

**LABOR MANAGEMENT RELATIONS COMMITTEE MEETING**

October 28, 2022

**Attendees:** Jordan Agan-Treasurer, Anne Dasovic-Attorney, Dan Peters-Chief Steward, Lisa Sorge-VP, Dawn Sleva-President. Joe Arellano-Chief LERS, Rose Dimattio-A/RM, Felicia Daniel-LERS, Samuel Brooks-LEAS, and Shaundalon Hasty-ARD, Greg Bottone-RD.

| <b>Topic</b>    | <b>Discussion Points</b>  | <b>Contract Reference</b>                            |
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| Health & Safety | <ul style="list-style-type: none"><li>• Report from subcommittee.</li><li>• COVID instances - There are a couple of COVID variants spreading across Europe and we are monitoring. A few cases in the US. I was reported that current boosters are not working against the new variants. Health and Safety are monitoring and will keep us updated. The H&amp;S web page has been updated. Also aware of several instances of employees attending WBW, Conferences and Meetings and later testing positive for COVID. We are notifying headquarters and employees that were exposed.</li><li>• Return of the Nurse - There are plans to return the nurses to the regional offices. We understand that there will be a solicitation. Management clarified that onboarding of nurse would likely be in 2023.</li><li>• Questions: - The Union asked if an employee is exposed at a bank – do they keep coming to the bank. Management advised they would act for safety of everyone involved. The Union stated they would hope Management wouldn't require employees to come, unless the exam had to get done. Some employees are not comfortable going back just wearing a mask, if they have been exposed.</li><li>• The Union asked <b>if</b> exposures are reported to H&amp;S, are they informing the regions. Management stated yes and H&amp;S will reach out to the regions and provide instruction on protocols.</li><li>• The Union asked if anyone on NTEU team has heard of any of these situations and the response was no.</li></ul> | Article 36<br>Global on<br>COVID                     |
| Resource Issues | <ul style="list-style-type: none"><li>• Staffing Plans Update-The Union asked if there is anything Management could add and share about hiring plans. Management recognized there is understaffing and they are working to address. Management indicated once the budget has been decided, they are expecting to hire people next year. Management has not made a final determination on where the positions will be slotted. With people being eligible for retirement, must compensate with hiring. The</li></ul>   | Various<br>Global E-<br>Mails,<br>Articles 19,<br>20 |

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|  | <p>Union asked if the hiring will continue to include interns, mid-career, rehired annuitants, etc. Management stated Mid-Career is always out there and they are uncertain about rehired annuitants.</p> <ul style="list-style-type: none"> <li>• Stress on Understaffed Offices/High Number of Trainees and Retirements – The Union indicated they are hearing from staff that they are struggling with getting their jobs done and feel pressured to work credit hours and weekends. Hearing supervisors are saying it looks bad if you work a lot of credit hours and weekends – but they are still scheduling exams pretty tight. The Union noted one person called crying because she couldn’t get the work done. She said the supervisor responded – just work quicker. The Union contends Management knew the exam would take 400 hours but scheduled it for 200 hours. Jordan said this last year has been the most stressful. In his territory they are seeing a lot of retirements without a lot of people in the pipeline. FIS retention seems to be a problem because they spend a lot of time to train and then the people leave. He gives his managers credit. Not a lot of wiggle room if you run into an issue on an exam because it impacts other things that are scheduled. Lisa added that in her territory a good thing supervisors are doing – if a person is maxed out on credit hours, they are at least putting those people in for awards. Not sure this is happening in all of the offices and asked if Management can encourage managers to recognize people. It is happening in her territory and she appreciates it – but not sure it is happening everywhere else. The Union added they have heard things we do as examiners are things we do that are nice to have but not needed such as spending time editing a PEP memo and work papers, but they could use this time doing the actual exam work. Any place where we can prepare a more abbreviated doc, would be helpful.</li> <li>• The Union said people are contacting them stating they are applying to other agencies and we need to consider retaining the people we do have. The Union asked if there are any requests asking for exceptions to GM-1 for 2022 and 2023. Management agrees that the award budget should be used to recognize employees based on the guidance that has been issued. GM1 is a regulatory requirement that doesn’t allow a lot of wiggle room.</li> <li>• Expectation to Work Credit Hours, Evenings, and Weekends – Union stated employees were confused about the need to ask for approval to work credit hours. Supervisors should be clarifying expectations regarding credit hours. If management is giving them less hours than, needed or discussed in the PEP memo, then the Union said they would think managers should allow them to work credit hours. The Union said managers are saying it makes them look bad if the employees are working too many credit hours.</li> <li>• Schedule vs. Benchmark Hours</li> </ul> |  |
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|                                | <ul style="list-style-type: none"> <li>• Flexibility in scoping to limit examination hours. Discuss risk scoping if they can't provide the time needed to cover the items in the scope memo to help scope out things so that they can get things done in the allotted time or scope them out. The Union asked management if Greg could cover this with managers and he agreed to do so at the upcoming regional management meeting.</li> <li>• Posting positions without relocation offers – She said some would have relocated if they were given the opportunity. Greg said that it would be a case-by-case basis. Dan says that it implies that it is a remote work thing and they don't have to be there. People are being required to go to these banks and they don't live anywhere near it. The Union felt it was a bait and switch. Management explained that it was not the intent. If we need to do it with relocation to get a qualified pool then, we can look at it and adjust. Management added that they encourage people to ask questions.</li> </ul>   |                 |
| Hybrid Examinations/Scheduling | <ul style="list-style-type: none"> <li>• Expectations to be in the bank/office – The Union said supervisors are setting rules that they need to be in the office the same day and times and based on her conversation with Doreen it should be task based. This is an issue for RMS more so than DCP. This is the same issue about where training occurs.</li> <li>• Training needs – where should training happen? Some are saying that it all should be done at the bank vs remotely. The EICs are asking what they should do when the supervisors are saying the training should be done at the bank. Lisa said at her office, the trainee may work from home to receive training and then go to the bank to have discussions or look at things that are hard to share in an electronic format. They are going to the bank for three days to cover things and not the whole week. She had a trainee ask if they can do loan review training remotely and others are asking if they can come on bank to be trained. She think it should be tasked specific and flexible based on what is needed and not dictated. Management doesn't have any expectations on the percent of time onsite at the bank will be discussing this at the management meeting to discuss best practices. Union stated it has caused stress for people if the EICs pick the same people for the tasks that make them have to be onsite. Also concern about a peer having control over a person when they may not like them. Dan said that he had an example where the person was onsite for BSA for three days and was going to go offsite to write it up and the supervisor said they had to write it onsite because it helps with team building. Management clarified that loan discussions and certain management meetings should be held onsite. Managers need to use judgement to provide the training and best environment for success and learning/mastering the job.</li> <li>• Scheduling of exams within the territory but outside of the field office – supervisors got used to scheduling employees on exams, regardless of location, when it was mandatory telework, but now that we are in Phase 3, they should be considering the guidelines in the agreement</li> </ul> | Articles 14, 20 |

