

**LABOR MANAGEMENT RELATIONS COMMITTEE MEETING**

March 18, 2022

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

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
Resource Issues	<ul style="list-style-type: none"> <li>• Staffing Plans Update</li> <li>• Stress on Understaffed Offices/High number of Trainees</li> <li>• Expectation to work Credit Hours, evenings, and weekends</li> <li>• “Working-In” Virtual training/preptime</li> </ul>	Article 19, Global emails	<p>Greg said that we review staffing every year around November and the numbers are about the same from 2021 to 2022. We have lost a few people due to attrition.</p> <p>Dawn asked how many FISs would be posted. Greg said he expected about 160 nationwide. Dawn said the NTEU was hearing a lot about stress due to understaffed offices and that, in some office, the trainees outnumber staff.</p> <p>Dawn stated that employees think managers expect them to work credit hours and they are asking staff why they didn’t get things done. Employees are being scheduled for exams even though they should have prep time for classes or should be attending classes. Employees are feeling stressed and burned out. Greg said that we have a staffing model we use and there are periods where that is an issue. Greg stated that there are some offices with high number of trainees and he has talked to supervisors about trying to relieve staff of training burden. Greg stated he does not have a problem if people work credit hours and weekends if they want to and the work is there, but there is no expectation for employees to work extra hours on evening or weekends and he has expressed this to the supervisors.</p> <p>Dawn said it seems like they used to do a better job so if a person is prepping for a class, they would not be on an exam. Now managers are asking examiners try to find time during prep time to do exam work. Lisa added that staff has to spend a</p>

			<p>significant amount of time on their own to get work done. Lisa said that managers have told staff that they need to make up the time when they are sick. Greg said that this should not be happening and he would speak with managers, see what issues exist, and reinforce that people get prep time. Greg stated he sat on the COG and they talked about how much time would be needed for prep. Lisa asked if it was appropriate for an examiner to record prep on the confidential page. If a person has to find three days to teach, it is going to cause the examiner to cut something. It would be unfair to the person following the exam to know that things were risk-scoped out. What was cut from the exam should be spelled out.</p> <p>Greg stated he understands that when you preplan you can change your mind – he is not sure the proper way to express that, but examiners should be informing the supervisor that they scoped out something to accommodate the three days needed for a course. Greg hopes things will improve as we move forward and restated that prep time is important and staff should receive the appropriate prep time.</p>
<p>Details/Temp. Promotions</p>	<ul style="list-style-type: none"> <li>• Backfilling for Details</li> <li>• When to post a temporary promotion</li> </ul>	<p>Article 14</p>	<p>Dawn stated that when people go on detail, others have to pick up additional work until the next detailee comes onboard and it is a drain on resources. Greg said he recognizes this and it has been discussed as it is a challenge for managers as well. Circumstances are challenging, but EOIs provide opportunities to develop people and Greg encourages employees to apply to EOIs.</p> <p>Dawn stated that opportunities for temporary promotions were declining and that some offices did not backfill temporary promotions that were available. Dawn gave an example of a FO not promoting an employee and choosing to non-select. Dawn said this didn't allow an employee who posted for the job to have an opportunity to develop new skills and it was a missed opportunity when a co-worker took a special position. Greg said that there were several things to consider and temporary promotions are not just replacing an individual and creating opportunity, but to develop a good group of people that will move forward and can be successful. Greg stated he did not recall all of the details for the example and that there likely was a reason management left the job open. Dawn said she thought that the supervisor didn't get who they wanted, so they didn't make a selection. Greg said that there could be a lot of things involved in that decision and the supervisor might not have had a strong roster, but he will look into it.</p> <p>Lisa Sorge asked if management considered restoring case manager developmental details for CG-12s. Greg said that the concept of having someone get experience as a case manager is great and that management would need to also consider resources available and workload demands.</p>

