



Quarterly Electronic Newsletter – Fourth Quarter 2021

Message from Chapter President Dawn Sleva

As 2021 comes to a close and I reflect on the year, I feel pride at all we have accomplished as a Chapter, despite the many challenges the year presented. We faced a full year of mandatory telework; national negotiations over work schedules, telework, and office space; local field office closings and consolidations; a realignment of DCP territories in the Region; and a federal vaccine mandate (among other things). Our members continue to support one another and contribute to the mission of the FDIC. Chapter 242 membership remains the highest of all the FDIC chapters (over 70%) and our chapter leaders remain dedicated to the NTEU mission of ensuring that every federal employee is treated with dignity and respect. Best wishes for the New Year! I look forward to another strong year for our Chapter.

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. I would love to know if you enjoy reading the newsletter! Please let me know your thoughts via email or call me on Teams. Also, remember to visit the [242 Chapter website](#) regularly for updated information.

Top Stories

Upcoming National Negotiations

As announced in recent meetings, national negotiations over work schedules, telework, and office space are concluding and an agreement should be announced any day. NTEU fought hard to retain many of the flexibilities our members have enjoyed during the pandemic, while meeting management's concerns over what will be needed once we Return to the Office. NTEU will be providing guidance to employees as they make decisions regarding telework options available to them and will present general training about the agreement reached by the parties. While this is a great win for the NTEU and its members, our work will not conclude there. National negotiations will continue in 2022. The parties will meet early in the year to negotiate over office design options, and will then begin

negotiations over the remaining articles of the collective bargaining agreement. NTEU will fight hard at the table to protect employee rights and retain the critical protections in the agreement. In the summer, negotiations over compensation and benefits will begin. At stake are such things as our annual pay raise for 2023 and beyond, the PMP program, retirement benefits, health insurance, and travel. Remember, only members get to vote to ratify the final agreement. We will be reaching out to members for your input as we move forward with these national efforts. Thanks for your continued support.

Local Negotiations

On a regional front, NTEU and the FDIC recently reached an agreement on the merger of the Grand Rapids and Detroit field offices. NTEU secured an agreement with key protections to minimize the negative impact on affected employees, including the ability to choose home based telework or home as a duty station. Local stewards have also begun negotiations over the new office space in Louisville. We are expecting 2022 to be a busy year locally, as office leases expire and the FDIC moves to modernize the spaces. Your local steward will reach out to you for your input. Please share any questions, comments or concerns regarding these local negotiations with your local steward.

Recent Accomplishments

Steward News

Sarah Troehler has agreed to take on the alternate steward position for the Springfield Field Office effective January 3rd. Thanks to Sarah for agreeing to take on this important role. Several offices currently have no alternative steward. If you are interested in stepping up and joining the NTEU Chapter 242 leadership team, please contact your local steward. An updated list of all the [chapter stewards and officers](#) is on our website.

Local Accomplishments

Since the last quarterly newsletter, our chapter representatives have been active protecting employees. In addition to the local negotiations mentioned above, chapter representatives continued processing PMP grievances for the 2019/2020 performance year, represented employees facing disciplinary action, and assisted employees during background reinvestigations. In addition, chapter stewards provided guidance for employees applying for pay adjustments, requesting a reasonable accommodation to the vaccine mandate, facing unsatisfactory performance ratings, and seeking additional time to obtain their commission. If you didn't receive a PMP bonus this year, or not as many as you feel you deserved, contact your local steward for information on filing a grievance.

National Initiatives

During the quarter, NTEU has been active nationally to protect employee rights and improve access to key benefits. NTEU entered into a Memorandum of Understanding (MOU) regarding implementation of the federal vaccine mandate. While the FDIC is bound by the executive order requiring the mandate, NTEU fought to ensure that procedures are clear and applied fairly and that employees receive their due process rights. NTEU will continue to provide current guidance to employees. Refer to the [NTEU FAQs](#) for updated information. NTEU also entered into an MOU related to 2022 locality pay. The MOU ensures that no locality pay area receives a decline in locality pay. NTEU will be renegotiating locality pay during the upcoming compensation negotiations. Finally, NTEU pushed the FDIC to rescind its position that employees who participated in the Student Loan Repayment could not also use PLA for the year. For additional information on any of these topics, please reach out to your local steward.

Did You Know?

You Can Now Get Your NTEU Membership Number On the NTEU Site

Members now have a quick and easy way to access their NTEU member ID number when logging into [NTEU.org](https://www.nteu.org). NTEU made the adjustment in response to concerns raised that it was difficult to find member ID numbers on the website. Once logged in, a user's member ID will appear in the yellow log-in box on the top-right corner of the page. Members can also change their passwords, update their contact information and request a new membership card from the log-in box. This information is secure and only available to the individual user.

Employees Can Use a Credit Hour Schedule to Create an Alternate Work Schedule

Under the collective bargaining agreement, employees can use a credit hour schedule to create an alternate work schedule such as a 5/4/9 or 4/10 compressed schedule. This allows employees to choose the work schedule with the greatest flexibilities. Remember, under the maxiflex credit hour schedule, employees can alter each workday by starting up to 30 minutes before or after their normal start time, without any need to request or get approval for leave. Per our agreement, credit hours should be approved provided the employee has work that can be performed at the requested time.

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. The NTEU Action Center allows you to contact your elected

representative on important topics impacting federal employees. For more information on what is happening and how you can become involved, please visit the [NTEU website](#).

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