

# Introduction to NTEU



# Who is NTEU?

- NTEU is the National Treasury Employees Union
- 150,000+ employees in 34 agencies and departments in more than 200 local Chapters
- We focus exclusively on the concerns of federal employees
- Headquarters in Washington, DC and seven field offices
  - DC, Atlanta, Denver, Hoboken (NJ), Austin, Oakland, Chicago



# Who is NTEU?

- Teams of attorneys across the country and in DC to bargain contracts and represent members
- Organizers to help with recruitment & engagement
- Lobbyists on Capitol Hill
- Award-winning Public Relations Department
- National and local trainings, national convention, annual legislative conference



# Our Mission and Priorities

- **Our mission:** To organize federal employees to work together to ensure that every federal employee is treated with dignity and respect.
- **Our priorities:**
  - Pay
  - Retirement
  - Agency Funding
  - Work-life Balance
  - Workplace Rights

# Why NTEU and Why Now?

- NTEU sets the gold standard for federal government representation
- The federal government is largely unionized
- Least-represented agencies are at DOI: BLM & NPS
- BLM HQ employees *almost* did this once before
- Union- and worker-friendly administration



# Unions in the Workplace & Your Right to Organize

# “The Statute”

## 5 U.S. Code Chapter 71 - The Federal Service Labor-Management Relations Statute

(a) The Congress finds that—

(1) experience in both private and public employment indicates that the statutory protection of the right of employees to organize, bargain collectively, and participate through labor organizations of their own choosing in decisions which affect them—

(A) safeguards the public interest,

(B) contributes to the effective conduct of public business, and

(C) facilitates and encourages the amicable settlements of disputes between employees and their employers involving conditions of employment; and

(2) the public interest demands the highest standards of employee performance and the continued development and implementation of modern and progressive work practices to facilitate and improve employee performance and the efficient accomplishment of the operations of the Government.

**Therefore, labor organizations and collective bargaining in the civil service are in the public interest.**

[www.flra.gov/resources-training/resources/statute-and-regulations/statute](http://www.flra.gov/resources-training/resources/statute-and-regulations/statute)

# Federal Union History

- **1889: The 1<sup>st</sup> Federal employee union was founded.**
- **1962: Executive Order 10988, President Kennedy**
  - Authorized use of limited advisory arbitration of grievances.
  - Federal Employees could choose their own labor organizations.
- **1969: Executive Order 11491, President Nixon**
  - Institutional framework to govern labor-management relations:
  - Established specific unfair labor practices
  - Authorized the use of binding arbitration of certain disputes.
- **1978: Federal Service Labor Management Relations Statute (*aka* Title VII of the Civil Service Reform Act)**
  - Recognized the right of most Federal employees to engage in collective bargaining
  - Established the FLRA.