<p>CBA Changes</p>	<ul style="list-style-type: none"> <li>• TW Options Open Period</li> <li>• HBO Employees – What types of activities need to be completed in the office?</li> <li>• Impact of Hybrid Examinations/Training Duties on HBO Examiners</li> <li>• MS Teams Camera Usage</li> <li>• Expanded Credit Hour Times</li> </ul>	<p>CBA</p>	<p><i>TW Options Open Period</i> – Dawn stated that people are anxious to get the emails, make selections and receive stipends. She said Eric Gold informed her that they were trying to get emails out early April. Diane Fier said that new FAQs were published and there would be a briefing for management to discuss the FAQs, but no specific timeframe. Dawn asked that we share as much information as possible.</p> <p><i>HBO Employees</i> –Diane Fier said that for field offices that have leases coming up, people will need to start cleaning out their work space in Phase Two. When we get to Phase Three, Diane would like for people to clear out paper and that we only maintain hardcopies that we need. Dawn agreed that people have a lot to clean out that they thought they needed, but now realize that they don’t since they have been home for the last two years.</p> <p>Dawn asked what types of activities need to be completed in the office. Greg responded that are looking at similar activity amongst the regions to make sure this is equitably applied across the country. RDs are providing input and the decision will come down from the Division, but no decisions have been made yet. Dawn said that the union likes consistency as well. They understand that managers haven’t been updated on this topic, but she is hearing that some managers are saying things like “I will make you come in whenever I want to.”</p> <p>Dawn said that some training can be done virtually vs in person. Greg said that he is hearing there will be some flexibility to consider circumstances related to specific assignments and what is the best way to get the work done. Dan Peters said that CRO management and the NTEU have a good working relationship and we could sit down and discuss. Greg said that there will be growing pains with this and we should leverage technology. Supervisors should be able to express business reasons for decisions and that different situations could lead to on-site vs. off-site. No metrics have been discussed about how much time needs to be on-site at banks. The FS/SEs talk to each other and he hope they will consider what others are doing. Dan said that DCP was doing a lot of offsite work pre pandemic and asked if RMS determined a goal like a percentage to have offsite vs onsite. Greg reiterated that no metrics have been established because different things need to be considered - not just based on bank size. A bank may not want to scan all of the documents or have the resources and that could lead to onsite exam activity.</p> <p>Dawn said that pre-pandemic the field office meetings were quarterly but with MS Teams, meetings they are more frequent. There also used to be a lot of training at banks. Staff is concerned they may have to come into the office more often and they don’t have dedicated work space. Greg said that there are no hard and fast</p>
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		<p>rules. It is about what is most effective to achieve our goals. We should not require people to come for short meetings, but we have to see what works.</p> <p>Lisa Brinston asked if there has been any discussion related to people who are not vaccinated because some people do not want to be in large groups. Greg stated that if the expectation is that they be present for a meeting, then that is part of the job unless they have some special situation that precludes them from attending a meeting. Sam Brooks said we may have to evaluate the situation if involves a disability, otherwise it is as Greg described. Joe Arellano agreed and said he had nothing to add. Lisa asked about a person that believes it is an unsafe situation for them. Greg said that there is a process for them to follow for an accommodation. Sam Brooks stated that this was similar to MS Teams camera use during meetings – there are different buckets and some issues will need to be addressed on a case-by-case basis. Greg said that it will be situation and person specific. We will listen and find a way to deal with it. Dawn said that she is sure we will continue to have discussion in this area.</p> <p><i>Impact of Hybrid Examinations/Training Duties on HBO Examiners</i> – Dawn Sleva asked where we are on the hybrid exams. Greg said that it is not really hybrid – it is just onsite and offsite. He said that the amount of time spent onsite will depend on what we need to do and how long we need to be there. We do not have a “typical” yet, so it will depend upon the size of the band and the personnel available. We will need to be patient as we learn what works well and what does not. Dawn Sleva said that she expects there to be growing pains – that some supervisors will have more onsite and some more offsite and there will be differences we need to work through. Greg said he agrees and it is about fulfilling our mission and getting the job done.</p> <p><i>MS Teams Camera Usage</i> – Dawn Sleva stated that camera usage is a new requirement and we have had a few cases we’ve worked through. Dawn added that being on camera for lengthy periods of time can be awkward/cause fatigue and that having people use their cameras when they are speaking has worked best. Greg said that no specific expectations were given to managers, that managers have flexibility, and that he hoped people would be able to work through it. Dan Peters said that someone video recorded another person on a call without their knowledge and he wants disciplinary action for people who record without permission. Dawn said that the CBA reads that people will not be recorded without their knowledge. Greg said that there was no intent to have recordings and he does not condone it. If someone has this issue, he/she needs to speak with the supervisor.</p>
