

To all Bargaining Unit Employees,

Most of you have had or are scheduled to have formal meetings with your supervisors to discuss some changes that management has decided to unilaterally and unlawfully impose concerning credit hours and hours of work. Because of the limited number of union stewards, it is not possible for a union representative to participate in all the meetings. Nonetheless, we want to assure you that we will take steps to address the legality of these imposed changes and are also going to work resolve the issues created by the agency's actions. Some of the assertions made by management in taking this action are astonishing and unsupported. For example, notwithstanding the fact that NCUA employees on a Maxiflex tour have earned credit hours after regular hours during a typical work day for many years, the Agency now claims that this practice is illegal. Based on our initial review, the OPM regulations appear to support the practice as legal.

The Agency also claims that the practice of earning and using credit hours when working at home is illegal. When asked to send authority on which the agency relies to claim these practices are illegal, none was provided. It is also odd that the agency takes this action when the entire hours of work article that we have been negotiating for the last 2 years or so is now before the Impasses panel and the parties will meet with the panel next month.

Under the law, an employer may not change conditions of employees unless and until it provides notice to the union and bargains over the proposed change. NCUA has notified us that it intends to make the change *regardless of its bargaining obligation*. We requested that the agency not make the change and address the issues in the term table impasse at the Impasses Panel, but they have refused. As indicated, NCUA has not provided any evidence that the current practices are illegal. We likely will file an unfair labor practice charge against NCUA for unilaterally making this change without negotiating with NTEU. An unfair labor practice charge must be filed within 180 days of the date of the illegal actions.

That said, the agency has offered to meet with the NTEU bargaining team at the end of September to seek to resolve these issues. We are planning on flying the team in to meet with them. These negotiations would not infringe or jeopardize our right to seek redress through the ULP forum. We will keep you posted on all developments.