

NTEU Chapter 207 News

Current Issues

Friday, October 24, 2003

NTEU National Representative Speaks at DIRM Meeting

In a continuing effort to address the DIRM IT Program Assessment being conducted by Deloitte Consulting, a subsidiary of Deloitte Touche, Chapter 207 sponsored a meeting on October 20 with the DIRM employees at which Kim Moseley, Special Assistant to the National President for Competitive Sourcing spoke. This is the second membership meeting held with DIRM employees to address this issue. According to Ms. Moseley, outsourcing is a major objective of the Bush Administration and as such is a major issue being addressed by NTEU. She also explained some of the laws and regulations governing competitive sourcing, and assisted the members in planning some activities that they could do to prepare for the expected outcome of the analysis, which is the loss of jobs. The Chapter also explained the protections afforded to the Bargaining Unit under Article 17 - Contracting Out.

Negotiated Agreement

After the last issue of our News brief, we were contacted by a number of employees who did not receive their copy of the 2003-2008 Term Agreement. The new Agreement is an 8 ½ x 11 red book entitled Nationwide Agreement between FDIC and NTEU. If you did not receive a copy, please contact either your Administrative Officer or your timekeeper, and they will provide a copy to you. If no one in your group received one, please send us their names, and we will ensure that the FDIC provides you all a copy. Every bargaining unit employee is entitled to a hard bound copy of the Agreement. The Agreement is also available on the NTEU Website:

<http://fdic01/resource/nteu207/index.html>

Time and Attendance Issues

NTEU has noted a rise in the number of cases, phone calls, and E-mail messages that are related to Time and Attendance issues. These cases involve employees being counseled, reprimanded, given Letters of Warning, or charged with AWOL for alleged tardiness or absences without notification. The Chapter feels that this is the latest method that management is using to set up employees for removal actions or poor performance appraisals.

If you are approached by management regarding a Time and Attendance issue, you should contact an NTEU representative to be sure you have a clear understanding of your rights and responsibilities under the terms of the Negotiated Agreement, the Corporation's Leave Policy, Circular 2300.3, and other laws and regulations.

There are many protections for Federal employees that relate the use of leave, including unexpected late arrivals and the need for early departures. But these protections need to be put in place by you, and if you feel that you have become or are a potential target of management's "crack down" on "leave abuse," you need to contact your local union representative for advice.

Another method you might consider to address scheduling problems is to alter your schedule. Under the new Term Agreement, employees can elect a "glide" schedule, which allows you...the freedom to arrive up to 45 minutes earlier than your scheduled arrival time (so that you can leave earlier on that day) or the freedom to arrive at work up to 45 minutes later than your scheduled time. You would have to sign in and out. To learn more about all of the types of work schedules that bargaining unit employees can avail themselves to, then please read Article 19 in the Term Agreement.

Civic Responsibility

November 4, 2003 is Election Day. Perform your civic duty and go to the polls and vote! If you don't vote, then don't complain. America is all about the democratic process. Election leave is also covered in the Agreement (Article 25).

Did you Know...

Article 3, Sections 6 & 7

An employee is entitled to a reasonable amount of time to consult with a union representative for any matter that concerns your rights under the terms of the Negotiated Agreement, Corporation Policy, Law, or Regulation. The issue does not necessarily have to be preparation for filing a grievance. You may consult with a representative to determine if your rights have been violated.

You are also entitled to consult with a representative prior to a meeting with investigators from the FDIC OIG, the FDIC's personal investigator, or even your immediate supervisor. If you are being asked questions about anything that could lead to possible disciplinary action, you are entitled to have a union representative present. And, you are entitled to union assistance at any meeting where you are being asked questions whether or not you are the subject of the investigation.

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

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

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

Who is your eyes and ears?

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

Contact us for more information or assistance [NTEU](#)