

# NTEU Chapter 207 News

**Current Issues**

**Friday, October 31, 2003**

## **Is your Position Description up to date?**

Chapter 207 is receiving many complaints from employees that their position descriptions don't reflect the tasks they have been asked to perform. Either they have been systematically given higher graded duties, or the work they had been doing was given to someone else to perform (leaving the employee very vulnerable to being declared surplus), or they were moved to another group and can't get anyone to give them a classified PD.

What is a classified PD? A Classified Position Description is the official description on record for the position you hold. This PD should match your position title, your duty station, describe the duties you actually perform, and be signed on the front sheet by your supervisor and the DOA personnel specialist who classified the position. A PD without that cover sheet should not be accepted as the document of record.

Every employee should ensure that the work they are actually doing is the work described in that position description. If it has been reassigned to someone else, get that work back. Don't be satisfied nor resigned that the FDIC has the right to move your work to someone else. That is a change in working conditions, which must be negotiated with the Union. If you are being asked to perform higher graded duties, contact the union, and we will help you get the proper compensation for those duties.

## **DIRM ITPA Town-hall Meetings**

The DIRM Assessment continues, with a first draft of the "Blue Print" or to-be model for DIRM due Monday. NTEU attended three town-hall meetings held this week for non-supervisory staff, where Deloitte Touche simply announced we are at the blue print stage of this process. The draft, which will include one recommended option and two additional alternatives, will be given to Management on Monday. Management will have until mid-November to approve an option, and the Final Blue Print will be announced to DIRM staff just after the Thanksgiving holiday. Areas around the Corporation will also receive briefings in the month of December. The following deliverable will be the Road Map, which will include a more detailed plan, including staffing changes, will be announced before the Christmas holiday.

DIRM employees are anticipating that the recommendation will ultimately result in massive lay-off's DIRM staff. Despite the cost associated to having contractors performing IT work (budget costs exceed well over \$200,000 for each contractor - FTE costs are budgeted at \$125,000) the goal is reduce the number of FTE's no matter what the costs. The report hasn't even been written nor finalized and DOA is preparing for the departures of DIRM employee as a result of the report.

DIRM employees have initiated a letter writing campaign, which has apparently grabbed the attention of members from the Hill. Keep those cards, letters, and phone calls to your Congressmen and Senators rolling in. They are bearing fruit. Several individuals have reported return calls from Congressional Aides. You can also write your governor and State Senators. This issue affects them as well. Don't count on someone else doing it for you. Remember, "It's a poor dog that won't wag its own tail."

## **New on the Website**

Our website is undergoing a modest redesign. The information has been reorganized and updated so you can find the current Term Agreement, Compensation Agreement, Memorandum of Understanding on Corporate Success Awards, and the Space

Agreement. We have also added copies of these News briefs so if you are looking for an older issue, you can find them there!

### **Civic Responsibility - Rapidly approaching!**

**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 Negotiated Agreement (Article 25).

For those that say it doesn't matter anyway, then you have given up your seat to someone who may hold a different view and a different opinion. Make yours count!

### **Comp-time for Travel**

The following is an excerpt of an article by Stephen Barr. The full text can be found in the Washington Post: <http://www.washingtonpost.com/wp-dyn/articles/A9371-2003Oct23.html>

"The Senate Governmental Affairs Committee this week approved legislation that would provide compensatory time for federal employees on work-related travel outside of their normal work hours. A House committee is studying the issue and will likely address it early next year, a House aide said.

"Under current rules, most federal employees who have jobs that require frequent trips cannot be paid for their travel time. In part, that's because they are executives, professionals and people in administrative jobs that support management and are not entitled to overtime. Usually, the only compensation they receive is a per diem that may or may not cover their travel expenses.

---

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

---

## **RELIGIOUS LEAVE?**

### **Article 28, Section 2 - OTHER LEAVE PROVISIONS**

#### **FDIC LEAVE POLICY - Circular 2300.3, Chapter 14**

Religious Leave - what is that? By law, agencies are prohibited from practicing religious discrimination (Title VII). FDIC is required to reasonably accommodate the religious practices of employees unless it would create an "undue hardship" to the FDIC. The law weighs more towards the interests of the employee seeking to meet their religious obligations, but there are some factors that allow the FDIC to deny the absence.

Some of the issues that are covered under this right include granting leave for the employee to attend religious observances, permitting employees to wear religious attire for their faith, honoring dietary restrictions during meetings or other events where food is served.

Employees can schedule and earn religious leave to attend to religious observance. The FDIC's policies allow the employee to perform compensatory work at any time prior to the expected date of absence for religious observance, providing productive work is available and is approved by the supervisor. This time can be banked for future use.

Employees who have not earned leave ear-marked for religious observance can notify

their supervisors of their intent to take religious leave and take that leave in advance. However, they must work the extra hours to cover their time off within the next 8 pay periods.

To understand your rights and obligations in taking or requesting religious leave, please read both the Negotiated Agreement and the FDIC's Leave Policy Circular in Chapter 14.

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.

**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!**

**Who is your eyes and ears?**

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

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