

LABOR MANAGEMENT RELATIONS COMMITTEE MEETING

August 27, 2021
NTEU Agenda Items

Meeting held via MS TEAMS

Management Representatives

Gregory Bottone, Regional Director, RMS/DCP
Diane Fier, Regional Manager, DOA
Shaundalon Hasty, Assistant Regional Director
Joe Arellano, Human Resources Officer
Sam Brooks, LEAS Counsel
Natalie Storey, Regional Administrative Specialist (note-taker)

NTEU Representatives

Dawn Sleva, President Chapter 242
Dan Peters, Chief Steward, Chapter 242
Lisa Sorge, Executive Vice President, Chapter 242
Lisa Brinston, Assistant Chief Steward, Chapter 242
Anne Dasovic, NTEU Counsel

Topic	Discussion Points	Contract Reference	Outcome
Health & Safety	<ul style="list-style-type: none"> • Report from subcommittee. • Coronavirus –General Discussion on Impact of the Following on Chicago Employees <ul style="list-style-type: none"> ○ Return to Work ○ Return to Bank ○ Vaccine Attestation ○ COVID Testing ○ COVID Leave ○ PLA Training Approval • New Office Space – Handicap Access/Automatic Doors 	Article 36 Globals on COVID	<p>The Health & Safety Webinar was held the day before the LMRC and there was information provided in response to emails sent by employees. Highlights from the Health & Safety Webinar include: at this time, vaccines are not a condition of employment, the FDIC is continuing to track the increase in cases of the virus on national, regional, and field office levels, mandatory telework (TW) remains on a national basis primarily because cases have been consistent nationwide, but if there are changes where a region or sector is doing better than others, those areas may move to a different phase of the Return to Office (RTO) plan. Phase 1 extended through October 3, 2021 and HQ is trying to give a 30 day notice to employees when things change.</p> <p>Testing plans are still being developed and there aren't any specifics to share at this time concerning testing for the unvaccinated or those who haven't completed the attestation. The Agency will cover the cost of testing. About 60% of employees have completed the attestation. Employees are encouraged to complete the attestation and to update it anytime their vaccination status changes because that will help HQ determine the scope of testing needs.</p> <p>The Agency is following the White House guidance. Regardless of vaccination status, masks are required in all FDIC facilities.</p>

		<p>The union asked about the return to on-site work at banks. RD Bottone responded that there has been some onsite exam activity permitted, but the increase in the Delta variant has caused management to pull back and revert to virtual exams. RD Bottone stated that although he has the authority to allow onsite exams, when we have gone into banks, we will only go into institutions when necessary.</p> <p>The union asked if there is anything on the national level that says we're not attending training and/or conferences yet.</p> <p>Management responded that during Phase 1, employees will not be attending conferences in person. The issue is that supervisors may have approved participation in a conference that was forecasted after the Phase 2 September start date. Since we now do not know when we will go into Phase 2, we are encouraging staff not to commit PLA funds.</p> <p>The union stated that the biggest issue in DCP is the Fair Lending Colloquium in Florida the first/second week of November where we usually have between 50 to 100 people across the country attend. People are going to commit around \$900 of their PLA funds and if they can't go, the union is trying to figure out if a "heads-up" should be sent out to employees or if that has been communicated to the FSs/SEs. RD Bottone responded that it has been explained to the FSs and that he understands the concern. RM Fier added that employees should be aware of the refund deadline date and that when the supervisor and employees interacts with DOA they need to provide sufficient time to cancel those reservations.</p> <p>The union asked who will have access to the information employees are providing in connection with the vaccine attestation. There's a privacy issue and some employees have legitimate reasons as to why they are not being vaccinated. RM Fier reiterated what was said in the Webinar – information will only be shared with very senior management at HQ.</p> <p>The union stated that at some point employees will be going back into banks. Who will need to be tested at that point? Is there any timeline for testing? Management responded that there isn't a timeline for testing and that they don't have any information other than what was provided in yesterday's Webinar.</p> <p>The union stated that there are two sides of the coin employees are raising – 1) the individuals who have not been vaccinated want to get their fair share of the workload and 2) those that are vaccinated are worried that they will have to take the work of going into banks for someone who has chosen not to get vaccinated.</p>
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Resource Issues	<ul style="list-style-type: none"> • Staffing Plans Update • Onboarding Staff Virtually – Challenges and Ways to Overcome Them – moved to training section • Impact of Virtual Exams on Benchmark Hours 	Various Global E-Mails	<p>The union is looking for where the Region stands with staffing and if there are imbalances or concerns?</p> <p>As a region for both RMS/DCP the Region is fairly well balanced and management doesn't see any wholesale changes. The staffing process starts during the summer; both the Regional Office and Headquarters have staffing models and that hasn't been done yet. Typically, the Region doesn't find out about staffing until November and then it is still subject to Board approval in December.</p> <p>The union asked how many FISs are on board and management responded that they didn't have that exact number. There was a healthy response when the solicitation went out to FSs and SEs for a regional intern posting and so far all requesting offices have been approved. In addition, the Region has the ability to over hire. It takes time to get a commissioned examiner and management is trying to prepare for potential retirements.</p> <p>The union asked that since the FISs no longer have the full rotational year if they are getting up to speed quicker.</p> <p>Management thinks that is the case but there isn't any research to support that. The feedback being received is positive and we haven't seen movement from one discipline to another.</p> <p>The union asked if there's been any feedback/lessons learned from mandatory telework.</p> <p>While there have been corporate-wide initiatives to gather lessons learned the Regions haven't been told what the conclusions are – it's a little early for that. Management thinks that most supervisors would like to go back to the way it was as far as going back to the banks.</p> <p>The union agreed that the general consensus is that there are concerns that we're losing touch with the banks but that employees also like that they don't have to travel all the time. The union also noted the survey and focus groups that are being</p>

