you. We need your continued support.

Summer Campaign

Congratulations to members Patty Grover and Abbey Rhodes who won the raffle by providing their testimonial about NTEU! Thanks to all of you who submitted an entry. As you know, we plan to use this information as part of this summer campaign which began June 7. Any employee who joins NTEU by September 26, 2020 will receive \$80 and an NTEU gift. In addition, they will be entered into a drawing for a chance to win \$250. Our current membership is over 70%, please help us get that to 75% by spreading the word. An electronic membership form is available at <https://www.nteu.org/1187>. Contact your steward for more details.

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, voting records for members of Congress, 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.