

October 12, 2016

## **NTEU Fights For CBP Technician Back Pay**

NTEU has a long history of holding federal agencies accountable when they neglect to pay their employees what they are owed. Over the years, due to our persistence and hard work, agencies have provided hundreds of millions of dollars in back pay to workers who weren't paid appropriately.

In yet another demonstration of our commitment to getting you the pay you deserve, I'm happy to announce that CBP will provide over \$2 million in back payments, plus interest, to certain CBP Technicians who were denied appropriate premium pay.

Under [Directive 402.3](#) issued by the U.S. Department of Agriculture's Animal and Plant Health Inspection Service, CBP Technicians who inspect and quarantine plant and animal pests are eligible for premium pay for certain work shifts. But CBP didn't pay these Technicians properly under the Directive, which led NTEU to file several national grievances years ago.

In August 2013, NTEU and CBP settled those grievances. The settlement agreement required CBP to identify all current and former Technicians who performed the eligible duties since December 2003 and to calculate any back pay they are owed. We filed another national grievance in November 2014 to enforce the settlement agreement because CBP was taking too long to do what it had promised to do.

CBP has now identified the individuals implicated by the settlement and has said it will issue over \$2 million dollars in back pay, plus interest, to 153 current and former Technicians.

NTEU is pressing CBP to finalize the payment arrangements so that affected Technicians can get the money they are owed as soon as possible. Once the details are finalized, NTEU and CBP will notify each recipient. Chapter presidents will also receive a list of all employees receiving back pay awards. Interest will continue to accrue until the payments are issued. And any Technician who believes that he or she is entitled to more than the amount that CBP has calculated will be able to seek additional compensation through a claims process that will follow the issuance of payments.

A final note: CBP has told us that some Technicians were "overpaid" for certain assignments during the time period covered by the settlement. According to the agency, these employees got premium pay for work that was unrelated to inspecting plants or animals. We're pressing CBP to agree to a fair and efficient process for these individuals to dispute the accuracy of such claims and to seek waivers freeing them from responsibility for the alleged overpayments.

I am very pleased that Technicians owed money under the settlement will finally be properly compensated for their work. As we take these final steps to cure CBP's past pay errors, I hope we can move to a more positive working environment for you and your colleagues.



Tony Reardon  
National President