

# NTEU 207 News

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## **Did you know ...**

*You are entitled to take advanced annual leave up to the amount you would accrue for the remainder of the year?*

Article 26 Section 1 states "An employee may use the annual leave expected to be earned during the leave year in accordance with the provisions of this Agreement. An employee may request advanced annual leave, subject to the supervisor's approval/disapproval based on workload, staffing and mission requirements. A further consideration of the supervisor in making a decision to grant advanced annual leave is whether the employee is expected to continue employment sufficient to allow for the recoupment of the advance leave from future leave earnings." If an employee leaves while still carrying an advance leave debt, the annual leave will be deducted from their final pay check. If you have questions concerning advanced leave, contact us at NTEU 207 HQ.

## **Chapter Elections Update**

Three of the four Chapter officers are running unopposed: President, Secretary, and Treasurer. The incumbent officers President Betty Coll, Secretary Joanna Hopkins, and Treasurer Donna Schull have been nominated and agreed to run for office for another two-year term, which will end September 30, 2006.

The office of Vice President is contested. Running for the office of Vice President are Martha Solt and Tracie Morris. Below are statements by the candidates.

### **Martha Solt**

Why am I running for Vice President of Chapter 207? Even before I became a steward, I had occasion to speak with many of you, and also learn from you. We are in a very difficult period in FDIC's history. I have heard from many frustrated employees trying to serve the public as best they can. Most disturbing of all, I have seen cases of employee mistreatment and discrimination. As a Senior Economist, now a bargaining unit member, in the Division of Insurance and Research (DIR) with nearly 15 years of service, I have worked across divisional lines with many of you, performing administrative duties, serving on corporate committees, and conducting research studies.

Sitting back, staying quiet, and watching -- without trying to help -- is not my nature. Others are trying to make FDIC a better place too. Vice President of Chapter 207 is one way I can help.

### **Tracie Morris**

Hi. My name is Tracie Morris and I am seeking re-election to the office of Vice-President of NTEU Chapter 207.

I became a member of NTEU Chapter 207 in 1992, shortly after moving to DC from the South Brunswick field office. In 1996, I was asked to serve as a chapter steward.

Since that time, I have demonstrated my commitment to the chapter's membership by taking on increased responsibilities. I have served as the chapter's secretary and now serve as your vice-president. Working with the membership has been a rewarding experience for me and one that I wish to continue. I would appreciate your vote in the upcoming election.

### **Age Discrimination Law Suit Update**

As reported in the November 28th issue, employees filed a class action lawsuit in October 2003 against the FDIC alleging age discrimination. The law suit initially focused on discriminatory practices in the field. We are told that when this lawsuit was covered in an article in the American Banker, many employees volunteered depositions, and as a result, the class action has been expanded to cover Corporate-wide issues.

Currently, the lawyers are working on what is called class certification, which entails grouping individuals into classes with similar demographics or similar circumstances. They lawyers will be filing for certification in early October. After that, the case awaits a decision by a judge regarding the class certification, which could take several months.

If you have further examples of age discrimination you can contact the chapter mailbox at [Chapter207NTEU@aol.com](mailto:Chapter207NTEU@aol.com) and we will provide you the name of who to contact for submitting your claims. Please provide your home email address.

The November issue can be found at <http://fdic01/resource/nteu207/Newsbriefs/Nov2803.html>.

The Class Action Filing can be found at [http://www.nteu274.org/word%20documents/Legislative/FDIC\\_class\\_complaint1.doc](http://www.nteu274.org/word%20documents/Legislative/FDIC_class_complaint1.doc).

### **Correction on Over Time Rate**

In a recent article on Compensatory Leave, we published that the maximum overtime rate for FSLA Exempt Employees was time and a half at the GS 10 Step 1 rate. An Amendment to the Federal Employees Pay Act in 2003 raised that rate to allow federal employees exempt from the FSLA to earn at least their hourly rate. The restriction that an employee may only earn the maximum of a GS 15 Step 10 still applies.