			<p>conducted and thinks that's a good thing because employees have a lot of good information to share.</p> <p>Onboarding Staff Virtually – Challenges and Ways to Overcome Them – moved to training section - Impact of Virtual Exams on Benchmark Hours</p> <p>The union questioned what impact virtual exams are having on benchmark hours.</p> <p>Management stated that it is taking longer to conduct examinations and that while there are inefficiencies there are also some efficiencies and added that management is trying to get an understanding so they can balance between the two. Management doesn't know if there is a difference between RMS and DCP on how long it is taking to conduct exams in a virtual environment.</p> <p>The union has heard that there have been challenges getting information from the bank, so it's not necessarily that examiners are putting in more hours but that there are longer wait times for information from bankers. The union added that banks can more easily ignore you or not give you what you need. Specialty exams tend to be an issue when examiners are not granted the right access to conduct the exam.</p> <p>Management has heard from bankers that they are happy because meetings are better scheduled but neither side is necessarily happy with dealing with the administrative side of things, like getting files. That's a problem nationwide. Smaller institutions do not have the staff to provide documents electronically.</p> <p>The union asked how much of the hours spent on an exam are related to training. They asked if there is a matrix that management reviewed that spoke to training.</p> <p>Management doesn't have anything compiled just yet but they do try to account for training. Training can be "squishy." It's not always formal training that takes place for x amount of hours.</p> <p>The union noted that examiners and bankers aren't having the same number of conversations they did when they were on-site as it's not as natural to reach out to the bank when you're not on-site.</p> <p>Management agrees that there is value to going on-site.</p>
Training	<ul style="list-style-type: none"> • What are the upcoming planned training events? 	Article 11	All training for the rest of 2021 has been announced.

