

NTEU Delivers for FDIC Employees

Just about everything employees say they like about working at the FDIC was won by NTEU.

NTEU listens to its members and fights to improve their workplace and work lives. Whether it is surveying employees about specific desired changes; having chapter leadership as members of a negotiating team; or pushing the FDIC to fully embrace (or not) changes being implemented at other agencies, or new legislation impacting all federal employees; NTEU contributed to achieving all of the following:

Pay and Benefits

- Average pay 30 percent higher than the GS schedule
- Two retirement funds with 10 percent matching, automatic 1 percent regardless of employee contribution
- Pay raises even when other agencies experienced a pay freeze
- Health insurance premiums at about 80 percent of what other federal employees pay
- The addition of unused sick leave to retirement service
- For FERS employees, the ability to 'buy-back' FERS retirement time if they had previously withdrawn their FERS retirement contribution

Travel Flexibilities

- Our own set of travel regulations which are significantly more beneficial to employees than the federal travel regulations
 - Frequent Traveler Lodging Stipend
 - Expanded travel during workday, removed restrictions on the weekend
 - Ability to earn and use travel benefits with airlines/hotels
 - Friends and family stipend in lieu of lodging
 - Meal stipends
- Adopted guidance around hazardous weather travel
- Compensatory Time for Travel (CTT): employees are no longer required to travel to assignments and schools on their own time

Work-Life Balance

- Substantial flexibility to choose where we want to live (before you had to live within 30 air miles of the office).
- Ability to set your work hours with credit hours and maxi flex (expanded to a 6 am start for maximum flexibility)
- Telework (plus a home based telework option and medical telework)
- Individual workspace in the office

Leave and Work Schedules

- Friends and Family Leave
- Paid parental leave
- Advance leave
- FMLA
- Part time can now be permanent and health insurance costs are prorated

Performance Evaluations and Training

- Set guidelines for performance evaluations and how they impact pay
- Guidelines to ensure employees are treated fairly
- Improvements in the FIS program and employee training
- PLA
- Student loan repayment pilot
- School work no longer done at night and weekend
 - Suffered and Permitted Overtime suit (Employees were expected to work over the weekend on assignments for schools. Now employees are provided additional time to complete class assignments without the expectation that it be completed outside class.)
- More formalized training, guidance on TE scores (before had strict passing score)

Those are in addition to having NTEU reps and NTEU lawyers to protect and advise our members when they have questions/concerns about any of the above items, when they are facing investigations or discipline, when they are not getting the training or assignments they need, if they don't get the promotion they deserved and if they didn't get a fair performance evaluation.

And one of the benefits to be really grateful for: a full complement of NTEU staff who review every new piece of legislation on the Hill for how it might impact federal employees and who lobby for changes to improve our lives.

Without NTEU, the FDIC workplace would look very different.

STAND WITH US so we can make even more positive changes and protect the workplace rights we fought hard to secure. Contact your local steward for more information.