

NTEU Chapter 207 News

Volume 2.2

Friday, February 6, 2004

FDIC Investigating Building Health

Employees in the H Street and 801 17th Street buildings have expressed concerns regarding the illness rates for employees working in those buildings. Regular air and water quality tests have been performed in both buildings for a number of years. The results of those tests, which are shared with NTEU, have shown that there are no harmful chemicals or pollutants in either building. NTEU has the right to request and review health air and water quality checks on all properties where bargaining unit employees work.

Management has asked the U.S. Public Health Service (PHS) to conduct an independent survey of employees in both of these buildings. Last week, employees in the H Street and 801 buildings received an "FDIC Indoor Air Quality and Work Environment Symptoms Survey." These surveys will be used to determine whether the number of illnesses within those buildings is commensurate with of individuals from similar demographics. Consequently, NTEU Chapter 207 strongly encourages everyone to respond to the survey.

Survey information will remain confidential and only PHS employees working with the FDIC will have access to an individual's information. Only summarized results will be provided to FDIC management. And as always, NTEU will work to ensure your rights are protected in this process.

The FDIC has provided mailing envelopes to employees in the H Street and 801 17th Street buildings. If you currently work another building, but previously worked at either H Street or 801 17th Street, and would like to take the survey, please contact Brian Yellin at (202) 942-3153 to obtain a copy of the survey and a mailing envelope.

DIRM Transformation Update

NTEU was briefed on Tuesday, February 3, on the ITPA Project, which has been renamed the DIRM Transformation Project. Management has agreed to brief NTEU monthly on the progress of this project.

The two major issues briefly addressed were the employee skills assessment and the division reorganization.

The reorganization will occur in two phases. The first will be a high level reorganization that will create functional areas, as yet to be determined, and move the people and groups that perform those functions more or less wholesale into the new functional areas. This phase is targeted for July 2004. The second phase, which will complete the reorganization process to match a revised version of the recommendation by Deloitte, is targeted for year end.

The skills assessment will be conducted by contract and is expected to be sent out for bid next month. Management has agreed to provide NTEU with a copy of the Statement of Work, which is expected to be completed February 6. During the briefing, NTEU conveyed concerns about how that assessment will be conducted (via interview, self-assessment, assessment by managers, etc.) and that the assessment would be used to

determine training needs rather than being used as a means to target employees for a RIF. The assessment is expected to be completed by June 28 with a final report by the end of July.

FEEA Scholarship For 2004/2005

The following is an excerpt from an announcement by NTEU National President, Colleen Kelley to the Chapter Presidents.

"The Federal Employee Education & Assistance Fund (FEEA) is pleased to announce applications for its 2004-05 scholarship program are now available. Eligible applicants must be civilian federal and postal employees with at least three years of service, and their dependents. Dependent applicants must be full-time students in an accredited degree program and must have a cumulative GPA of 3.0 or higher. Employee applicants must meet the same academic criteria, however, they may be part-time students.

"FEEA is a private, nonprofit 501(c)(3) agency, primarily funded through federal employee contributions to FEEA CFC Pledge #1234 and donations to special relief funds. Since 1986, the FEEA Emergency Assistance Program has provided over \$3 million in financial assistance to federal families experiencing natural disasters such as floods, fires, and hurricanes, and to those experiencing unforeseen personal emergencies such as illness or death in the family. FEEA has also provided more than \$3.5 million in scholarships to civilian federal employees and their dependents. For more information about FEEA, visit www.feea.org, or call 303-933-7580."

Telework Participation Forms Past Due

If you participate in the Telework Program, you should have updated your participation form by the end of January. However, if you are still interested in participating the telework program, you may submit a participation form at any time.

Did you Know...

Management must approve an annual leave request, unless the absence would cause a severe workload problem.

Article 22, Section 2

You are entitled to take your annual leave at your discretion, and any leave request must be approved unless management can show that your absence would result in a severe workload issue. If a conflict arises where multiple employees are requesting leave for the same period, leave requests are to be approved on a first come first served basis, except during the months of November, December, and January. During the holiday season, requests submitted between August 1 and October 15 are approved on an FDIC seniority basis where a conflict occurs that would result in a workload problem. Requests submitted after October 15 are approved on a first come first served basis.

Also, once leave is approved in may not be rescinded unless management can show a business need. If that rescission would result in a monetary loss to the employee, FDIC

must reimburse the employee.

If you would like to see a specific topic addressed in this column, send your suggestions to the Chapter Mailbox.

ATTENTION MEMBERS:

If you are not receiving the monthly NTEU BULLETIN at your home please contact Chapter 207 at NTEU 207 HQ and provide us with your new address.

If you are not getting the bulletin, it is because we have a wrong address for you.

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