

## **NTEU Chapter 207 News**

**Current Issues**

**Friday, November 14, 2003**

### **Voluntary Early Retirement Authority Extended**

NTEU has verified that FDIC has sought and received authority from US OPM to extend voluntary early retirement for five divisions through 2004. In a memorandum dated October 23, management identified the five divisions as DIRM, DRR, DIR, DOF, and Legal. There is a possibility that the VERA will be restricted to certain position types and duty stations at the discretion of management.

OPM limited the VERA to these divisions based information they received on staffing and work load, which indicated that restructuring was focused in these areas. However, DOA has contacted OPM about expanding this authority to other organizations. NTEU believes that this indicates an intention by FDIC to continue downsizing in 2004.

### **“LEAN” = RIF/Outsource?**

The latest mail message from Acting Director, Vijay Deshpande, dated November 6th, regarding the ITPA was much shorter than the previous mail message dated October 20th. But what caught NTEU and many reader's eyes was the word “lean” used in the first paragraph. The ITPA team has been very scrupulous in all communications to stress that “sourcing” did not equate to “outsourcing.” And neither the term lean nor any equivalent has been used in previous messages. Typically lean when used in this context refers to downsizing of an organization, and as we have all seen over the past few years, downsizing means replacing direct hire staff with contractors. To accomplish that, FDIC has two processes buyout and RIF. So far, NTEU has not been officially notified that either process is in the works. However, at the DRR conference at the Sawgrass Resort in Florida, a senior level DOA official has been quoted as stating, that between 40 to 60% of DIRM positions would be eliminated as a result of the Deloitte Touche Assessment.

Per Mr. Deshpande, Deloitte has actively solicited input from “stakeholders throughout the Organization.” The list of employees individually interviewed was published by Deloitte as part of the As Is Model released at the end of September. That list of approximately 100 individuals included one non-managerial DIRM employee from a regional office. At the initial DIRM All Hands meeting, John Bovenzi directed Deloitte to interview a DIRM employee as response to questions raised by that employee about who was being interviewed. Yet, that employee's name is not listed as an interviewee. When Deloitte was queried regarding these facts, Deloitte elected not to respond. During the Focus Group meetings, less than 3 bargaining unit employees were present per meeting, which translates to approximately 10% of the participants. And less than 15 minutes were reserved at the Town Hall meetings with DIRM non-supervisory staff to solicit input. Neither of these scenarios are conducive to gather real, honest “...input for the future design.” Does Mr. Deshpande consider the Town Hall attendees when he does the math to reach the total of 450 employees? NTEU can only conclude that the “stakeholders” Mr. Deshpande was referring to includes only FDIC executives and managers. Apparently, the remaining DIRM employees have no stake in the future DIRM.

### **Federal Contractors Top 5 Million**

The following is an excerpt from an article in the NTU Bulletin. To see the full article, [click here](#) or go to [www.nteu.org](http://www.nteu.org) and select Union Office, NTEU Bulletin.

The analysis by the Washington, D.C.-based Brookings Institution showed that the federal civilian workforce numbered 1.7 million—in sharp contrast to a massive contractor workforce that has grown to almost 5.2 million. “These numbers should serve as yet another wake-up call for everyone who is concerned about the quality and cost of government services,” said NTEU President Colleen M. Kelley.

### **Bargaining Over Space May go to Federal Services Impasses Panel**

NTEU National has been bargaining with management over a variety of space issues. Some of which was included in the new Term Agreement (Articles 51 and 52), which cover the process of allocating new leased space and the size of offices to be allocated to bargaining unit employees. Some remaining issues have been resolved, and we will detail those when negotiations have been completed. However, NTEU and management cannot agree on office selection criteria. To date, each NTEU Chapter at FDIC has defined their own selection criteria. Management, in a continuing effort to consolidate policy and agreements for the chapters, has proposed a change in office selection procedure that would be implemented Corporate-wide. The various Chapter presidents provided input to Steve Keller, NTEU National Senior Counsel for Compensation and Negotiations, who prepared NTEU's position and is negotiating with Management on behalf of all Chapters. The latest information indicates that NTEU and Management have failed to come to agreement on this issue and that it may be sent before the Federal Services Impasses Panel.

This will be a repeat process for our Chapter, which addressed this exact issue before the Federal Services Impasses Panel in December 1999. The decision handed down was a full support of NTEU's position.

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### **Did you Know...**

*You are entitled to see any file that is kept on you.*

### **Article 30, Personnel Records and Access to Information**

You have an Official Personnel File, which is kept in Personnel Services. Other offices, such as your division's or office's administrative offices, may keep “Unofficial Personnel” files on you. Not only do you have a right to view these folders, management may not place anything in these folders without first notifying you and providing you with a photocopy. Additionally, your manager may not keep a folder on you without declaring it in adherence to the Privacy Act. They may keep personal notes and reminders but those must not be disclosed to any other person.

If you have a question regarding your rights under this Article, you may contact any NTEU Representative.

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

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

**LEGAL, DOA AND DSC HAVE NO UNION REPRESENTATIVES!**

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