# Executive Order - Released April 26, 2021

BRIEFING ROOM

## Executive Order on Worker Organizing and Empowerment

APRIL 26, 2021 • PRESIDENTIAL ACTIONS

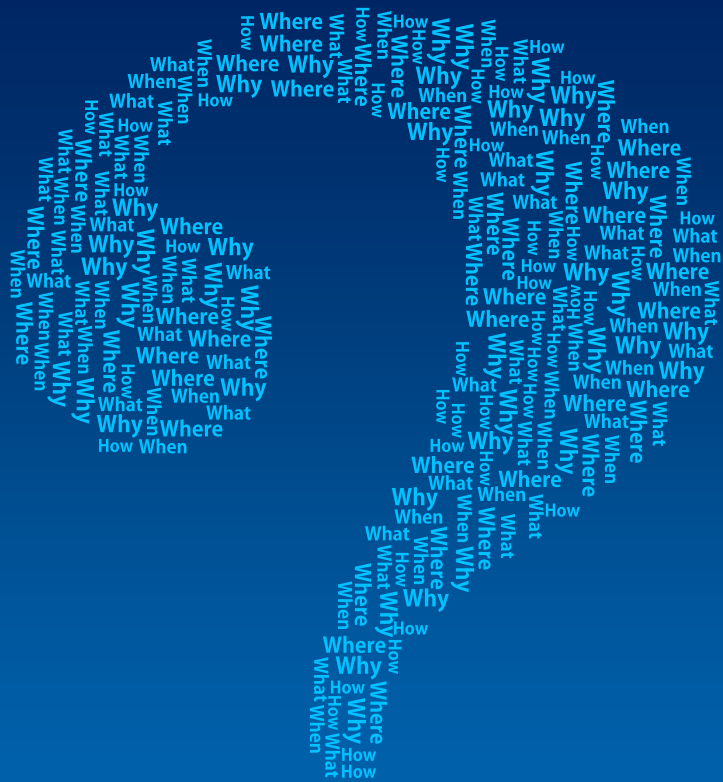
By the authority vested in me as President by the Constitution and the laws of the United States of America, it is hereby ordered as follows:

Section 1. Policy and Findings. The National Labor Relations Act (29 U.S.C. 151) proclaims that the policy of the United States is to encourage worker organizing and collective bargaining and to promote equality of bargaining power between employers and employees. In the Federal Service Labor-Management Relations Statute (5 U.S.C. 7101(a)(1)), the Congress found that “experience in both private and public employment indicates that the statutory protection of the right of employees to organize, bargain collectively, and participate through labor organizations of their own choosing in decisions which affect them . . . safeguards the public interest, . . . contributes to the effective conduct of public business, and . . . facilitates and encourages the amicable settlements of disputes between employees and their employers involving conditions of employment.”

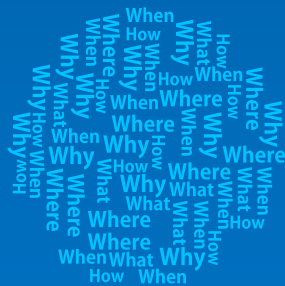
*“Therefore, it is the policy of my Administration to encourage worker organizing and collective bargaining.”*

The Task Force will be a historic effort to put the federal government's policy of encouraging worker organizing and collective bargaining into action. The Task Force will endeavor to achieve the following four goals:

1. **Lead by example** by ensuring that the federal government is a model employer with respect to encouraging worker organizing and collective bargaining among its workforce.
2. **Facilitate worker organizing across the country** by taking an all-of-government approach to mobilize the federal government's policies, programs, and practices to provide workers the opportunity to organize and bargain collectively.
3. **Increase worker power in underserved communities** by examining and seeking to address the particular challenges to worker organizing in jurisdictions with restrictive labor laws; the added challenges that marginalized workers in many communities encounter, including women and people of color; and the heightened barriers to organizing workers in certain industries.
4. **Increase union membership** across the United States to grow a more inclusive middle class and provide workers the opportunity to come together for the purpose of mutual advancement, the dignity of worker and workers, respect, and the fair compensation they deserve.



# What are your rights?



# Employees can...

*“Form, join, or assist any labor organization, or to refrain from any such activity, freely and without fear of penalty or reprisal, and each employee shall be protected in the exercise of such right.” 5 U.S.C. § 7102*

## What can you do under the law?

- Sign an 1187
- Circulate and discuss membership forms, on- and off-site, during non-duty hours.
- Have organizing conversations with co-workers during non-duty hours and ask them to join.
- Vote in a secret ballot election.

# Management cannot...

*“Interfere with, restrain, or coerce any employee in the exercise by the employee of any right under this chapter; encourage or discourage in any labor organization by discrimination in connection with hiring, tenure, promotion, or other conditions of employment...” 5 U.S.C. § 7116*

## **This means that management *cannot*:**

- Discipline or discriminate against an employee based on their involvement in a union.
- Encourage or discourage membership in a union.