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<p>FO Modernization FO Leases</p>	<ul style="list-style-type: none"> <li>• Future Closings/Consolidations</li> <li>• 2022 Lease Renewals</li> <li>• NTEU Feedback/Input into Selection of Office Space</li> <li>• Transfers to Other Offices</li> </ul>	<p>Articles 20, 51, Globals</p>	<p><i>Future Closings/Consolidations</i> - Dawn asked if there would be any additional closings or consolidations for our region. Greg said that he did not know of any and asked Diane Fier if she had anything to add. Diane agreed and shared the lease expirations.</p> <p style="text-align: center;"><b>2022 Chicago Field Office Lease Expirations</b></p> <table border="1" data-bbox="1226 837 1808 1174"> <thead> <tr> <th>Office Name</th> <th>State</th> <th>Lease expiration</th> <th>Status</th> <th>Year Modernized</th> </tr> </thead> <tbody> <tr> <td>Chicago FO</td> <td>IL</td> <td>9/30/2022</td> <td>New Lease</td> <td>2022</td> </tr> <tr> <td>Detroit/Wixom</td> <td>MI</td> <td>3/31/2022</td> <td>New Lease</td> <td>2022</td> </tr> <tr> <td>Indianapolis</td> <td>IN</td> <td>5/31/2022</td> <td>New Lease</td> <td>2022</td> </tr> <tr> <td>Appleton</td> <td>WI</td> <td>10/31/2022</td> <td>New Lease</td> <td>2022</td> </tr> <tr> <td>Milwaukee</td> <td>WI</td> <td>12/31/2022</td> <td>Extend</td> <td>2023</td> </tr> <tr> <td>Grand Rapids</td> <td>MI</td> <td>12/31/2022</td> <td>Close</td> <td>NA</td> </tr> <tr> <td>Princeton</td> <td>IL</td> <td>12/31/2022</td> <td>Extend</td> <td>2023</td> </tr> <tr> <td>Champaign</td> <td>IL</td> <td>12/31/2022</td> <td>Extend</td> <td>2023</td> </tr> </tbody> </table> <p>Diane said that they are working on the top four and have to push the others back. Dawn asked if she started on Indy. Diane said Indy is a 5-year renewal in the same space and going from almost 8000 to about 5500sqft. Some leases are being extended due to workload.</p> <p>Diane Fier stated that a HQ work group will come up with 2-3 options for space design and furniture options. Dawn said that offices will keep existing furniture</p>	Office Name	State	Lease expiration	Status	Year Modernized	Chicago FO	IL	9/30/2022	New Lease	2022	Detroit/Wixom	MI	3/31/2022	New Lease	2022	Indianapolis	IN	5/31/2022	New Lease	2022	Appleton	WI	10/31/2022	New Lease	2022	Milwaukee	WI	12/31/2022	Extend	2023	Grand Rapids	MI	12/31/2022	Close	NA	Princeton	IL	12/31/2022	Extend	2023	Champaign	IL	12/31/2022	Extend	2023
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			<p>until a new lease. Lisa Brinston asked what happens to old furniture. Diane responded that the FDIC works with GSA to sell furniture. Diane added that the FDIC sells what it can and offer items to other federal agencies through GSA. In Dallas, the FDIC decided not to allow employees to take monitors home. Dawn asked if there was any discussion to go bigger than the 1-6 ratio. Diane Fier replied that there was no thought and it would depend upon space and furniture layout. Diane added that she appreciated working with NTEU.</p> <p>Dawn Sleva stated that the more information that can be shared, the better and she asked that the NTEU be included in the spirit of partnership. Lisa Sorge stated that things on the workgroup are going well w/management and the NTEU is getting input related to space boundaries.</p> <p>Dawn Sleva stated that some staff want to transfer from LEX to LOU FO. Shaun Hasty responded that LEX and LOU are both overstaffed and there has to be a vacancy in the receiving office. Shaun encourages employees to notify the FS and SE, complete the transfer form and copy her on the request. Transfers are evaluated when received so employees have to request again when a vacancy opens at the desired FO if the initial request is denied.</p>
PMP Bonuses	<ul style="list-style-type: none"> <li>• Mid-year Discussion Expectations</li> <li>• Correcting Unsatisfactory Performance</li> <li>• PMP Bonus Grievances</li> </ul>	Articles 12 PMP Agreement	<p>Dan Peters stated regarding mid-year discussions, that some employees received notice of unsatisfactory performance at mid-year, but the CBA requires supervisors to notify employees of deficient performance as soon as possible. Greg agreed that performance discussions should be timely. Dan asked Greg to remind supervisors that they must notify employees ASAP and work to correct/improve employee performance.</p> <p>Dan said he would be filing several PMP bonus-related grievances tomorrow. Dawn said that there is confusion about what type of compensation program that we are under and she hoped supervisors are aware that the compensation agreement is being negotiated over the summer. Dawn said that she would be on the committee negotiating this program and asked for feedback to take forward. Lisa Brinston asked if Greg can provide feedback on what the supervisors thought about the program. Greg said that anytime you roll out something the first time, there will be issues, but he thought the last year was better. Lisa said she thought the program made people work individually and not as a team. Dan said he was surprised that people thought this year went better when fewer people received bonuses. Dan said we were below 50% last year and further below 50% this year. Joe Arellano said the percentage of employees receiving bonuses should not be the sole metric/indicator of a program's success. Dan stated that 97% of employees</p>