	<ul style="list-style-type: none"> Impact on Virtual Environment on Training IDPs for Employees Who Score Below 75 on a TE Section 		<p>The union asked how virtual onboarding is going and if there have been any challenges to overcome.</p> <p>Management believes that while it's not perfect that it has worked out pretty well. Once the initial procedures were set up it has gone smoothly. One of the issues is the amount of emails the new employees receive and that is being revised to consolidate correspondence and make orientation more beneficial.</p> <p>The union asked if any of the new hires who decided not to stay, indicated why they left.</p> <p>Management responded that the Admin ARDs are required to do an exit interview and that the data will be tracked at Headquarters so hopefully in the future there will be data to review.</p> <p>In response to the union's question if the amount of employees leaving is comparable to past years, management responded that the uptick seems to be more in terms of retirements. The Region is in the area where a lot of people are retirement eligible. There are employees who have been eligible to retirement for the last 7 – 8 years who now decided to retire.</p> <p>The union noted that those who are eligible to retire may not want to return to the office or banks so once we return there may be more retirements. Management has also heard that but no one knows what will happen.</p> <p>The union noted that the employees who are doing the virtual training have indicated there are things that are missing. It's hard to ask questions, build a network, and become examiners when you haven't met anyone in person.</p> <p>Management shares those concerns. It's worrisome to think that there are new employees who have been onboard for 18 months and have never seen another FDIC employee in person.</p> <p>The union sees themselves as partners with management in this area and to the extent they can provide assistance, suggestions, and additional information that they're hearing, they will share that information with management.</p> <p>The union is also concerned with virtual training, including on-the-job training and core schools. Has management heard any concerns from supervisors?</p>
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<p>Details/EOIs</p>	<ul style="list-style-type: none"> • Lack of Opportunities for Employees Below Grade 12 • Impact of COVID on Future Details/EOIs 	<p>Article 14, EOI System</p>	<p>The union has received feedback from employees in positions that don't progress to the grade 12, mainly specialty positions, that they don't have an opportunity to advance because most details that come out are for grade 12 and above. The union asked that to the extent there are opportunities available, that management thinks about giving some opportunities/special assignments to those employees.</p> <p>The union also raised that some details available in the past haven't been available during Phase I, but they also acknowledged that there have been new opportunities for employees to participate that they wouldn't have been possible in the past.</p> <p>Management noted that because of the current telework environment, opportunities have opened up for people to gain experience without traveling. Although management doesn't know what details will look like once we go back to the office, RD Bottone stated that he would pursue options for employee development.</p>
<p>FO Modernization/FO Leases</p>	<ul style="list-style-type: none"> • Regional Impact of Office Closing/Consolidations • Future Closings/Consolidations • Remaining 2021 and 2022 Lease Renewals – Terms/Break Clauses • DCP Realignment 	<p>Articles 20, 51, Globals</p>	<p>The union noted that there have been a lot of changes with office closings and asked how things were going. From the union's perspective things went fairly well and the staff has been pleased with where we ended.</p> <p>Management is pleased with the way things went and are appreciative of everybody working together to ensure the process went smoothly.</p> <p>The union asked what happens to the office "stuff" – cubes, desks, chairs, etc. – when an office closes.</p> <p>Management responded that it depends. The age of the furniture is looked at to see if it can be reused; if not, then it is sold. Management doesn't know what DIT does with their equipment.</p> <p>Concerning the global that came out about future closings, the union questioned how much input the Region had in terms of which offices are closing, whether it be a one or two year lease, etc. Are we breaking leases with these closings?</p> <p>Management responded that regional management has input and that any of the closings that have occurred to date have been coordinated with the lease expirations and it is assumed it will continue that way going forward. There is a fair amount of work coming up next year and DOA is looking at what their leasing strategy will be.</p> <p>There was a question about where the Elizabethtown furniture will go. Management responded that they are working with the DCP and RMS FSes</p>

