

Volume # 1

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## Chapter 242 Quarterly Newsletter

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### CAN WE REACH YOU?

#### UPDATE YOUR PERSONAL CONTACT INFORMATION

NTEU communicates important member-only information through personal email accounts. To check or update your information, log into [NTEU.org](https://www.nteu.org) and click on "Manage Account" in the yellow box. There, you can change or add contact information to help ensure you get breaking news from NTEU.

## Telework Negotiations



President Dawn Sleva and the rest of the NTEU bargaining team continue to negotiate with the FDIC over in-office reporting requirements and telework flexibilities. If not for NTEU's strong opposition, management's proposed reporting requirements would have been pushed through months ago. Due to consistent union pressure and pushback, the FDIC recently announced a delay in Return to Office (RTO) requirements until July 15, 2024.

It is no coincidence that the FDIC's decision to delay RTO occurred the week after NTEU National President Doreen Greenwald sent an [open letter](#) to Chairman Gruenberg urging a delay in RTO. This six-month delay significantly benefits our members, as employees have an additional six months to plan and make decisions. Now, parents can avoid moving their children in the middle of the school year. In Chicago, RO employees who live far away from the RO don't have to commute as frequently in difficult weather this winter. While the delay is a significant win, NTEU will continue to work towards a more permanent victory for our telework flexibilities.

NTEU and the FDIC began mediation for telework flexibilities and the RTO during the week of December 11, 2023. If no agreement is reached during mediation, the dispute will then go to the [Impasses Panel](#), which has the authority to make a binding decision for both parties.

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## RECAP

Schedule F

[NTEU Leads Coalition To Guard Against Future Schedule F](#)

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## LEGISLATIVE ACTION

Take action to support favorable legislation and oppose harmful bills. NTEU makes it easy with the legislative action center!

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

### Show Your Support for Telework!

If you would like to show your support for telework, you can change your profile picture or background in MS Teams to a snazzy I 'heart' telework picture shown above. You can also change your desktop wallpaper. Click [here](#) to download the various images provided by NTEU.

## NTEU at the FDIC

### Wall Street Journal Article

On November 13, 2023, the Wall Street Journal (WSJ) published an article that made significant allegations about the FDIC workplace and culture. The article included significant descriptions of harassment and inappropriate behavior, and direct accounts from our coworkers.

NTEU is here to support and serve employees of the FDIC. NTEU stewards can provide guidance, assistance, and support with various workplace issues, including harassment. However, if you witness or experience harassment or discrimination at FDIC, it is critical that you report it to management. You can use any of the following channels:

- Report the conduct to a supervisor
- E-mail the Anti-Harassment mailbox at: [Anti-Harassment@FDIC.gov](mailto:Anti-Harassment@FDIC.gov)
- Call FDIC's Anti-Harassment Hotline at: (703) 562-2008
- Contact FDIC's Internal Ombudsman [Robert D. Harris](#)
- Contact the Office of Minority and Women Inclusion ([OMWI](#))

The FDIC recently published an Action Plan for a Safe, Fair, and Inclusive Work Environment [here](#). Unfortunately, FDIC did not seek input from NTEU or employees in general before publishing this plan. NTEU has put together various questions and requests for management regarding the Action Plan to ensure the process is thoughtful rather than rushed. NTEU will also use data from our recent Workplace Culture Survey to suggest changes.

### **IMPORTANT WSJ UPDATE:**

NTEU is aware that some employees are in contact with WSJ reporters since the article was published, and NTEU urges caution going forward. The newspaper is reportedly asking about corruption at FDIC, including whether there are instances of FDIC employees (managers or frontline) acting improperly in the course of their duties, i.e. favoring or disfavoring certain financial institutions for personal or political reasons.

While NTEU originally hoped the paper was following up on how FDIC management plans to address harassment and retaliation in the workplace, the WSJ instead seems to be questioning the integrity of the workforce. NTEU is not aware of any evidence the newspaper has to justify these questions.

### **Annual Pay Raise**

As a reminder, our compensation agreement negotiated last year provides us with a raise in 2024 equal to the higher of 4% or the base pay increase authorized for GS employees plus 1%. Because President Biden has recommended a 4.7% pay raise for GS employees, we will get a 5.7% merit pay raise at the FDIC under our contract (absent any Congressional action to alter the pay raise for GS employees before year-end). In addition, most offices in the Chicago Region will get a sizable locality pay increase as we fully transition to OPM locality rates. For FOs in the “Rest of U.S.” category, the locality pay increase will be approximately 5.26% (inclusive of President Biden’s 0.5% proposed increase to locality pay). This means that most offices in the Chicago Region will see double digit pay raises for the second year in a row!



