

# **NTEU Chapter 207 News**

**Volume 2.6**

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## **CSAs for 2005**

Many of you have attended CSA Staff Meetings over the last few weeks to discuss the CSA program as it will be administered for 2005. By regulation and negotiated agreement, NTEU must be invited to attend these meetings. Unfortunately due to the volume and in some cases very short notice (as little as twenty minutes), NTEU has been unable to attend many of the meetings. We are scheduling lunch time meetings to be held in each building over the next couple months at which we will discuss the ongoing issues and concerns regarding the CSA program and other issues brought to the Chapter. Please look for notices of meetings to be held in your building.

The major changes between the CSA program for 2004/2005 are the dates by which each step concludes. The "period of consideration" (the time frame during which work your perform can be used to qualify for a CSA) began January 1, 2004 and ends October 31, 2004. In 2003, the period ended at December 31, 2003. Nomination forms are due November 15, 2004. The reviewing official signs and forwards the nomination forms to the Directory by November 30, 2004. The Director approves the awards and a list of award recipients must be sent to HR for processing by December 15, 2004. Awards will be processed and included in pay period 01, 2005.

## **Officers and Stewards at Training**

Three officers and six stewards from Chapter 207 attended recent NTEU training. Three new stewards attended training in Rosslyn, VA, while three officers and three other stewards attended training targeting the FIRREA agencies. Each year, NTEU National organizes and provides valuable training to officers and stewards. Training begins in early spring and continues throughout the summer. The training sessions are generally geared towards one or more agency represented by NTEU that have commonalities. In the past, one session has been targeted for FDIC as one of few agencies that have the authority to negotiate over pay and benefits. This year that session was expanded to include a new agency represented by NTEU, one of FDIC's sister agencies, the Office of the Comptroller of Currency.

Training was attended by all FDIC Chapter presidents, who held a special meeting with NTEU National President Colleen Kelly, and Vice President Frank Ferris. The meeting was to discuss the continuing decline of morale and work environment that abounds at FDIC. Amongst the concerns voiced was the threat by Chairman Powell to seek legislation changing the hiring and firing practices at FDIC. Ms. Kelly and Mr. Ferris were surprised to hear such unilateral concerns throughout the agency and have promised to provide greater support.

## **Interested in Volunteering?**

**Chapter 207 has room for more stewards: Does your organization have stewards representing your interests? How about you!**

**NTEU National President Responds to Chairman Powell's Request to Congress for Flexibilities**

Below is the text of a letter sent by Ms. Colleen Kelley, NTEU National President, to Chairman Powell in response to comments he made to Congress, requesting Flexibility with regards to FDIC personnel policies.

"I understand from various public statements that you have made that you intend to ask Congress for legislative changes that would allow the FDIC to implement a series of personnel flexibilities. I am sorry to say that from the brief accounts that have been brought to my attention, it is unclear exactly what sort of flexibilities FDIC management might be considering.

"As has always been our practice, NTEU is willing to collaborate with agency management to develop proposals that both give management the legitimate flexibility needed to achieve agency goals, while at the same time protecting and enhancing the well being of employees who are working hard for the agency every day. At times, NTEU and agency management have been able to address problems with mutually agreeable solutions that were then jointly presented to Congress. Not only has such collaboration resulted in more innovative personnel policies, but they were generally more favorably received by Congress and more speedily enacted.

"I would like to arrange for a time for appropriate staff and us to meet to explore such legislative changes. Your office may contact ...."

Interestingly, Ms. Kelley received a phone call from the Chairman the same day this letter was faxed to FDIC, which stated that he intended to seek legislation asking for flexibility and that he wanted Ms. Kelley to hear it from him first. To which she replied that she had already been informed from other sources. He stated that he was not ready to discuss details but she would be contacted by John Bovenzi to set up a meeting shortly to discuss this issue.

### **CSA Grievances Filed**

The voice of employees resounded through the Labor and Employee Relations Office during the week of March 22 through 26 as over 200 CSA grievances were filed Corporate-wide. In addition to the individual grievances filed, a number of Group Grievances, the equivalent of a class action, were filed by this and other Chapters. Chapter 207 filed 5 separate group grievances as a result of complaints by employees who felt unfairly excluded due to common circumstances. Those circumstances are 1) employees who had multiple acting supervisors and who were competing with acting supervisors for an award; 2) employees who worked with or for another employee received a CSA in the bargaining unit pool based on duties performed as an acting supervisor; 3) employees who worked with or for another who started the year as a supervisory employee but ended the year in the bargaining unit and received a CSA in the bargaining unit pool based on duties performed as a supervisor; 4) employees on extended detail during the year; and 5) FDIC's failure to meet equitable distribution of the awards based on negotiated demographic pools. If you feel you were unfairly denied a CSA based on one of these conditions and are interested in being named as a grievant, please send a message to the NTEU 207 HQ mailbox.