

UPDATE ON UNION CONFERENCE CALL: AUGUST 8, 2007

Elections for the NCUA Union group will be held on November 30th. There are 4 executive positions and 6 Regional Representatives on the Board of Directors. Cynthia Vaughn, Sharon Holeman, and Cones D'Argenio are on the nominating committee and will e-mail a notice to all members requesting an updated personal mailing address in order to mail nomination forms and the election ballot.

If you are interested in running for a position send your name to Cynthia Vaughn with NCUA. Major tasks for the new board and representatives will be to Implement the Contract, Enforce the Contract, and represent employees at Grievances.

The current board and representatives need help with the election and completing union work. If you are willing to help, contact Cynthia Vaughn.

Mid-Term Bargaining Issues: NCUA sends us, on average, four (4) notices a week regarding changes in working conditions. They are National and Regional - some are minor and others are not.

Region III Power Inverter: We recently had success in stopping mgt's efforts to have bargaining unit employees underwrite the agency in emergency situations in Region III. They wanted to issue power inverters to employees in coastal areas and require them to use their personal vehicles to power their computers in case of power outages. Because of the issues we raised, NCUA notified us that Region III would not to issue power inverters to any bargaining unit employees.

Other Pending Issues:

- New Region I Instructions
- Travel Comp-Time Instruction
- Sprint Wireless Update and Change in Format
- Completion of new reporting form after all training classes
- Travel Comp Time changes
- Cell phone issuance

Contract Bargaining Update - there is movement: The union and NCUA met with a representative of the Impasse Panel. The representative said that the negotiations were at an impasse and that he would recommend to the Impasse Panel to accept the case. The Impasse Panel met this week and accepted the NCUA bargaining impasse.

Next Step: A representative from the panel meet with NCUA and the Bargaining Unit for 1 to 3 days (we think in September) to discuss and attempt to resolve the remaining 13 articles. Those issues that are resolved will become part of the contract along with the 28 articles already agreed to. We anticipate the Impasse Panel will make a final decision on the unresolved before then end of the year. Could we start 2008 with a contract??

General Sense: We will start with a Chevrolet contract and then with time work up to a better model. Both OCC and FDIC representatives were surprised that our chapter has maintained a 40+ percent membership, even without a contract. However, we need to continue to encourage non-members to join; the stronger we are, the more incentive management will have to work with us in restoring NCUA to be a really great place to work. Our goal is to have a “fair” contract with a grievance and arbitration system and one that narrows the pay and benefit gap with other FIRREA Agencies.

Major Contract Issues Outstanding:

Pay: NCUA is holding to a pay level (base pay plus locality adjustment) that will not exceed 95% of the market as established by the President’s Pay Agent (PPA) for GS employees. If the mid-point of the pay band increases, locality rates would decline to keep within the 95% of market. We contend that NCUA employees should not be limited to this amount. Total pay for OCC, FDIC, and SEC are well above that market rate for each locality area. We are proposing a locality system similar to FDIC’s – using the PPA’s locality target rates to differentiate the localities, but not limiting total pay below that of other similar FIRREA agencies.

Home Office: Management is proposing that the only “official work-site” is a credit union or approved training site – no home office, airport, hotel, etc. You would have to submit a request form, at least 2 days before you need/want to work at home, to your SE for approval. 5300’s, FPR’s, and report writing would all be done at a Credit Union. We do not believe Credit Unions’ are aware of this.

Mileage: Mgt. is proposing to limit POV. No mileage would be paid until you travel 50 miles beyond the outer limits of your duty station. Examples: If you live in your duty station, you would need to travel 50 miles before receiving any POV. If you live 20 miles outside of your duty station and need to travel through or to your duty station, the 50 miles of commute would start at your duty station. If you live outside your duty station and need to travel further outside your duty station you still need to commute the first 50 miles.

FDIC examiners receive both time and mileage when going to a bank from their homes. IRS employees also receive time and mileage when making field calls directly from their home. The only commute is from home to the field office. Of course, they have offices supplied by their respective agencies with phones and internet and is the place where they receive and send all business correspondence. They do not have a house full of agency office equipment supplies, and field files.

Credit Hours: Mgt. is proposing no credit hours earned/used at home and all credit hours would require advance SE approval. So much for the great flexible work schedules NCUA touts they have! NCUA is going in the opposite direction of other agencies - OCC and FDIC are encouraging their examiners’ to complete at least 25% of the work at home.

Travel: If mgt. has their way the bonus for excessive overnight travel will go away, as well as traveling home weekly for all bargaining unit employees other than Corporate Examiners.

Expense Reimbursement: Mgt. wants to require that we submit receipts to our SEs for all (very few exceptions) items on our travel voucher.

Mobility Agreement: This agreement would be signing away your right to severance pay if you refuse a reassignment. Mgt. wants all new employees and anyone who receives a promotion (other than a career ladder promotion) to sign a mobility agreement. If you are reassigned once, you would then be under the mobility agreement in the case of a second reassignment.

Relocation Costs: Management's proposal eliminates many reimbursable items in the current policy. We are proposing to stay with the status quo.

Union Representation and Official Time: Mgt. is proposing to allow us to have one steward for every forty bargaining unit employees (15 to 20), but will only provide 175 hours over the life of the agreement to attend training. The NTEU training is three (3) days, so I guess six (6) people could attend training over the three (3) year contract. It should be in both our interests to have trained representatives to limit frivolous grievances and to facilitate compromise.

They choose the time and place for grievance hearings, but want to only provide \$1000 per year for travel and per diem for representation and training. These proposals are clearly "break-the-union" proposals.

Examiner Certification: Mgt. proposes a test for all current PE examiners, a test to get your "12", and retest every two (2) years. Mgt. can introduce a certification test after it has been approved by OPM. Until it is approved, we choose not to negotiate. When and if such a test is approved, we can negotiate the impact and implementation (who, how, when, type and amount of training, etc.).

Other Issues

Lodging per diem: The Central Office has notified all Regions/SE's that SEs can no longer approve lodging in excess of the per diem rate. We do not believe we can negotiate this as change in working conditions, as it is a directive to the supervisors - not an actual change in our working conditions - even though it does indirectly affect our quality of life and possibly our ability to easily do our jobs.

If you know employees that have not joined the union, talk to them. By keeping the number high, the union will have more legitimacy.

Discussion that the Board of Directors needs to do more to keep members informed. The Board heard the message, but they also need help getting the word out. If you are willing to help, contact Heather or Steve.