



Quarterly Electronic Newsletter – Second Quarter 2021

Message from Chapter President Dawn Sleva

As I look out my window, it is clear that summer has reached Chicago. Life appears to be slowly returning to some sense of normalcy. I know I have enjoyed long walks without a mask, visiting the water front, returning to restaurants, and reconnecting with family and friends. I am looking forward to seeing many of you as we begin our return to the office later this year. I also know, there are a lot of unknowns with the future at the FDIC: when will we return to banks, will we retain the flexibilities that served us so well during mandatory telework, will we return to in-person training and meetings, will I even have dedicated space when we return to the office, and will our workspace be safe and free of disease? As we move forward, I know I am comforted that I am not in this alone; I have the community of Chapter 242 standing with me! As always, I enjoy hearing from you, so feel free to reach out to me whenever you have a question, have a concern, or simply just want to say hello.

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. Remember to visit the 242 Chapter website regularly for updated information <http://nteuchapter242.org/>.

Top Stories

Term Agreement and Local Negotiations

As reported in recent nationwide communications, negotiations over work schedules, telework, and office space continue. Key differences remain related to work schedule flexibilities, the availability of the home based telework option and a new remote work telework option, and what kind of office space employees in the field and the regional office will have. The parties have decided to engage a third party mediator to assist us in bridging the substantial differences in our positions. The teams hope to meet again the week of June 21st. Thanks to all of you who took time to answer the survey about these important topics. This information will assist our team in prioritizing the remaining issues and sharing employee desires with the FDIC. President Sleva is on the negotiations team. Feel free to share your thoughts with her regarding these topics. On a regional front, NTEU and the FDIC reached an agreement on the closing of the Cincinnati, Hopkinsville, and Elizabethtown offices. The agreement 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 continue to reach out to employees as the changes take effect. DCP management recently provided NTEU notice that they intend to realign the DCP territories effective August 29, 2021. This realignment will reduce 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. Only the WI territory will remain

unchanged. A negotiations team has been formed with NTEU representatives from each impacted territory and the RO. Please share any questions, comments or concerns regarding the realignment with your local steward.

FIS Training

Corporate University has initiated a project to review the core school curriculum to determine whether the schools should continue to be delivered virtually, in part or in whole, in 2022. Some of you may have already taken part in focus groups following virtual courses on the topic. NTEU has requested more information on this project and will be reaching out to employees for your thoughts. Chapter leaders are also concerned about the impact of mandatory telework on training of new employees and the potential impact from plans to limit time in financial institutions in the future. Look forward to more communications on this topic. In the meantime, please share your thoughts with your local steward. Remember, the NTEU is our primary avenue to ensure that front-line employees have a say in important decisions that impact their work life at the FDIC and for that to be successful, we need to hear from you!

PMP Bonuses

NTEU continues to pursue grievances over the 2020 PMP bonuses. As reported in our last newsletter, NTEU filed a national grievance due to disparities identified in the PMP bonus data related to race (i.e. African American) and age (i.e. over 50). As you might recall, NTEU filed a similar grievance for 2018 PMR data. NTEU continues communications with the FDIC in an attempt to settle these issues. Chapter 242 stewards filed 12 individual grievances for employees who believe they did not get fair consideration for a PMP bonus. These grievances were delayed while we waited for information from the FDIC. Despite not receiving all the information requested, the grievances will continue to move through the process. This year's PMP cycle ends August 31st. Remember to document your accomplishments so that you can share them with your rating official at the close of PMP season. As a reminder, visit <http://nteuchapter242.org/important-news-resources/pmp-season/> for guidance to assist you in preparing your 2021 PMP bonus accomplishment report.