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|                 | <p>(i.e. asking for volunteers) when assignments are outside the office. They are getting pushback from supervisors because they think management has have gotten use to making assignments in the remote environment. NTEU said that they will be bringing this up to managers. On DCP side, this is even more important since the consolidation has made the territories even larger. Jordan said that he is lucky to be in an office where the managers and employees work together to plan the exam, risk scope and figure out onsite vs offsite expectations. The union said some supervisors are new and others are sticklers, but building the rapport with the employees is important to keep stress level down.</p>  |                   |
| <p>Training</p> | <ul style="list-style-type: none"> <li>• Upcoming training events – Nothing formal – maybe some refresher training on FIAT and systems since we have new people. Management added that we will try to schedule these types of training during the professional staff meeting.</li> <li>• Timing for FIS's to take/retake the TE – seeing some supervisors on both disciplines are encouraging people to take the exam within the three years even though they have the fourth year. Supervisors discourage them from taking the test then tell them that they will get a retake. Union assumes we are not pushing them out the door because we are letting the contract run out. So they are doing the work, when they can't get to the 70 score band. Union says the argument is since we don't have a passing grade and they are allowed to do the job for an additional six month or nine months, can they not be commissioned. He would like for us to remind managers that the 4<sup>th</sup> year was added to give people additional time. Management said they don't want any one taking the exam that is not ready to take the exam. They want people to take it when the manager and employee feel like they are ready to take it. Management said that they will communicate this to supervisors. The Union argues that this doesn't address the 4<sup>th</sup> year. They said we are losing are people in the 3<sup>rd</sup> year before they take the test because they are more marketable since they haven't failed the test. The other group are people that pass the test and stick around to become commission and then leave. The Union said that someone needs to remind them that the 4<sup>th</sup> year was added for a reason – which NTEU and management agreed that the pandemic created a situation that warranted more time for employees to become commissioned. The Union said that other regions are being more flexible. NTEU asked if we have any that didn't pass the test. SF had people that were not able to get in the 70 band, but proved that they could do the job – but they were commissioned anyway. Do we have flexibility to commission people if they don't get the band? Management said that it is one part and a significant part and they would like for people to pass it, but they will consider everything. The Union asked that we consider commissioning outside of reaching the 70 band for the TE.</li> <li>• Difficulty obtaining needed experience to progress from FIS to FIE.</li> </ul> | <p>Article 11</p> |

