



NCUA Bargaining Update

National Treasury Employees Union

July 25, 2006

Bargaining Continues

NTEU Pushes Back NCUA's Regressive Proposals

Having just concluded what should have been the last week of negotiations on a collective bargaining agreement between NCUA and NTEU, both sides have decided to extend talks for a week in September. NCUA is still seeking a number of regressive proposals that NTEU will not agree to and that has slowed bargaining considerably. Here is a quick summary:

- NCUA is still insisting that frontline employees receive a pay cut, despite the large salaries of NCUA management officials. NCUA would like to reduce the locality pay for about 66 percent of bargaining unit employees. NTEU is seeking a pay increase for NCUA employees and a pay structure similar to that of the Federal Deposit Insurance Corporation (FDIC).
- The agency would like to impose on employees a mobility agreement which forces them to accept a directed reassignment or forfeit their right to severance pay. NTEU is opposing this lose-lose proposal.
- Certification is still an issue at the table with NCUA trying to demand a certification requirement for the examiner position, particularly when examiners go from a CU-11 to a CU-12, and to have principal examiners (PE) recertified every three years thereafter. Per NCUA's proposal, if a PE does not pass the recertification, he or she would be downgraded back to a CU-11.
- Bargaining is ongoing regarding the issue of examiners using their homes as a work office. For more than 20 years NCUA management has agreed to permit employees to work out of their homes and avoid the cost of providing office space. Now, management wants to make the official duty site the city nearest to their home, and drastically reduce the mileage examiners would be reimbursed for official travel. Rather than having mileage reimbursed from your home to the credit union where you are working, reimbursement will not begin until 75 miles past the limits of the city now deemed your official duty station. Under the NCUA proposal, employees could drive up to 149 miles round trip and not be reimbursed at all.
- Still undecided as well is a fair grievance procedure. NCUA refuses to offer a fair negotiated procedure insisting instead that the grievance procedure be riddled with exceptions determined by the agency. A fair grievance procedure that permits employees to seek redress for violations of the agreement or of law is a hallmark of a labor agreement and NTEU will not agree to wholesale exclusions of issues over which a grievance can be filed.

Some Bright Spots

In late June, NCUA and NTEU did sign a [Memorandum of Understanding \(MOU\)](#) regarding examiner performance plans that insists on training for managers, time for management to review the plans with the examiner, a written review under the old plan and time to

prepare a rebuttal to the review.

NTEU Chapter 303 has done some research that will benefit field employees interested in the maxi-flex schedule. Drawing from Chapter 19, presentations by the Office of Human Resources and other resources, the chapter has developed a [two-page explanation](#) of how the program works for employees' use.

More Information

NCUA employees can get regular bargaining updates and download related documents by visiting www.nteu.org/Members/NCUA.aspx. You must be registered on the NTEU site to view the web page. If you are not an NTEU member, speak with your local union representatives to discuss these and related issues and ensure that we can continue to fight for fairness on your behalf at the bargaining table, in Congress and in the workplace.



NTEU is sponsoring an event at each of the upcoming training seminars in Dallas. Please plan on joining NTEU Chapter 303 on Tuesday, August 22 at 5:30 p.m. or Tuesday, August 29 at 5:30 p.m. for further updates on bargaining and other issues of concern to NCUA employees. All bargaining unit members are welcome and more information will be provided shortly.