## **During a union campaign, management can only:**

- Publicize the fact of a representational election;
- Encourage employees to exercise their right to vote that election;
- Correct the record with respect to any false or misleading statement made by any person; and
- Inform employees of the government's policy relating to labor-management relations.

# The Rules (in Short)

## Pre-Election

- General union talk = water cooler talk
- Organizing talk = off the clock (on a break, after work)
  - Lunch & Learns
  - Happy Hours
  - Best to use personal emails

## Post-Election

- Representational Issues + Training = on the clock
  - Union/Management meetings
  - Steward activities
  - Bargaining

# “But Federal employees already have rights!”

- Thank a union!
  - Retain step-increases
  - Retain paid leave
  - Maintain government contribution to retirement
- Legislative victories
  - Locality pay areas
  - Annual pay increase
  - Unused sick-leave for retirement credit
  - Paid parental leave
  - Telework Enhancement Act (2011)
  - Agency specific issues

**Fun fact: More than half of the non-postal government employees are represented by a union**

**Not so fun fact: BLM is one of the last agencies to broadly unionize!**

# Why Federal Unions?

- **Federal law and personnel policies are complicated**
  - Unions support the employees whereas the agency represents itself
- **Protecting and expanding employees' workplace rights**
  - Office moves
  - Fighting and preventing workplace harassment
  - Travel and training budgets
  - Fairness in appraisals, awards, promotions, work schedules, sick/annual leave, shutdowns, and more!
- **Have a voice on Capitol Hill**



# Union Benefits & Organization

- **Collective Bargaining Agreement -- the most important document in your working life!**
  - Details your defined rights and benefits on everything from leave to promotions to work schedules.
  - Binding arbitration
- **Weingarten Rights**
  - The right to receive union representation during an investigatory when there is reasonable belief of discipline
  - Only applies to union employees
- **“Impact and Implementation” bargaining**
  - Right to bargain over the impact and implementation of changes to your working conditions and conditions of employment.
    - Bargaining telework/remote work
    - Office closures/relocations

# Unions in the BLM

- **Some scattered, small unions**

- BLM-CA, BLM-AZ (NTC/AZSO), NOC, Boise District, BLM-OR, BLM-UT Color Country

- **NMSO formed a union in February 2021!**

- Spurred by the WO move west
- Why we chose NTEU

- **NTEU**

- Non-partisan
- Highest rep to union member ratio
- Sliding scale dues
- Stronger Collective Bargaining Agreements (CBA)

# Why did the NMSO Organize?



- We love our jobs and our agency!
- Protect what we like and change what we don't
- Have a seat at the table with management as equals
- Voice on Capitol Hill
- Legal representation when we need it
- More employee protections with a bargaining agreement



## ROADMAP TO WINNING OUR UNION CONTRACT



# How to Organize a New Union

- **Organizing Committee**
  - 5-10 BLM staff + an NTEU organizer
- **Talk to your co-workers about joining the union by signing the 1187**
  - Volunteer time: 1-2 hours/week
  - Lauren and Zoe + NTEU will provide a training
- **50% of HQ Staff need to sign an 1187 to file for a union election**
  - HQ100, HQ200, HQ300, HQ400, HQ600, HQ700/720/740/750/780
  - Law enforcement (HQ120) and NTC (HQ731-735) excluded



***Time is of the essence! Let's organize before they can make decisions without employee input!***

# Once we have a union...

- **Union Executive Board:** President, vice-President, Treasurer, Secretary... elected by members!
- **Union Stewards:** Co-workers trained in labor law
- **Committees:** By Laws, Bargaining, Legislative, Social, Membership, Negotiations, Communications, Health & Safety
- **Labor-Management Relation Committee (LMRC)**
  - Regular meetings with management to bring up bargainable and non-bargainable issues.



