



Quarterly Electronic Newsletter – First Quarter 2021

Message from Chapter President Dawn Sleva

While we are still on mandatory TW, things haven't exactly slowed down. I know 2021 has been hectic so far for me; hence, the late newsletter. There is a lot happening at the FDIC, and NTEU has been working hard to protect the interests of its members. The Chapter has been busy with negotiations at the national and local levels, including the items discussed below. I am hoping that each of you and your families remain healthy and safe as we continue to face this global pandemic. I look forward to the days when we can see each other face to face, have lunch, meet for dinner at the training center, and just return to our new normal. Until then, I always welcome an email, a virtual call, or an old fashioned telephone call from my members. So don't be afraid to reach out to me!

Listed below are highlights of 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

Term Agreement Negotiations and Office Modernization

As reported in the April 6 NTEU Message, negotiations over the Collective Bargaining Agreement continue. The parties are initially discussing the articles governing telework, work schedules, and office space. While both parties have exchanged initial and counter proposals, we remain far apart on several key issues. Most importantly, the FDIC's most recent counter proposals provide even greater discretion to management in determining which positions will be eligible for home-based telework and the remote work option (HBO/RWO), including the discretion to take it away whenever they determine it is no longer appropriate. While NTEU had been hopeful that the FDIC would expand these flexibilities in light of lessons learned during mandatory telework, their current proposals do not list any positions as being eligible for HBO, and restrict RWO to those positions currently considered work-in-place. The parties also remain far apart in terms of who should get dedicated space in the office. While the NTEU wants to preserve dedicated office space for employees who do not elect HBO or RWO, the FDIC has proposed eliminating dedicated office space for all field employees and for any regional office employee who regularly teleworks more than two days per week. Currently, NTEU is waiting on the FDIC response to its most recent counter proposals. We will continue to share updates as this process proceeds. Chapter President Sleva is a member of the bargaining team. Feel free to share your thoughts with her regarding these topics. On a regional front, NTEU and the FDIC are close to reaching an agreement on the closing of the Cincinnati, Hopkinsville, and Elizabethtown offices. Stay tuned for more details on that agreement.

PMP Bonuses

NTEU remains concerned about the PMP Bonuses awarded in January. On the National front, NTEU filed a grievance due to disparities identified in the national PMP bonus data related to race (i.e. African American) and age (i.e. over 50). As you might recall, NTEU filed a similar grievance for 2018 PMR data. That grievance is still pending and will be revisited as the new PMP grievance is discussed. NTEU also requested sanitized copies of the PMP bonus nomination forms in order to verify that managers applied the PMP bonus criteria in a fair and consistent manner; however, to date, the FDIC has refused to provide the information. On a regional front, our chapter stewards have filed 12 individual grievances for employees who believe they did not get fair consideration for a PMP bonus. NTEU will continue to press for consistent and fair application of performance and bonus standards.

Recent Accomplishments

Steward News

During the quarter, VP of Kentucky and Elizabethtown (ELI) Steward Adam Smith received a promotion outside of the bargaining unit. Congratulations Adam! Alternate Indianapolis Steward Brian Pigott (currently detailed to ELI) agreed to take on the primary steward role for ELI FO and Lexington Steward Rachel Penn agreed to complete Adam's term as VP of Kentucky. Thanks to Adam for all his efforts on behalf of the Kentucky employees, and thanks to Brian and Rachel for agreeing to take on these important roles. An updated 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. In addition to the individual PMP bonus grievances, chapter stewards helped members to successfully challenge proposed discipline, to field questions regarding background reinvestigations, and to reply to negative performance feedback. Chapter representatives also visited proposed sites for the new Louisville field office and provided feedback to local management, represented employees at formal meetings, and assisted employees in settling harassment cases. In May, chapter stewards will be participating in the NTEU Spring Training conference. Topics will include grievance handling, disciplinary actions, and office space negotiations. Stewards will also get updates on legislative issues impacting FDIC employees, ongoing NTEU litigation, and NTEU's representational priorities for 2021.

National Initiatives

As noted in the most recent NTEU employee message, in addition to negotiations over the term agreement, NTEU has been working with the FDIC to implement procedures for the Pay Adjustment Program, agreed to changes to expand eligibility for the Student Loan Repayment Program, and proposed that the FDIC take action to address concerns raised by Field Office Administrative Assistants. NTEU also ensured that FIS/FIE employees who had not received their annual merit increase in January ultimately received that pay raise, retroactive to the beginning of the year. We also raised several concerns related to position description changes, requested further discussion related to Diversity, Equity, and Inclusion, and continued discussions over the FDIC's Return to Work plans. For additional information on any of these topics, please reach out to your local steward.

Did You Know?

NTEU Can Help You if You Receive an Individual Development Plan (IDP)

We all know that NTEU is there to help you get the training and assistance you need to become a commissioned examiner, but don't forget that we are there for you even after you take your Technical Evaluation (TE)! If you have recently, or will shortly, take your TE, this is a reminder to reach out to your steward afterward if you pass, but receive below 75% on any component scores. This occurs more frequently than you might think, and the chapter is ready to help you. We have been seeking information on resulting IDPs so that we can ensure that their scope and duration are applied equitably across disciplines, offices, and regions. Your steward will be able to provide feedback about whether or not your IDP is comparatively reasonable, and suggest ways you may be able to proactively reduce that scope or shorten the duration of the IDP. In addition, the more information we have to make these comparisons, the greater our chance of convincing management to take additional steps to make the process fair and transparent. So don't be shy, reach out to NTEU today.

The FDIC is Doing a New Round of Background Reinvestigations

Periodic reinvestigations are conducted to ensure that federal employees still meet the requirements to be found suitable for the job. FDIC examiners occupy a public trust position, which is a type of background investigation, but it is not a security clearance. You will have a very short timeframe, usually 72 hours, to complete the online reinvestigation questionnaire in e-QIP, so it will help if you kept a copy of your original background investigation form. A lot of information is required to complete this form and you will want to gather as much information in advance as possible (e.g., dates/locations of international travel for the last 7 years, family member addresses and birthplaces). Additionally, the form will ask you if you have used illegal drugs within the last seven years. This includes drugs that may be legal in some states. The form will also ask if you have received counseling or discipline for a violation of agency security policies (e.g. CSIRT incident). If you answer yes to these questions, please make sure you keep a copy of your all your e-QIP answers because you may be asked follow-up questions by an investigator at a later date. If you have questions about completing the reinvestigation form or are contacted for a follow up interview, please contact your local steward or Chief Steward Dan Peters. They can provide you some additional information about the interview process.

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. 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.