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|                            | <ul style="list-style-type: none"> <li>• Next steps when TE scores are below 70 – Lisa asked if there is any consideration with making the test open book because as an examiner she doesn’t remember the regulations, but looks it up. Management said that they understand, but some people are successful and others are not. The Union said they want to make sure management encourages supervisors to make sure they and the employee feel comfortable with sitting for the test.</li> <li>• Recruiting strategy for new examination staff needs to be enhanced – Going to the same colleges over and over and it is not working. The Union asked to what extent the regions have flexibility to recruit in this area. Management said they are looking at this and they are not happy with it and plan to recruit more locally. Management said they would like to strengthen relationships with schools. There is a national strategy and we do have input to where we do our recruiting. Management added it is competitive out there and they are increasing the vacancy announcements for regional intern postings. Management also confirmed that they still need to go through the FIS program and this is being looked at nationally. Some FOS are good at telling staff about these programs. The Union said that some companies are offering rewards to employees for recruiting. Management indicated they could raise this up and there is a post mortem to discuss and clarify expectations when reviewing applications at certain grade levels and that the budget was increased to obtain marketing materials. Management clarified that recruiting on official time and as a representative of FDIC requires training. Supervisors are encouraged to reach out to their schools since the FS/SE can be representatives and share links via email of vacancy announcements.</li> </ul> |                         |
| FO Modernization/FO Leases | <ul style="list-style-type: none"> <li>• NTEU Feedback/Input into Selection of Office Space – Reminder to involve NTEU about office design with the modernization. NTEU was not involved in the process of how they were assigned the office space post the pandemic. Management said they are still working through this process. Reminder: as we clean out the office and who gets what office, NTEU will expect to be involved in this process for people who will get permanent/assigned process.</li> <li>• Office cleanout email just came out and NTEU would like a separate discussion (i.e. no parking available and how do employees do this). Management said the Chicago will be provided some parking, but it will need to be scheduled but they need to request through the helpdesk. (Docking stations can be taken or have to be left?) Will there be guidance for field staff? Management stated they are not aware of any clean out efforts at the field level.</li> <li>• Plans for future changes/closings – What is the process for the Chicago RO lease is going to start to looking for new space. Management said at this point there are no updates other than ASB is looking into it. The Union just wanted to remind us that NTEU needs to be involved in the process. The Union said that we have always started 2 years before the lease is up since we need a signed lease at least a year prior to our move in date. They stated the CRO least is</li> </ul>   | Articles 50, 51, Global |

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|              | <p>up in August 2024 so we are beyond the two year mark. The Union asked if they have even started the market analysis or area. Management said they have. They have started looking at it to make sure we don't conflict with other regional office lease expirations including looking at extending out contracts, etc. Current NTEU office doesn't comply with the space requirement in the articles. So as we clean out space, they would like space enough and meet the agreement. A vacant ARD office may work, but also needs to include furnishings. Management noted and will work to address. Speaking of furniture and equipment – there is an agreement, but we are having issues getting this to the offices. Management said we are working on getting a contract so that we can get furniture. We are holding old furniture until this is done. The Union asked if there is an order because they heard the offices that were already modernized fall to the bottom of the list. Management said that is not true – they need to work through the pecking order. The Union asked if there will be a change in layout of the regional office after people clean out their offices. Do you know what offices that will be modernized this year? Management said we are done for 2022. Next on the list is Madison is first of 2023 and Wixom. Louisville is on top of list for furniture. Lisa asked for a new list to be sent to reflect modernization and extensions. Management stated that they were aware of no office closures. The Union asked if they knew when the RO and HQ design teams will begin meeting. Management said they did not.</p> <ul style="list-style-type: none"> <li>• Management mentioned that we have had some inquiries about selling or giving furniture away like other regions. As of now, we have not been authorized to do that. Management said they would inquire. With all of the modernization and things going on, it will be challenging for staff to take that on but management asked for additional guidance. The Union said they are hearing the same thing. Management mentioned that we may need to hold on to some of this furniture for offices where we don't have furniture contracts.</li> </ul> |                  |
| Travel/Hours | <ul style="list-style-type: none"> <li>• Expanded Credit Hour Times –approval requirements</li> <li>• Travel Training – CTT training and still hearing that they don't get the same travel. Action Item: Find out diff in sup CTT training versus employee training.</li> <li>• Hotels with “average” rates – travel unit said that they should have gotten pre-approval for these when one of the nights bundled is above the 125%. Management said that it is the responsibility of the person to understand what rates that they were receiving and that it will be a case-by-case basis. People like to make their own reservations, but they can go through SATO to book them as well.</li> </ul>   | GTRs, Article 19 |
| Other Items  | <ul style="list-style-type: none"> <li>• To be introduced at meeting...</li> <li>• Meeting Minutes/Next Meeting</li> </ul>   |                  |