



## Quarterly Electronic Newsletter – Third Quarter 2020

### Message from Chapter President Dawn Sleva

We are now in our seventh month of mandatory telework with no definitive end in sight. I, for one, never expected this. I am sure I am not the only one who is feeling disconnected and to put it bluntly: in a rut. Please remember, while you may not see your NTEU representatives and fellow Chapter 242 members regularly, we remain here and, if we continue to work together, we can make the FDIC a better place to work! It may feel like life is standing still, but NTEU continues to make strides on both the national and local level. I am proud of our accomplishments! Below are some highlights regarding what we have accomplished in the last quarter and what we expect in the next. 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

#### Term Agreement Negotiations

FDIC has elected to open our National Collective Bargaining Agreement, proposing significant changes, which would eliminate many of the most significant rights and protections for both employees and union representatives. These changes would give management much more power to take actions against employees with little or no accountability for their actions. Most of the proposed changes reflect the Administration's Executive Orders, which direct agencies to take back key member benefits and protections, and limit the effectiveness of the union. The parties are in the process of drafting the ground rules for negotiations. We expect that the bargaining teams will begin meetings in the next few months. NTEU will do all we can to fight for you, and we appreciate your continued support. Look for regular updates as negotiations commence.

#### Field Office Modernization

As part of the RMS and DCP review of current field office structure, the FDIC has determined that the Elizabethtown FO will be closed effective September 30, 2021 and its RMS and DCP Banks reassigned to the new Louisville FO. The Hopkinsville FO will be closed effective July 31, 2021 and its RMS Banks reassigned to either the Mount Vernon FO or the new Louisville FO. Finally, the Cincinnati FO will be closed effective December 31, 2021 and its RMS and DCP Banks reassigned to the Columbus FO. NTEU will fight for all bargaining unit employees currently assigned to any of these offices to be authorized the option to choose "home as duty station" (HDS). NTEU has worked hard at the national level to secure the HDS option for employees impacted by field office closings, preventing the need for involuntary relocations and avoiding adverse effects on employee travel and travel reimbursement. NTEU has asked for additional information regarding the planned restructure of the offices including the new boundaries for each office, and information regarding the new Louisville FO. We have already begun to solicit information from impacted employees, and once we get the additional information, will reach out again for employee feedback and concerns. NTEU will work hard to minimize the negative impact of these changes on employees.

## Summer Campaign

Our Chapter 242 summer membership incentive campaign ended September 26, 2020. Once again, it was a resounding success, helping us to maintain over a 70% membership level. We continue to process last minute new member forms. We will announce additional details on the campaign results, including the winners of the campaign raffles, soon. The new electronic ink [www.nteu.org/join](http://www.nteu.org/join) made signing up easier now that we're working remotely. Thanks to all of you for spreading the word!

## Recent Accomplishments

### NTEU Continues to Fight for the FDIC's Newest Employees

Due to the pandemic, FDIC suspended the Technical Evaluation and postponed core schools. At the national level, NTEU negotiated two agreements, which protect these employees. The agreements include a requirement to back-date promotions: several chapter members have already benefited from this! NTEU also negotiated guidelines for the Student Loan Repayment Pilot and applications are currently being accepted. Under the pilot, 100 DCP/RMS examiners will be eligible for up to \$6,000 per year in 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. Finally, at the national level, the NTEU convinced the FDIC to implement expanded paid parental leave ahead of the federal program; as you may know, the FDIC implemented six weeks of paid parental leave a full nine months before the federal program began and converted that to 12 months more than two months early. Locally, your chapter officers continue to discuss training issues during the pandemic and challenges onboarding new employees with regional and local management. Finally, a local steward successfully intervened when a FIS was being held back from attending a core training session. Please continue to forward any concerns and recommendations to your local steward.

### Steward News

During the quarter, FIE Samuel Gullerud joined our steward team as primary steward for the Appleton FO. Jerry Andersen has agreed to remain the alternate steward. Thanks to both of them for their efforts on behalf of the Appleton members.



In case you missed it, we were featured on the NTEU Facebook account for our Chapter 242 NTEU masks! Included in the picture to the left are Chapter Secretary Darrin Nelson, Steward Angela Bishop, President Sleva, Vice President KY Adam Smith, Vice President WI Eric Wiechert, and Steward Minette Sterneke.

We hope everyone enjoys the masks! Special thanks to Treasurer Cathy Burgmeier who ordered and distributed the masks to all of our members! If you haven't already, "Like" the NTEU Facebook account and receive regular updates!

Since the last quarterly newsletter, in addition to the items listed above, our chapter representatives have been active protecting employees. Chapter 242 held two member lunch n learns to provide guidance on preparing PMP Bonus accomplishment reports. Over 70 members attended the sessions and several others requested written guidance, which we posted on the NTEU 242 Chapter website at <http://nteuchapter242.org/important-news-resources/pmp-season/>. Stewards also helped members successfully challenge proposed discipline, to correct errors in leave buy-back calculations, to receive needed training, to challenge last year's PMR ratings, and to obtain relief from harassment. Chapter leaders

assisted employees with questions regarding new benefits like paid parental leave and Student Loan Repayment, and with concerns related to mandatory telework. Finally, stewards challenged unnecessary changes to working conditions and attended virtual NTEU training on investigatory interviews, grievance handling, and general stewardship.

### **Did You Know?**

#### **Labor Management Relations Committee (LMRC) Met in August**

Our National Agreement established the LMRCs as a forum for the ongoing exchange of information and discussion of matters of concern between chapter leaders and regional management. The Chicago LMRC meets at least annually to discuss personnel policies and practices and other matters affecting working conditions of employees in the Region. Our most recent meeting was held (virtually) on August 18<sup>th</sup> and our agenda included the following topics: Health and Safety, Staffing, Training, Employee Empowerment, FO Modernization, PMP, and Communication. Final meeting minutes will be published on our chapter website soon at <http://nteuchapter242.org/important-news-resources/lmrc-minutes/>.

#### **Federal General Schedule (GS) Pay Raise Impacts Your Pay**

Many members do not understand the link between FDIC pay and the federal GS pay raise. Fortunately, NTEU has already negotiated our pay raises through 2022. In general, all FDIC employees who receive an overall PMP rating of Successful will receive a 2.3% base pay increase. That is in addition to negotiated raises in locality pay and our PMP bonuses. So why should we care what the rest of the federal government gets? Well, the short answer is, it impacts our overall pay structure: that is the maximum and minimal pay levels by grade. Over one-third of FDIC employees currently have pay at or near the maximum pay for their grade. For those employees, what happens to the GS, determines how much of their merit increase they can receive as pay rather than a lump sum. So next time you read a headline about what federal employees are getting for pay raises, you might want to pay attention.

#### **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.*