

LABOR MANAGEMENT RELATIONS COMMITTEE (LMRC) MEETING

April 28, 2023
NTEU Agenda Items

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Topic	Discussion Points	Contract Reference
Health & Safety	<ul style="list-style-type: none"> • Report from subcommittee – Looking at doing all of the office drills, HQ wants us to do them at the same time so that they can report that they are all done. Certain buildings do them differently and Management will send guidance. The drills are city driven and must be done by a certain time. Not required that staff be in person. • National level policy change to go away from Floor Wardens and going to who is in the building. Region needs to determine how we will know who is here and training. • COVID instances/preparation for the next pandemic. There are no hot pockets or anything reported to Management. No longer tracking vaccinations. They are still monitoring what comes in or what is a hot area. Remind FS/SE that if someone says that they were exposed to COVID report it to Admin and Health and Safety. Retaining Evesca and perhaps this is part of the reason they are being maintained. • The FDIC will make reasonable efforts to identify and notify close contacts of individuals who have tested positive for COVID-19 after visiting FDIC facilities. • Fire Marshall/emergency plans – People are not in the office or in assigned offices. How do people, who need assistance, know what to do to get assistance? The guards can produce a report of who physically scanned in for the day. Security will print a report and utilize it when conducting their walk-throughs. • When we go to service now, they will know who registered for a work space. Two types of reports, card key swipes and then the service now. Nurse is on staff and here (CRO) every day. • Nursing mothers – this is to bring awareness. Examiner didn't have space when on an examination and some banks don't have a space for this. Dawn raised it nationally and was told it was good they asked the question. LEAS mentioned the Pump Act and wasn't sure if it applied to banks. Management encouraged employees to contact their supervisors on a case by case basis. Some said that they can utilize their office. Can someone at FDIC advocate for them to have space to nurse at the banks? Management indicated, when scheduling an exam, the supervisor can ask the bank if they have space. LERS said it is an accommodation – not legally, but it is important for BUE and Management to interact to find a plausible solution. NTEU reiterated this could help with recruiting and show we are employee friendly. LERS said they would follow up with HQ. If they go to a school, where do they go to nurse there? As we are modernizing the field offices are we making sure we make space for Nursing Mothers? Management indicated they are looking at something in the CRO. They plan to 	Article 36 Globals on COVID

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	<p>create a Mother's Room. NTEU stated having the refrigerator and water available is a priority. Make sure the supervisors notify employees where to go. Is there anything on the website where an employee can look this up and everyone know what to do and what not to say (i.e. use the bathroom). The site does say where they are located in the Regional Offices. LEAS stated this would be good for the next regional managers meeting.</p> <ul style="list-style-type: none"> • HQ is currently discussing the option of drafting a global to remind employees about the services available. The FDIC Worklife Program has information on childcare, supports groups. Management will continue to follow up on the matter. • Fitness center registration is upstairs and is still free. FFC membership status? No changes on the policy. In renegotiating for this space, Management is asking for a free membership upstairs fitness center. • Active shooter preparation/protection - this came to NTEU's attention with the news and what recently happened at a KY bank. SEPS is trying to come on site, but hasn't been able to get answers. Management is exploring a bi-annual in-person training session with SEPS. Management is working to get that something set up for the regions for which he is responsible and includes FOs during territory meetings. NTEU asked can you bring up that they are at a bank and how to deal with that location as well. Online video is not good for that because the layout of the bank will change. Make refresher review of video mandatory? Management will follow up. Potential violent employees. Rachel Penn stated that the FO door doesn't lock. Chicago FO doors are glass and they asked DOA to provide something sturdier, but they were told that they had to wait on reviewing glass suggestion. Management stated they are involved in the surveillance of this situation (CRO former employee). NTEU stated the individuals' brother informed that Will County visited with him and he gave up a gun and bullets. NTEU recommended the new modifications, should change the doors to not be glass. Management stated that they will check into this matter. Management shared they take employee safety seriously and it is a priority. 	
<p>Resource Issues</p>	<ul style="list-style-type: none"> • Staffing plans update –Management stated they are understaffed in both RMS and DCP. RMS is having problems getting jobs done so we have gone to other regions. We are about 75% there to meet GM1. Maybe another issue for 2024. April hiring event. In the process of making offers, but don't know how many will accept. Not sure what helped, but the change increased the applicant pool. DCP is changing scoping of exams. Compliance is not doing exams if there is no risk, but will allow them to pull forward from 2024. Management confirmed that they are looking at smoothing exams. Examiners are now concerned that they won't be able to work from home since they have to help other offices. Management said they are about being most efficient and will look into this. No changes in risk scoping. Lisa said that their office has asked the EICs to risk scope without compromising the training needs and integrity of exams. Training is going to be an issue for years with the volume of onboarding we are doing. Trying to identify where the needs lie. Some offices are as high as 40% in training mode. • Plans to improve staffing/hiring practice changes. • How to retain commissioned examiners. Impact on scoping of exams. • Need to assist other offices/territories. 	<p>Various Global E-Mails, Articles 19, 20</p>

