

# NTEU 207 News

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## Did you know ...

*...Whenever an FDIC Rule or Policy is in conflict with the Negotiated Agreement, the Agreement takes precedence?*

Article 2, Sections 2 & 3 state that the Agreement supersedes any policy or rule in effect prior to the signing of the agreement and supersedes a policy or rule effected after the Agreement is signed unless specifically stated otherwise. Only law, regulation, or other agreements previously negotiated with the Chapter supersede the new Negotiated Agreement if a conflict between those exists. If you have questions regarding this or any other issue, contact us at NTEU 207 HQ.

## Chapter Elections

The Chapter elections concluded on September 24, 2004 with a count of the ballots by Election Committee Members Roger Congress, Sonya Inabinet, and Dottie Willey. The Chapter extends its thanks to a well-run and timely election to the members of the committee.

Only one office was contested, that of the Vice President. As stated in the ballots mailed, the completed ballots were required to be received by noon September 24, 2004. The officers began their new terms on October 1. The results are as follows:

Votes for Martha Solt: 137  
Votes for Tracie Morris: 53

We congratulate Martha Solt on her election to Vice President, and welcome her to the NTEU Team of Officers. We also thank Tracie Morris for a job well done, and we are happy that she intends to continue supporting the Chapter as a Steward, "because it's about the employees and not about the office" says Tracie.

## DIRM Survey Results

NTEU wants to thank the DIRM employees for participating in the Skills Assessment Survey. The final tally showed 85% participation. And, the survey indicated that DIRM is a very well educated group. Two thirds of the employees who responded have bachelor's degrees and one third has graduate degrees! The initial reports indicate that the employees are highly skilled in many areas. Management will be disseminating more detailed information when they receive final reports from C2.

## Bank Examiner Post Employment Restrictions

The following is a letter from National President Colleen Kelly to the Chapter Presidents.

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"Today, the House Financial Services Committee adopted an amendment to H.R. 10, the bill responding to the report of the 9-11 Commission. The amendment concerns post employment activities of bank examiners. Subsequently, the Committee approved the main bill.

"The amendment called for a one-year 'cooling off' period where bank examiners leaving federal service cannot accept positions with banks where they had served as Examiner in Charge. This legislation is motivated by a legitimate concern to avoid even the appearance of a conflict in interest by federal bank examiners. While I know NTEU members to be highly skilled, professional, ethical, and dedicated, I also know that none of us wants to work under the cloud of suspicion. NTEU worked closely with key Members of Congress to ensure that this legislation be carefully crafted so it did not impose any more restrictions than necessary for its purpose.

"The final version does not contain overly harsh penalties that were in earlier versions. It now contains a waiver clause and, rather than covering examinations done in the three years prior to leaving federal service, now covers just the prior 18 months and only for examinations lasting at least two months. Also, the legislation would now allow agencies to issue regulations better defining lead and supervising examiners.

## **Current Issues**

Monitoring Computer Activity  
Training  
Confiscation of Hard-drives  
Employees Accessing Sexually Explicit Websites  
FLRA Decision on Back pay  
Office Move Issues  
DIRM Transformation  
VASQ Build Out – Related Impacts  
CSA Group Grievances  
Background Investigations  
Position Descriptions  
Benchmarking For Performance Standards

"The Committee also recognized that post employment activities is less of a concern when experienced examiners are retained by the agency rather than seeking employment elsewhere. Therefore, they have directed FDIC, OCC, and NCUA to report to Congress on their activities for retaining and recruiting qualified staff."

## **FDIC Proposes Electronic Job Application System**

FDIC has submitted to NTEU a plan to implement a system to allow employees to submit applications for vacancies electronically using an online system. Since this would constitute a change in working conditions, the Union has the right to bargain over the impact and implementation of the system. As anyone who has recently applied for a job knows, many other agencies already employ an electronic application system. The Union has submitted a list of proposals for bargaining purposes that include ensuring that employee confidentiality, providing employees who currently do not have one an E-mail account and computer, and requiring that

employees receive an E-mail confirmation within 24 hours that their application has been received.

## **Chapter 207 Welcomes 3 New members this week from DOA and DOF**

### **Issue Spot Light**

We are introducing a new feature in the Newsletter that lists the issues currently being addressed by the Chapter. These are problems or changes to personnel practices that affect a large group of employees or the Chapter as a whole.

This box below will itemize issues that the Chapter is currently working on. And this article will cover the status of one of the items on the list as circumstances change with these items. They may also be discussed in a feature story. If you would like greater detail on any of the issues listed below, please contact the NTEU 207 HQ mailbox.

#### *Training*

The Chapter is addressing a number of issues regarding training. First, management has proposed a new pilot program that would test Individual Learning Accounts. Basically, each employee would be allocated a certain number of dollars and hours to take training. The end result is that employees may be required to pay for some portion of training themselves and attend training session on their own time. NTEU has submitted proposals for bargaining on this issue.

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