			that work for the Chairman got bonuses – that numbers don’t lie, people that use them do. When you look at the numbers for our regions. Dan added that our region went from many employees rated 4 or 5 under the old process, to a lot less than that getting bonuses. Dawn said staff see this as a competitive process. Greg said no PMP system is perfect - we did our best to level set, we did not look at numbers, and we implemented the process as it was presented to us. Dawn said she believes we have a higher number of grievances because our staff are aware of their rights and NTEU stewards keep them involved - not because we are doing something worse than other regions. Greg said that he does not take personally and he supports the grievance process.
Training	<ul style="list-style-type: none"> <li>• What are the upcoming planned training events?</li> <li>• Impact on Virtual Environment on Training – e.g. TE results</li> </ul>	Article 11	<p>Greg stated that RMS is planning some training and it will be all virtual at this point. Dawn stated that she had an upcoming class that was virtual and asked when CU would be transitioning back to in person training. Diane Fier said that they do not plan in person training until we are in Phase Three. Dawn asked if staff could go to in person training using PLA in Phase Two. Greg said that he would have to go back and review it. Shaun Hasty said the Graduate School of Banking is allowed to conduct in person training, but she was not aware of anything else.</p> <p>Dawn Sleva asked if management was aware of any trends related to the TE results. Greg said he was not aware of any correlation or trends in TE results. Greg said the commentary from instructors and students was that they prefer core school training in person as opposed to virtual. Dawn asked if management discussed large training sessions. Greg said that they have not started talking about that and that there probably will not be any more regional office conferences. Shaun Hasty noted that the last was in 2012. Dawn said that A/Chairman Gruenberg said there would be no more.</p>
Health & Safety	<ul style="list-style-type: none"> <li>• Report from subcommittee.</li> <li>• Coronavirus –General Discussion on Impact of the Following on Chicago Employees <ul style="list-style-type: none"> <li>○ Return to Work</li> <li>○ Return to Bank – Feedback from Bankers</li> </ul> </li> <li>• Vaccine Mandate/Testing</li> </ul>	Article 36 Globals	<p><i>Report from subcommittee</i> – Diane Fier said she does not have anything specific to report out we are working remote. Dan Peters asked about contractors in the office this week and asked about the work being done. Diane said that she would have to check - we are updating electrical work for the new IT equipment that is being installed as they update conference rooms. We just got a proposal from the building to have everything cleaned and the guards will be with the cleaning staff as they open a few offices at a time and stand there as the offices are cleaned. FOs are a little different since majority of the space is open space and is cleaned more often. If people see that something needs to be cleaned, they should let DOA know. We have been working to make sure shredding bins are emptied.</p> <p><i>Coronavirus –General Discussion on Impact of the Following on Chicago Employees</i> - Diane Fier pulled up the 3/15 global that was sent out about</p>