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	<ul style="list-style-type: none"> • Backfill of EOIs/special assignments. • Required regular meetings impact on workload. NTEU said that this is no longer under control. Can this be modified at the Field level because it is interrupting exam time, etc.? Can efficiencies be gained there? Management is not requiring more than what is required in the regular schedule meetings. Some FO's are having weekly meetings with supervisors and it conflicts with trying to get the exam done. Some offices reported DCP meets weekly. 	
Training	<ul style="list-style-type: none"> • Upcoming training events. Newly Commissioned Examiners. • Training burden on existing staff/use of rehired annuitants. Encourage managers to reward people for the extra training - bonuses. What I did the day before the exam didn't change. After passing something as monumental as the test there should be something different. Share details on the commissioning training event with NTEU when we get the dates and details. • Preparation of DFFs - Need time to complete the DFFs. There are unrealistic expectations of when they have to produce the DFF. If not given enough time, then it is not the best product or feedback. Also being told not to release exam until DFFs are done. Many Senior Examiners are leaving because of the training responsibilities. Management said this is something we need to try to work our way through. We have to keep working on solutions. Is there a policy about when the DFF is required? Difference in how many days on exam requires a DFF. • EOI - New employees and TW -Some people are getting to do EOIs, others are not. Then some complain about the burden left behind on EOIs. May be more difficult now since we are understaffed. Management said it is a challenge. If someone is interested in something they do not see why we cannot revisit down the road. It is part of people's development. When a senior examiner goes into a position – the back fill is not timely. • Restrictions on PLA - we talked about WebTA being replaced with GovTA and this may be a good time to have a focus group to discuss how we code time. Management stipulated, they will look into training for new hires. Need to look at the two person rule for the ABA Conference. 	Article 11
Office Space	<ul style="list-style-type: none"> • Plans for future changes/closings. No changes on requirements onsite vs offsite. FIS stating they are not being trained at the banks. • FO leases coming due – most leases will be completed this year for the next cycle. No offices have new furniture. Some were also hybrid modernizations before the final modernization was approved. Still waiting on approval on furniture. • Modernization for offices without leases coming due. They want more collaboration space. Management will look at them on a case-by-case basis. Management said if there is time still left on the lease, then will be considered. Management asked NTEU to send the location. Field managers need to be notified of this option ASAP. Since Management told NTEU that they can send him locations. CSB Management and LERS will update team for our current space. • FO/RO office reservation system - Confusion on this process. Finishing up Boston and then next would be Chicago. DIT is populating the offices with the dual monitors. Move people who have expanded telework to select where they want to move first. NTEU wants to discuss negotiations for people who have expanded TW to choose. Management agreed. FOs do not have a reservation tool – this will be 	Articles 50, 51, Globals

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	<p>left at the FS level. It is better if the manager can manage this process. NTEU asked that Management include local union steward in these discussions at the field level. If the huddle rooms remain on first come serve, DCP staff in Downers Grove usually don't get the space. FS can let them know how many huddle rooms are wanted in the square foot layout of the space. Management said the space was small and how are you going to use this space and the # of people? This has to be discussed at the design phase. If they are already done, Management is willing to attempt to go back to make changes on offices that have already been completed. Reservation system will be ready in about three weeks. Boston/NY is first week of May and if no issues, CHI will go up shortly after that.</p>	
<p>Other Items</p>	<ul style="list-style-type: none"> • DOA reorganization in HR – impact on facilities? • NTEU recognition at all-staff meetings. Management is aware when we have these all staff meetings and the agenda should recognize the Union. NTEU is once again asking that Management recognizes NTEU at these meetings. Management acknowledged request. • LMRC meeting minutes. The Union shares these meetings with the NTEU group. Basically topics brought up and action item. • To be introduced at meeting. Website where they can go to deposit comments anonymously. Send out a global to remind people of the CHI Communicator as an option for anonymous dialogue. If concerned about not getting to go to schools – raise it to the ARD. • Meeting Minutes/Next Meeting – 6 months out. Felicia will take the lead to schedule. (Tentatively scheduled for Thursday October 26, 2023) 	