## **UPDATE: Discrimination Settlement- PMP/PMR Grievances**

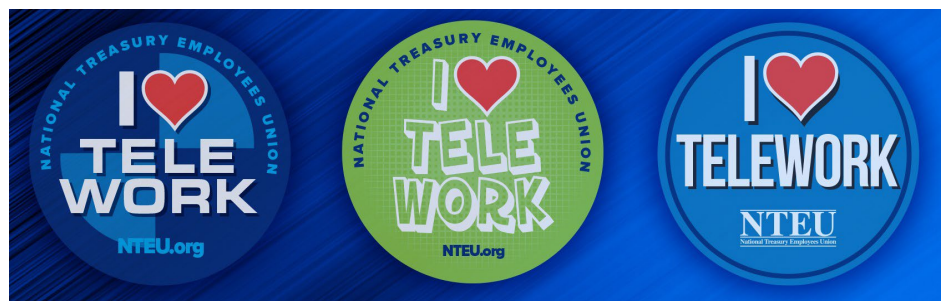
In the newest compensation agreement, NTEU negotiated changes to the PMP bonus program to make the distribution of bonus shares fairer and more equitable. As part of that, we agreed to settle NTEU's pending PMP/PMR discrimination grievances for distribution years 2020, 2021, and 2022.

NTEU worked hard to convince management to provide a meaningful payment to employees to acknowledge the unfair way merit bonuses were distributed in the past. In total, the FDIC agreed to distribute \$300,000 to harmed employees identified by NTEU. This settlement is just one way NTEU works to ensure you have fair and reasonable pay and bonuses, while we also fight to protect the workplace rights and benefits you value, including telework.

The FDIC began distributing these PMR/PMP settlement payments to impacted employees in December 2023. Impacted employees received their payout through their direct deposit, and NTEU sent a letter to these employees describing the settlement. Please reach out to your local steward if you have any questions.

## **NTEU in the Chicago Region**

### **Telework for New FISs**



In September, supervisors received incorrect guidance that FISs with less than 6 months tenure could not telework except in cases of inclement weather. We knew this contradicted

Article 20 (the Telework Agreement) of our contract so NTEU contacted LERS immediately to get this error resolved.

Thanks to NTEU's challenge of this inappropriate restriction, HQ sent a correction to all supervisors, allowing them to approve telework requests from newer FISs as appropriate. Now, new FISs are no longer forced to be in the office arbitrarily, and other staff are not forced to travel into the office to accompany them.

NTEU only learned about the telework restrictions because a new FIS in one of our FOs brought it to the Chapter's attention. As a reminder- if you see something that doesn't seem right, please bring it up to your local steward. We can only help resolve issues that we know about!

### **Membership Milestone**

Chapter 242 recently reached a new milestone- more than 80% of bargaining unit employees in the Chicago Region are union members! Achieving such a high membership rate provides our Chapter more leverage at the bargaining table and more resources to pay professional negotiators, attorneys, and legislative representatives to work on our behalf.



## Do you know your local steward?

### Ch. 242 Steward List

Dawn Sleva, President			
Daniel Peters, Chief Steward - RO			
Rachel Penn	Exec. VP-LEX		
Darrin Nelson	Secretary-PRI	Steven Houlden	RO (Alt)
Minette Sternke	VP-IL-CHA	Brian Lundh	RO (Alt)
Jordan Agan	VP-IN-IND	Jerry Andersen	APP (Alt)
Cameron Eichberger	VP-KY-LOU	Matt Fritscher	CHA (Alt)
Andy Lau	VP-WI-EAU	Ezekiel Miller	COL (Alt)
Cheryl Bilinski	VP-OH-COL	Jeff Johnson	CHI FO (Alt)
Chloe Sommers	VP-MI-WIX	David Koder	CHI FO (Alt)
Lisa Brinston	ACS-CHI FO	Eric Wiechert	EAU (Alt)
Christy Shallenberger	CHI RO	Brian Pigott	IND (Alt)
Abbey Rhodes	APP	Stephanie Bissell	LEX (Alt)
Mike Kovarik	CHI FO	Trudyann Covey	LOU (Alt)
Lisa Sorge	MAD	Cathy Burgmeier	MIL (Alt)
Blake Edwards	MIL	Marlon Dunn	MTV (Alt)
Angela Bishop	MTV	Austin Stearns	MTV (Alt)
Randy McFadden	DIT/SPR	Duane Lohse	PRI (Alt)
Samantha Usher	WIX	Bill Browning	SPR (Alt)
Brian Hiller	CHI FO (Alt)	Melissa Wilson	WIX (Alt)

### Getting Involved

If you would like to be more involved in the Chapter, please consider becoming a union steward or an alternate steward. Stewardship is an excellent opportunity to make a difference in your workplace and learn more about what NTEU does for its members. Contact President Dawn Sleva or EVP Rachel Penn if you are interested!