# NTEU Biweekly Dues Chart 2021

For Chapter 340 of ALBUQUERQUE-SANTA FE-LAS VEGAS, NM

340 - BLM NEW MEXICO

Chapter Dues are 15% of National Dues, and are included in the chart below.

| Step  | 1       | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      |
|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| GS-1  | \$13.30 | \$13.35 | \$13.41 | \$13.48 | \$13.60 | \$13.67 | \$13.72 | \$13.79 | \$13.80 | \$13.87 |
| GS-2  | \$13.58 | \$13.67 | \$13.73 | \$13.78 | \$13.84 | \$13.90 | \$13.92 | \$13.93 | \$13.97 | \$14.06 |
| GS-3  | \$13.83 | \$13.90 | \$13.91 | \$13.93 | \$14.00 | \$14.10 | \$14.20 | \$14.29 | \$14.42 | \$14.56 |
| GS-4  | \$13.98 | \$14.09 | \$14.18 | \$14.30 | \$14.44 | \$14.60 | \$14.83 | \$14.97 | \$15.05 | \$15.14 |
| GS-5  | \$14.39 | \$14.55 | \$14.77 | \$14.97 | \$15.05 | \$15.15 | \$15.30 | \$15.45 | \$15.62 | \$15.70 |
| GS-6  | \$15.00 | \$15.12 | \$15.25 | \$15.42 | \$15.61 | \$15.69 | \$15.76 | \$15.89 | \$15.97 | \$16.07 |
| GS-7  | \$15.50 | \$15.66 | \$15.73 | \$15.84 | \$15.94 | \$16.07 | \$16.23 | \$16.40 | \$16.49 | \$16.60 |
| GS-8  | \$15.88 | \$15.97 | \$16.14 | \$16.31 | \$16.47 | \$16.55 | \$16.69 | \$16.81 | \$17.02 | \$17.21 |
| GS-9  | \$16.36 | \$16.48 | \$16.61 | \$16.71 | \$16.92 | \$17.14 | \$17.38 | \$17.60 | \$17.68 | \$17.75 |
| GS-10 | \$16.71 | \$16.97 | \$17.21 | \$17.49 | \$17.66 | \$17.72 | \$17.82 | \$17.90 | \$18.02 | \$18.19 |
| GS-11 | \$17.49 | \$17.66 | \$17.71 | \$17.82 | \$17.94 | \$18.10 | \$18.24 | \$18.43 | \$18.60 | \$18.79 |
| GS-12 | \$18.22 | \$18.43 | \$18.66 | \$18.87 | \$19.01 | \$19.17 | \$19.26 | \$19.33 | \$19.46 | \$19.57 |
| GS-13 | \$19.21 | \$19.30 | \$19.49 | \$19.60 | \$19.69 | \$19.74 | \$19.87 | \$20.01 | \$20.14 | \$20.25 |
| GS-14 | \$19.80 | \$19.96 | \$20.14 | \$20.24 | \$20.36 | \$20.46 | \$20.58 | \$20.73 | \$20.92 | \$21.10 |
| GS-15 | \$20.45 | \$20.61 | \$20.85 | \$21.06 | \$21.25 | \$21.54 | \$21.89 | \$22.28 | \$22.74 | \$23.12 |

# Sign your 1187

- Go to <https://www.nteu.org/blm> and click "*submit an 1187 here.*"
- Enter your email address when prompted → Link sent to your inbox.
- Click link to fill out the SF-1187.
  - Leave the timekeeper box 3 empty.
  - Agency Name: **BLM - HQ**
- Once submitted it will send a copy to your email. Easy!



# Contact Information

- Zoe Davidson, *Interim President*, NMSO NTEU  
Chapter 340: [zoemaymiller@gmail.com](mailto:zoemaymiller@gmail.com)
- Joni Ketter, *Director of Organizing*, NTEU:  
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- [www.nteu.org/blm](http://www.nteu.org/blm)

Remember, **we** are the union!

Together, we are building a  
stronger future for ourselves,  
our agency, and our country

**QUESTIONS?**