



## Quarterly Electronic Newsletter – Third Quarter 2021

### Message from Chapter President Dawn Sleva

In our last newsletter, I reported that life seemed to be returning to normal in Chicago. Unfortunately, we have not yet put this pandemic behind us. Who would have ever imagined that we would still be in mandatory telework, wearing masks, and attending virtual conferences as we enter autumn? While I miss seeing you in person, I am thankful that we can continue to work together via email, MS Teams, and other virtual means to make the best of these trying times. I know that we are stronger as a union than we are individually. I have seen us achieve so many great accomplishments and am confident we will continue to make the FDIC a better place to work. Please take some time to enjoy the fall colors and reflect on all of our successes as a 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

#### Term Agreement

National negotiations over work schedules, telework, and office space continue. The NTEU negotiations team, which includes President Sleva, has been working hard this summer to reach an agreement with FDIC management. The parties have narrowed down differences and are expected to reach resolution within the next few weeks. A national message regarding these efforts should be coming soon. Once negotiations over these articles are concluded, the parties will begin negotiations over the remaining articles of the collective bargaining agreement. As you may recall, last summer the FDIC submitted proposals that would gut many important employee rights and significantly undermine NTEU's ability to represent FDIC employees and your interests. Many of these proposals

reflected provisions of the Trump Administration's Workforce Executive Orders, which were repealed early in the Biden Administration. With your support, NTEU will fight hard at the table to protect employee rights and retain the critical protections in the collective bargaining agreement. Remember, only members get to vote to ratify the final agreement. Thanks for your continued support as we work thru these efforts.

### **Local Negotiations**

On a regional front, NTEU and the FDIC reached an agreement on the realignment of Chicago Region DCP territories. The realignment reduced the number of DCP territories in the Chicago Region from six to four by joining the OH offices with the KY territory, the IN FO with MI, and Greater IL territory with the Chicago FO. Chapter stewards worked with regional and local management to ensure that employees were not harmed by the changes. NTEU and the FDIC are in the process of negotiating over the merger of the Grand Rapids and Detroit field offices. NTEU will demand an agreement that includes key protections to minimize the negative impact on affected employees, including the ability to choose home based telework or home as a duty station. NTEU will reach out to provide regular updates and to answer employee questions as the changes take effect. Finally, local stewards have begun negotiations over the new office space in Louisville. Please share any questions, comments or concerns regarding these negotiations with your local steward.

### **Recent Accomplishments**



### **NTEU Chapter 242 Recognized at the 58<sup>th</sup> NTEU Convention**

During the NTEU convention held in August, Chapter 242 received an award for sustaining five years of membership exceeding 70 percent! Chapter representatives were thanked for the hard work they do every day to attract and keep their members. While final numbers are not in, this year's summer membership campaign was another success and helped us maintain that high level of membership! Additional details will be shared soon. Also at the convention, President Sleva was awarded the Colleen M. Kelley Medal

of Honor for her nearly quarter of a century commitment to Chapter 242 and its members, her dedication to improving FDIC pay and benefits, and her advocacy for the preservation and expansion of employee rights. Additionally, several Chapter 242 representatives were recognized for their Years of Service to the chapter. Thanks to each of them for their continued commitment to our chapter and its members!

### **Steward News**

With the closure of the Hopkinsville and Elizabethtown field offices, Cameron Eichberger (formerly steward of Hopkinsville) will be the primary steward for the new Louisville office. In addition, Brian Pigott (formerly steward for Elizabethtown) returned to his position as the alternate steward for Indianapolis. Thanks to both of them for their hard work in ensuring a smooth transition for employees. Further, the executive board approved Jordan Agan (Steward Cincinnati) to serve Cathy Burgmeier's remaining term as Chapter Treasurer. Cathy will remain primary steward for Milwaukee and the chapter contact for retiree members. Thanks to both Jordan and Cathy for their continued efforts on behalf of the chapter. An updated list of all the [chapter stewards and officers](#) is on our website.

Several chapter leaders participated in a Labor Relations Management Committee (LMRC) meeting with regional management in late August. The LMRC meets semi-annually to discuss items of concern within the region. Agenda topics included health and safety, return to office/bank, leave issues, employee training and development, staffing, PMP, and field office modernization. Minutes will be posted soon on the chapter 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. To date, three of these have been successfully resolved. In addition, chapter stewards assisted employees in obtaining COVID leave, reasonable accommodations, retroactive promotions with back pay, and overpayment waivers. They also gathered feedback and recommended changes to position description revisions, assisted employees in settling cases alleging harassment, and successfully challenged a proposed suspension.

### **National Initiatives**

During the quarter, NTEU has been active nationally to protect employee rights and improve access to key benefits. NTEU pushed back when the FDIC proposed widespread national drug testing. The FDIC was forced to clarify the proposed policy to ensure it is only applied as intended (i.e. to

only a limited number of employees with the highest levels of national security clearance). NTEU also demanded discussions regarding Return to Office/Bank plans and the federal vaccine mandate. While the FDIC is bound by the executive order requiring the mandate, NTEU will fight to ensure that procedures are clear and applied fairly and that employees receive their due process rights. NTEU will ensure that employees have clear guidance on the documentation required to demonstrate their vaccination status, procedures to allow reasonable accommodations for those with a disability or sincerely held religious belief, and their rights if the FDIC takes action against employees who fail to meet the mandate. Refer to the [NTEU FAQs](#) for updated information. NTEU also agreed to expand the student loan repayment program to include debt consolidated after FDIC employment, and we continue to work with the FDIC to provide pay equity adjustments to employees. NTEU has requested additional discussions with the FDIC regarding its Diversity, Equity and Inclusion Plans and conversion of training to a virtual platform and will continue to raise employee concerns regarding these important topics. For additional information on any of these topics, please reach out to your local steward.

### **Did You Know?**

#### **Our Chapter has an Attorney to Assist Us**

As a part of NTEU, each chapter is assigned an NTEU Field Representative to assist chapter representatives and members. Our NTEU Field Representative Anne Dasovic is an attorney with extensive knowledge in federal labor law and a strong understanding of our collective bargaining agreement and FDIC policies and procedures. Anne has worked with our chapter for over two decades and has helped employees facing discipline, removal, and harassment. She assists with local negotiations, attends LMRC meetings, and provides training to stewards. As an NTEU member, you can rest assured that you have an experienced attorney available to protect your rights! No need to pay for outside counsel. Please contact your local steward if you have a question about federal employee regulations, your rights to due process, or the collective bargaining agreement.

#### **Chapter Officer Terms Expire September 30, 2022**

Chapter officers, including President, Executive Vice President, Vice President (by state), Secretary, and Treasurer serve three year terms. These terms will expire next year. While the election will not begin until next summer, it is never too early to consider whether you would like to fill one of these important positions. Not only do chapter officers serve a vital role assisting members, they participate in local negotiations and LMRC meetings, perform critical chapter strategic planning, approve the chapter budget, and receive regular training related to federal labor topics. For more information on the

duties of each position, please refer to our [chapter by-laws](#) or contact a current officer.

### **Members Need to Provide NTEU with Revised Contact Information**

When an employee changes their contact information with the FDIC (e.g. name, address, phone), the agency does not share that information with NTEU. Members must share that information with NTEU to receive important member updates. Please visit the [NTEU website](#) to ensure that we have your current contact information, including your 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 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.*