

NTEU Chapter 207 News

Current Issues

Wednesday, December 24, 2003

 **Happy Holidays
from NTEU**

DIRM ITPA Update

The study has been completed, and a "Roadmap" delivered to management. Management briefed NTEU on Monday, December 16, and held an All Hands meeting on December 18 with DIRM staff to announce the findings of the study.

Key points of the presentation were that Management has elected not to implement the proposed organizational model, Deloitte will not be allowed to bid on any work that results from the study, and Management will not be using the Cost Benefits Analysis (CBA) provided by Deloitte for sourcing strategies.

Management reviewed the proposed organizational model prepared by Deloitte, which transferred responsibility for projects to the divisions and felt that was not in the best interest of FDIC. Consequently, they are in the process of revising that model to retain project responsibility within DIRM.

Management has also consulted with the Contracts Office and concluded that it would pose a conflict of interest for Deloitte to be allowed to bid on work that resulted from the study. This new finding is in direct conflict with the announcement in August, where management announced they had "discussed the issue for hours" and concluded that Deloitte could bid. NTEU believes this change is a direct result of the letters that employees sent to Congress and the resulting inquiries.

Management also informed staff that the CBA performed by Deloitte employed some erroneous assumptions and therefore the CBA would not be used. Deloitte estimated staff levels for DIRM based on an assumption that DIRM supports 450 applications. That number has not been verified due to two key factors: what constitutes an application and a non-validated list of applications. Deloitte also estimated staff costs or grades based on an average agency organization, not an IT organization, which tend to be higher than average.

NTEU Seeks Information on Contracting Out

The following is an excerpt from NTEU National's website:

"NTEU has set up an e-mail account to gather information about the risks and pitfalls of contracting out. Even though federal agencies continue to contract out more and more government work to private sector contractors, agencies still are unable to determine

whether contracting out is saving the taxpayers' money or improving the delivery of government services. Because there are no reliable government-wide reporting systems in place to track the true costs and performance of contracting out, we need to rely on information provided by you to learn more about the quality and "real" costs of the government activities being performed by private contractors.

"If you have information to tell us about contractor waste, fraud or abuse, or any other information about government contractors, click on the link below and e-mail us your story. Or if you would prefer, send your story through the mail to:

NTEU Contractor Oversight
1750 H St., N.W.
Washington, D.C. 20006

"Or fax your story to the attention of Contractor Oversight at 202-572-5642. We will compile the information submitted and issue periodic reports to Congress, the Administration and the media. If you have submitted information, we will not reveal your name, e-mail address, or mailing address, without your consent."

Corporate Success Awards

The new Corporate Success Award program awards a percentage, to be determined by the Chairman but no less than 33 1/3 percent, of employees with a 3 percent pay increase over and above the annual percentage increase. The Chairman announced in a Global Message, dated November 28, 2003, that the percentage would be 33 1/3. To be eligible for the award, employees must receive a Meets Expectations on their annual performance appraisal and be nominated by their supervisor. The supervisor's nomination must show that the employee performed work that qualifies them for the award based on at least one of four award criteria: Business Results, Competency, Working Relationships, or Learning and Development. Supervisors have also been encouraged to link CSAs to Corporate, Divisional, or Office goals or initiatives. These initiatives should have been identified to employees in briefings held in May 2003.

The deadline for supervisors to submit an award nomination for work performed in 2003 is January 15, 2004. Submissions for the awards are reviewed by designated reviewing officials, signed and then forwarded to the Division or Office Director for approval. The Division or Office Director is responsible for ensuring the correct percentage, 33 1/3, of awards are given to bargaining and non-bargaining unit employees.

There is no entitlement to this award. However, NTEU may file a grievance over an employee meeting the criteria who does not receive an award. These grievances will be filed under an expedited process whereby Step One, meeting with the immediate supervisor, is omitted. It makes for a much stronger case if NTEU can prove that the supervisor was aware that the employee did perform work that qualified the employee for the award and still did not elect to submit the employee for consideration. Consequently, NTEU is encouraging all employees to review the criteria outlined in Directive 2420.1, Chapter 11 and provide input to your supervisor and ask for consideration for a CSA.

Remember FSA Use or Lose Feature

Excerpt From Fedweek.com "Federal employees who are currently enrolled in flexible spending accounts for the 2003 plan year should remember that the plan carries a "use or lose" feature. That is, any money in accounts at the end of the year is forfeited.

Faced with that situation, FSA enrollees sometimes stock up on covered medicines and supplies in order to use up any unspent money in their accounts. However, that does not mean that claims actually need to be paid or even submitted by the end of the year. Claims for either health care or dependent care services rendered or payments made before the end of the year will be considered for reimbursement if they are submitted within 120 days from the end of the year-that is, by April 29, 2004."

Did you Know...

Management is required to offer overtime opportunities equally to all qualified employees.

Article 29, Section 3

When an opportunity arises for overtime, management must solicit volunteers from all qualified applicants to work that overtime unless there is a requirement that the work must be completed by a specific individual. If more than one qualified employee volunteers to work the overtime, the overtime assignment will be made on a rotational basis beginning with the volunteer who has the most seniority. If there are no volunteers, the overtime assignments again are made on a rotational basis beginning with the employee with least seniority.

For more information, see Article 29 of the Negotiated Agreement or contact us at NTEU207HQ@fdic.gov.

NTEU is here to support you! Contact us [NTEU 207 HQ](#)