



## Quarterly Electronic Newsletter – First Quarter 2022

### Message from Chapter President Dawn Sleva

2022 has already proven to be a busy one for our Chapter and for NTEU on a national level. We started the year with an agreement on Work Schedules, Telework, and Office Space. Much of the first quarter was devoted to advising employees on these changes and addressing employee concerns as the FDIC began to implement the new procedures. Of course, an unexpected change in FDIC Chairman threw everything off course. So as we enter the second quarter, many employees are frustrated with how slowly things seem to be progressing. I share your frustrations and am hopeful things will be resolved soon and that each of you will understand how the changes impact you before you are required to return to the office or to banks. I am also pleased by the recent changes announced by Acting Chairman Gruenberg, including a return of the Workplace Excellence Councils and the Labor Management Form, both of which were designed to improve employee involvement in the decisions that impact their daily lives. So I will say I am optimistic when I look forward to the rest of 2022 and I hope you are too!

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. I would love to know if you enjoy reading the newsletter! Please let me know your thoughts via email or call me on Teams. Also, remember to visit the [242 Chapter website](#) regularly for updated information.

### Top Stories

#### National Negotiations

NTEU and the FDIC reached an agreement on the Work Schedules, Telework, and Office Space articles in January. These revised articles expand telework options for most employees, expand the times when employees can earn credit hours, and increase the financial incentives for home based or remote workers. In exchange, the FDIC will implement its field office modernization strategy by eliminating dedicated space in field offices and increasing the amount of collaborative space in both field and

regional offices. Most regional office employees have the option to retain their dedicated space, or to elect an expanded telework schedule or the home based option. Employees from recently closed field offices and those in a limited number of other positions will be offered the option to work remotely full time. President Sleva and other FDIC Chapter Presidents spent nearly a year bargaining these changes with the prior FDIC administration. They sought to address the variety of interests from members as they engaged in hard bargaining with management. Another negotiations team, including Assistant Chief Steward Lisa Brinston (Chicago FO) is currently meeting to negotiate options for future field office design. Local members will be able to choose from these design options as field office leases expire. Chief Steward Dan Peters will serve on a similar team to address regional office design.

As noted in our prior newsletter, the FDIC proposed other changes to the Collective Bargaining Agreement (CBA). The NTEU is awaiting word from them regarding which, if any, of those proposals are still on the table. Many of the FDIC's proposed changes were a result of the Trump Administration's Executive Orders designed to severely limit the power of organized labor in the federal government; these were rescinded by President Biden. In the summer, negotiations over compensation and benefits will begin. Important decisions will be made about our pay raise for 2023 and beyond; what, if any, pay for performance program we will have; and whether to make changes to our retirement benefits, health insurance, and travel regulations. Remember, only members get to vote to ratify the compensation agreement and the final CBA. We will be reaching out to members for your input as we move forward with these national efforts. If you have not done so, please update your NTEU profile to include your personal e-mail address.

## Recent Accomplishments

### Steward News



President Sleva and 242 DIT Contact Frances Woloszyk attend where they met (virtually) with local members of Congress and adequate agency funding, safeguarding and enhancing employ Senator Sherrod Brown of Ohio and House Majority Whip Jame unions, saying "When we have stronger unions, we have a stro

*Pictured: President Sleva and two other members of the Illinois*

Several chapter officers met with Regional Director Bottone and other members of regional management at the March 18<sup>th</sup> Labor Management Relations Committee meeting. The parties discussed important items

impacting Chapter 242 members including resource issues, details, telework, field office modernization, PMP bonuses, training, and Return to Office/Banks. In other steward news, Andrew Lau took on the primary steward position for the Eau Claire Field Office. Thanks to Andy for agreeing to take on this important role. Vice President of Wisconsin Eric Wiechert will now serve as the alternate steward. An updated list of all the [chapter stewards and officers](#) is on our website.

### **National Accomplishments**

During the quarter, NTEU has been active nationally to protect employee rights and improve access to key benefits. NTEU provided feedback on several recent initiatives at the FDIC including Return to Office/Banks, restructuring of CISR, increases in starting salaries, changes to the technical evaluation testing provider, and proposed changes to employee position descriptions. NTEU brought forward employee concerns and proposed solutions to minimize potential negative consequences of these changes. NTEU also raised key issues to the FDIC, such as failure to provide merit increases to recently promoted FISs, unwarranted changes in position titles, and employee concerns over the impact of the hybrid work environment. Current and upcoming discussion topics include reimplementing of the Pay Adjustment Program, standards for employees who received the Student Loan Repayment Program and are later accepted into the Public Employee Student Loan Forgiveness Program, reestablishment of the Workplace Excellence Councils, and a return to in-person training. A three judge panel from the Fifth Circuit recently overturned the injunction that had paused the implementation of the federal employee vaccine mandate. We have asked FDIC if it will begin responding to employees' reasonable accommodation requests, and when it does, we will be available to assist employees who requested an accommodation. Finally, the NTEU once again filed a national grievance over implementation of the PMP Bonus program. For additional information on any of these topics, please reach out to your local steward.

### **Local Accomplishments**

Since the last quarterly newsletter, our chapter representatives have been active protecting employees. Chapter representatives continued processing PMP bonus grievances for the 2019/2020 performance year - to date, we have satisfactorily settled four of them! - and filed 8 PMP bonus grievances for the 2020/2021 performance year. Stewards also represented employees facing disciplinary action, assisted employees to get reasonable accommodations, helped an employee challenge a Pay Adjustment Program calculation, and challenged changes in working conditions - demanding to discuss the changes prior to implementation. They also negotiated locally over field office space for the new Wixom and Louisville offices, and for

changes to the Chicago and Indianapolis offices. Please contact your local steward for additional details or to discuss any concerns you might have.

## **Did You Know?**

### **NTEU Can Delay Implementation of Unwanted Changes**

When management announces a change in working conditions, we don't have to just accept it. NTEU has the power to negotiate over any changes that have more than a de minimis impact on employees. We can propose alternative solutions, request accommodations for employees, and otherwise limit any negative impact on employees. Even when we cannot prevent management from ultimately implementing the change, we can demand they delay implementation until they have fulfilled their obligation to negotiate. Please let your steward know if management announces a change which you feel will negatively impact you!

### **Chapter 242 Officer Elections are Coming**

The terms for elected chapter officers end 9/30/2022. This includes the offices of President, Executive Vice President, Vice Presidents (of each state), Secretary and Treasurer. If you are interested in becoming more involved, now is a great time to do so. Contact current officers for more information about each position. An updated list of all the [chapter stewards and officers](#) is on our website. Stay tuned for more details on the election.

### **You Can Contact Your Congressman With Just a Few Clicks**

The NTEU Action Center allows you to contact your elected representative on important topics impacting federal employees. With just a few clicks on your phone, you can let your representative know how you feel as a member of their constituency. The Legislative Action Center allows you to find your elected official, send them a standard message (or tailor it as you see fit), find information about elections in your area, and see the voting records of your elected representatives on the matters that impact you as a federal employee. For more information on what is happening and how you can become involved, please visit the [NTEU website](#).

*NTEU's Mission: To organize federal employees to work together to ensure that every federal employee is treated with dignity and respect.*