



## Quarterly Electronic Newsletter – Fourth Quarter 2020

### Message from Chapter President Dawn Sleva

Like many of you, I am happy to close out 2020 and look forward to a much better year ahead. When 2020 began, I certainly never expected to spend most of it on mandatory telework, much of the time cooped up in my home and away from family, co-workers and friends. Despite the many challenges we faced in 2020, I am proud of our accomplishments as a Chapter. I truly believe we learn from adversity and that as a team we will continue to make the FDIC a better place to work. I have appreciated the support from fellow NTEU officers, stewards, and members as we discovered how to work in this new environment, how to be more inclusive of those with different perspectives, and how to make the best of a difficult situation. I look forward to continuing to work with all of you in 2021!

Listed below are some highlights regarding what our Chapter accomplished in the last quarter and what we can 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

#### PMP Bonuses to be Announced Soon

The PMP season has ended and the PMP bonuses have been determined. The timelines were extended to allow the FDIC to complete a comprehensive review of the bonus nominations and distributions for consistency. Employees should receive notifications regarding whether they received a bonus with the related nomination narrative within the next few weeks. Bonus payments and pay increases were effective January 3<sup>rd</sup> and will be reflected in employee paychecks on January 28<sup>th</sup>. Prior to that payment, employees will receive specific details regarding their individual pay increase, bonus amount, over cap lump sum, new locality pay, and a link to bonus share distribution by pay pool. Per the Compensation Agreement, while no formal meeting is required, employees may seek additional information from their Rating Official. If you are uncertain why you did or didn't receive a specific bonus, or wish to better understand what you need to do to receive a bonus in 2022, you should request a meeting with your Rating Official. As always, NTEU will be receiving information regarding the bonus distribution and will review the data for any patterns indicating inconsistent treatment of employees. If you are interested in filing a grievance regarding failure to receive a PMP bonus, please notify your local steward or an NTEU officer. We will have 20 workdays after NTEU receives the national PMP bonus information to file grievances. The parties continue to discuss how best to address inconsistencies identified from the 2018-2019 PMR data related to race.

#### Term Agreement Negotiations and Office Modernization

As reported in our last newsletter, 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. We expect negotiations to begin soon with initial concentration on articles addressing work schedules, telework, and office space. The FDIC has also 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. In October, NTEU submitted proposals to protect impacted employees. Management has promised a response to these proposals within the next few weeks. Look for regular updates as negotiations commence.

### **Chapter Lunch n Learns**

Later this month, the Chapter will continue its virtual member lunch n learns focusing on the topic of "What do I do Now?" To allow maximum participation, two sessions are planned, they will be held from 11:15am to 11:45am central time on January 12 and January 20. These 30 minute lunch n learn sessions will be presented by Chapter President Sleva and will provide guidance on recent issues we have seen resulting in investigatory interviews, counseling, and proposed discipline. Chapter officers will share how you should best respond should you find yourself in a similar instance and will answer your questions. The meeting materials will be posted to the chapter website <http://nteuchapter242.org/important-news-resources/> prior to the sessions.

### **Recent Accomplishments**

#### **Steward News**

During the quarter, DCP FIE Trudyann Covey joined our steward team as alternate steward for the Elizabethtown FO. Thanks to Trudyann for agreeing to take on this important role. A list of all the chapter stewards and officers can be found on our website. <http://nteuchapter242.org/leadership/stewards/>

Since the last quarterly newsletter, our chapter representatives have been active protecting employees. Chapter 242 stewards helped members to prepare bonus accomplishment reports, successfully challenge proposed discipline, receive needed training, apply for the student loan repayment program, and obtain relief from harassment. Chapter leaders also assisted hearing impaired employees to receive the appropriate personal protective equipment to return to work, assisted employees with questions regarding background reinvestigations, and provided guidance to employees who had received negative performance feedback.

#### **Summer Membership Campaign**

As announced in October, this year's Summer Campaign was another success. Our chapter added 18 new members from 11 offices! New member Elizabeth Lasley (Elizabethtown) won the new member raffle and Vice President Cheryl Salyer (Columbus) won the steward raffle. Congratulations to both of them! We now have 10 offices with over 70% membership, with Mount Vernon, Milwaukee, Springfield, Princeton, Champaign and Elizabethtown having membership levels over 80%!!! 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. If you are talking to a new employee about the benefits of NTEU, please let them know that joining is now easier than ever. Employees can join at <https://www.nteu.org/join>. Also, don't forget that you can retain your NTEU membership into retirement with reduced dues! Please contact your local steward for information.

## Did You Know?

### **FDIC 2021 Pay Raise Significantly Exceeds the Federal General Schedule Raise**

By Executive Order, the President declared a federal pay raise of 1% for 2021, with no increase in locality pay. However, our members are covered by our 2020-2022 Compensation Agreement. For 2021, NTEU negotiated a 2.3% base pay increase for FDIC employees who receive an overall PMP rating of Successful, increases in locality pay with 0.5% funding, and PMP bonuses based upon a 1.5% funding pool. As noted in our last newsletter, increases to the General Schedule (GS) impact the amount of merit increase employees receive as pay rather than a lump sum. Per the Compensation Agreement, the CG base pay maximums will be increased by 0.5% each year until they equal 136% of the comparable pay range maximums in the GS. The federal pay raise of 1% brings us closer to 136% of the GS maximums.

### **Being an NTEU Member Pays**

NTEU members receive a variety of member benefits negotiated nationally by NTEU. These member only benefits include home and moving discounts, insurance discounts, free \$1,000 Accidental Death & Dismemberment insurance, special discounts on professional services, travel discounts, and several other exclusive discounts on many things from phone service to oil changes. For more information visit <https://www.nteu.org/benefits>.

### **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>.

### **We Need Your Personal E-Mail**

NTEU delivers important member-only information via personal e-mail accounts every day. Our chapter recently initiated a "Mail Chimp" account with plans to provide timely member-only information and obtain your feedback on hot topics, including upcoming negotiations. Please visit <https://www.nteu.org/> to ensure that we have your current personal e-mail address. After logging in, simply hover over your name on the upper right corner and choose "Manage Account." If you have any questions regarding this process, please contact Chapter Secretary Darrin Nelson.

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