

# NTEU 207 News

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## **Did you know ...**

*Management must apply equitable treatment to employees with regard to all personnel management issues?*

Merit System Principles, 5 U.S.C. 2302(b) state "All employees and applicants for employment should receive fair and equitable treatment in all aspects of personnel management without regard to political affiliation, race, color, religion, national origin, sex, marital status, age, or handicapping condition, and with proper regard for their privacy and constitutional rights." This means that employees who perform at equivalent levels should be equally rewarded or, if appropriate, disciplined. It also means that if an employee is disciplined for some activity, any other employee who commits the same act must receive the same discipline. If one employee is given a letter of warning for bad behavior, management cannot then suspend another employee for committing the same act. If you have questions or concerns, contact us at NTEU 207 HQ.

## **FDIC Monitoring You**

In a global dated, August 30, 2004, management notified employees that a new monitoring software has been implemented to monitor employees access to the internet. It also notified employees that all activity on Corporate computers and networks are subject to monitoring, including employees access to personal mail accounts via the Internet. NTEU believes that management must negotiate with the union over this change.

As many of you may be aware, some bargaining unit employees (BUEs) in Dallas and Washington have had their computer hard drives confiscated without prior notice to them. The method employed by the FDIC to effect these confiscations has been to send three persons into the BUE's office, including the division's administrative officer (or his/her agent), a DIRM person and the BUE's supervisor.

Once in the BUE's office, a statement is read by the administrative officer, and the BUE is informed that the BUE's hard drive is being confiscated. The BUE is also asked to provide the password to the computer.

The Chapter deems this type of activity by the FDIC to be a "Weingarten meeting" at which the BUE should be advised by the FDIC of his/her right to Union representation. The FDIC has not been informing BUE's of their rights to Union representation. The Chapter wishes to remind BUE's of their right to ask for Union representation under Article 3, Section 7 of the Nationwide Agreement (between the FDIC and the NTEU) whenever the BUE "... reasonably believes that the examination may result in disciplinary action against him or her and the employee so requests representation."

They are looking at essentially three things we are told, pornography, gambling and running a business, i.e., selling on eBay.

## **DIRM Skills Assessment Survey**

DIRM employees, it is important that you complete the skills assessment survey. The deadline to complete the survey is September 7 at 8:30 PM. NTEU National believes that it is imperative that every DIRM employee complete the survey. They have advised us that it will be assist them in defending our jobs against contracting out if we can use their own survey to prove that skills are available in house.

## **Chapter Elections**

Chapter 207 is in the midst of elections. Officers (President, Vice President, Secretary, and Treasurer) are elected for a two-year term of office, the current term ending September 30. Three of the incumbent officers are running uncontested: President Betty Coll, Secretary Joanna Hopkins, and Treasurer Donna Schull. Two candidates are running for the office of Vice President, incumbent Vice President Tracie Morris and Steward Martha Solt.

Only members are allowed to vote. If you are a member, you should have received at home a position statement from each candidate. Additionally, statements were printed in the last newsletter and can be found at the following link:  
<http://fdic01/resource/nteu207/Newsbriefs/Aug2004.html>.

Ballots were sent out on August 30 and the votes will be counted on September 24th. The ballot must be sealed in the plain white envelope included with the mailing and then placed the self-addressed envelope. The ballots must be received prior to September 24 to be counted. Please take a moment to vote!