			<p>concerning what furniture they will need, the rest will be disposed or temporarily go to Lexington until the new office is set up. A schedule for employees to come in and retrieve their personal belonging is also being considered.</p> <p>Management stated that the Region does have input into closings/consolidations. RMS and DCP Regional management works close with DOA along with Headquarters to make those determinations. Dawn – do we know of any other consolidations/closings that you’re aware of?</p> <p>RM Fier stated that we don’t have any information at this time and we will share information we receive when appropriate.</p> <p>Concerning the consolidation of the Grand Rapids and Detroit office, the union shared that the most common question they receive is what employees will be offered – home as a duty station versus home based option. Detroit is a high locality area and Grand Rapids is not.</p> <p>The recent DCP realignment was discussed. The union thinks it went well and noted that they worked with the DCP DRD. No formal MOU was entered into concerning the realignment. Supervisors are meeting with the employees and the union hasn’t heard anything from their employees which they view as a good thing.</p>
<p>PMP & Bonus Program</p>	<ul style="list-style-type: none"> • Change in Process – Timing • Impact on Morale • Impact on Job Postings 	<p>Article 12, Compensation Agreement</p>	<p>The union noted that employees will soon be doing their bonus nominations and that they are frustrated with the process. Things didn’t go exactly as planned last year and this year there is a change in timing so employees won’t be talking about their supervisors until after the process is completed. Employees are questioning why bother because decisions will be made without their input. The union is concerned about that and questioned if supervisors will be trained.</p> <p>The Admin ARDS have been asked to facilitate calibration and received training so they can train supervisors. As far as the process, employees still have the opportunity to provide information to their supervisors for consideration.</p> <p>The union asked if the supervisors met to discuss potential PMP bonuses in 2020. Management responded that there were level-setting meetings last year and that this year those conversations are being held prior to the supervisors preparing the bonus write-ups so that everybody is on the same page.</p> <p>The union noted that the grievances from last year show that employees had a conversation with their supervisor, put themselves in for a bonus, and didn’t get one but through the grievance process are finding out that others who did similar</p>

		<p>things got a bonus. This year with the change in process there is no conversation with the supervisor before the bonuses are made so the employee has to blindly fill out this form without a real good idea of how their individual supervisor/territory/region are defining those consideration factors. It goes to the morale.</p> <p>Management asked if there wasn't a conversation held at the beginning of the PMP cycle and the union said there was not. Management responded that during the initial conversations, expectations should be set for the year and what bonuses would look like.</p> <p>The union stated that it was assumed that the bonus process from 2019/2020 would continue in 2020/2021. NTEU was not aware of the subtle change. They asked if there was anything prohibiting employee form asking for conversation with supervisor and management affirmed that the employee can talk to their supervisor about performance at any time. The union said they will let the employees know. The union stated that when employees asked supervisors "what do I need to do to get a bonus" that no concrete answers were given and not many examples were shared. There are employees who are distrustful of process and shutting down.</p> <p>The union also raised the effect of bonus nominations on job postings. The performance evaluation doesn't say much of anything and it might be a better process to have the employee submit their bonus form as part of the process.</p> <p>HR management is not aware of any discussion about changing the language on postings and that the language is boilerplate. There are employees who submitted bonus forms with their applications. There's a minimum of what's required for the application and when someone submits above and beyond that is the employee's prerogative. It's up to applicants to decide what they attach. If there's something that supports their application they should submit it.</p>
Other Items	<ul style="list-style-type: none"> • PIV Card/Token Renewals • To be introduced at meeting... • Meeting Minutes/Next Meeting 	<ul style="list-style-type: none"> • PIV Card/Token Renewals <p>The union is concerned that there is an inconsistent application of the global concerning PIV cards and tokens. Employees were told to use a token if their PIV card was bad or expired but then there are others who can go to their office where PIV cards are available and using retrieve and leave pick them up. The union believes there has been inconsistent application of the global.</p> <p>Management responded that the standard is that employees should use their tokens to maintain their logical access. If employees reach out to DOA, they let the</p>

		<p>employee know where the closest GSA location is and that it is strictly voluntary if the employees wants to go there to get their PIV card. No one is being told to travel against their wishes. There are 240 cards expiring through the end of October. DOA has been working with the Regional Director to determine what the appropriate distance to allow people to travel. It would be no more than one day and no overnight stay outs.</p> <p>While the union appreciates all the work that is going into this, they didn't realize that there was an allowance at the local level allowing for inconsistencies.</p> <p>Management wants everyone to be safe, the situation is in flux, and sometimes locations that we thought were open closed unexpectedly due to COVID. Using the token is fine for most people. Even though the token doesn't allow digital signatures there are other things that can be used.</p> <p>Drug Free Program – Introduced at Meeting The union asked if there is any update to the Drug Free Program. When the union was briefed, they received a list by title of employees subject to random testing that included almost every position in the bargaining unit.</p> <p>Management's understanding is that this would impact less than 10% of FDIC employees.</p>
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For the NTEU
Chapter 242

For the FDIC
Chicago Region

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