Recent Accomplishments

Steward News

Grand Rapids Steward James Gomez accepted a position in the Washington Office effective June 21st. Matt Barrera has agreed to assume James' role as primary steward for Grand Rapids. Congratulations James and thanks for all your efforts on behalf of the Grand Rapids employees, and thanks to Matt for agreeing to step up and assume this important role. Also, DIT Steward John Schuck retired after serving over 18 years as a steward for the chapter. We will miss him! Field IT Specialists Randy McFadden and Francis Woloszyk have agreed to serve as Points of Contact for our DIT members. An updated list of all the chapter stewards and officers can be found on our website. <http://nteuchapter242.org/leadership/stewards/>

Since the last quarterly newsletter, our chapter representatives have been active protecting employees. In addition to the individual PMP bonus grievances, chapter stewards helped members to successfully challenge proposed discipline, clearing up misunderstandings and assisting the employee to tell "their side of the story." Stewards also assisted employees experiencing personal stress due to working from home and the pandemic, and helped employees obtain permanent or temporary reasonable accommodations to successfully perform their work. Chapter representatives partnered with regional management to schedule several Q&A sessions with employees regarding their options related to office

closings and the field administrative assistant MOU. KY stewards approved the proposed floor plan for the new Louisville field office, and will continue negotiations over the new space in the next quarter. In May, chapter stewards participated in the NTEU Spring Training conference. Topics included grievance handling, disciplinary actions, and office space negotiations. Stewards also got updates on legislative issues impacting FDIC employees, ongoing NTEU litigation, and NTEU's representational priorities for 2021.

National Initiatives

During the quarter, NTEU has partnered with the FDIC on several important initiatives for employees. After a proposal by NTEU to provide greater choices for field office administrative assistants whose positions are being eliminated, the NTEU and FDIC entered into an MOU which allows these employees several options including the ability to take VERA/VSIP and priority consideration when posting for other positions at the FDIC. NTEU also worked with Human Resources to implement FDIC's proposed Pay Adjustment Program allowing employees to apply for a one-time pay adjustment in an attempt to provide greater consistency, based upon such things as tenure with the FDIC, performance evaluations and work experience. Additionally, through TEAM FDIC, NTEU worked with DOA to implement a new Thrive@FDIC program intended to improve the health and wellness of FDIC employees. NTEU has also raised issues regarding changes in the position descriptions for Community Affairs personnel and the FDIC's Return to Work plans. NTEU has requested additional discussions with the FDIC regarding its Diversity, Equity and Inclusion Plans 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?

We Need Your Help Building Membership

It is a simple fact that, when it comes to NTEU, membership matters. It is also not easy to grow membership. Currently, over 70 percent of eligible employees in the Chicago Region are members of NTEU Chapter 242. Strong membership is what gives us a firm seat at the table with FDIC management. Membership dues fund the programs at NTEU that make our jobs as federal employees secure; things like dedicated attorneys to protect our rights, legislative experts to fight for us on the Hill, expert negotiations staff to represent us at the table, and a full litigation department to enforce our collective bargaining agreement. We need your help with this year's summer membership campaign. That is why, for every new member who joins by September 25, 2021, the recruiter (whether a current member or a steward) will receive \$100. In addition, for every non-member you ask to join NTEU, whether they join or not, you will get your name entered into a Recruiter Raffle with a chance to win \$250. Remember, the new member will get a \$100 incentive, a chapter gift and a chance to win \$250 in a separate New Member Raffle. Employees can join at <http://www.nteu.org/Join>. For more details or a list of non-members in your office, contact your local steward. Let's make this summer count!

You Can be an NTEU Retiree Member

NTEU works for federal retirees on a number of fronts, from advocating for pro-retiree issues to speaking out against proposals that threaten your pension, health care, and Social Security and Medicare benefits. Your membership doesn't have to end at retirement, but you have to take action to remain a member. Please visit <http://nteuchapter242.org/retirees/> for more information. By continuing your NTEU membership as a retiree, at only \$42 per year, you will help us protect your hard earned retirement and help strengthen the union, so we can accomplish even more on your behalf.

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 with just a few phone strokes. For more information on what is happening and how you can become involved, please visit the NTEU website

<https://www.nteu.org/legislative-action>.

We Need Your Personal E-Mail

NTEU delivers important member-only information via personal e-mail accounts. Please visit <https://www.nteu.org/> to ensure that we have your current 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's Mission: To organize federal employees to work together to ensure that every federal employee is treated with dignity and respect.