		<p>transitioning to Phase 2 and said that she does not have anything to add. Unvaccinated employees will be contacted by Health and Safety. Diane will ask Health and Safety to share the communication so we know what employees were told.</p> <p>Dawn Sleva said bankers are asking for examiners to come back and FDIC Ombudsman said he was getting similar feedback as well. Greg said that there is a belief that exams are taking longer and that is one of the banker's concerns. Every bank and trade association that he has talked to said that they would like to see us back onsite. Trying to schedule things virtually has been problematic. Dawn asked if examiners will be returning to banks in Phase Two. Greg said that we have the ability to go onsite, but that it would be limited and have to be reviewed by several levels. Diane Fier said that Aveshka has to be consulted and PPE provided. Diane said that we would have to wear masks based on the RTO plan. Lisa Sorge said the WO briefings said they were going to keep the masks required in common areas regardless of what is happening locally. They explained that if someone refuses to follow policy, they can report it to a supervisor. It is an honor system for unvaccinated to follow policy, but that they will be auditing this to make sure people are not violating policy. Diane said that DOA is going to be getting new signs and that the regional office will send them out to FOs. Diane said that Health and Safety handles all vaccination information and would be monitoring to make sure unvaccinated are being tested and complying with policy.</p> <p><i>Vaccine Mandate/Testing</i> - Dawn Sleva asked about external vs internal training and whether employees could attend external training if they are unvaccinated. Dawn said someone asked if they can approve training and the supervisor said they could not approve the training just before notice on the 18<sup>th</sup>. Dawn asked if we are still on hold for reasonable accommodations related to vaccines. Diane said that it is still on hold. Diane added that vaccination numbers have not changed significantly and that they are upgrading the system so that people can input their booster information.</p>
Other Items	<ul style="list-style-type: none"> <li>• To be introduced at meeting...</li> <li>• Meeting Minutes/Next Meeting</li> </ul>	<p>Dawn said she was informed that more employees will be receiving printers and scanners. Greg said that DIT has told the field supervisors how many printers they are getting, but he is not sure it is one-to-one. Dawn asked if regional office employees that take HBO would receive printers. Greg said that he has not heard that. Diane added that she had not heard any discussion about employees getting their own portable printers. Ken Briscoe shared information about the field, but no discussion about regional office staff. Ken also said that there would be laptop refresh in the 4<sup>th</sup> quarter.</p>

			Dawn asked if Joe would be the POC for setting up the next six-month meeting. Joe Arellano said that he would draft the minutes of this meeting and work with the NTEU to schedule the next LMRC.
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For the NTEU  
Chapter 242

For the FDIC  
Chicago Region

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Dawn Sleva  
President, Chapter 242

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Joseph Arellano  
Human Resources Officer