

Introduction to NTEU



Who is NTEU?

- NTEU is the National Treasury Employees Union
- Representing federal employees in 34 agencies and departments in more than 200 local Chapters, including the non-management staff at the SEC, the Federal Deposit Insurance Corporation, and the Office of the Comptroller of the Currency
- 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

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

Federal Union History

- **1889: The 1st 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.



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.

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

Dues Chart 2022
209 - FCC

Chapter Dues are **\$1.00**, and are included in the chart below.

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	13.93	13.98	14.04	14.11	14.22	14.29	14.34	14.41	14.42	14.49
2	14.21	14.30	14.35	14.40	14.46	14.51	14.54	14.54	14.58	14.68
3	14.44	14.52	14.53	14.55	14.62	14.71	14.81	14.89	15.02	15.15
4	14.60	14.70	14.79	14.91	15.04	15.20	15.42	15.56	15.64	15.72
5	15.00	15.15	15.36	15.56	15.64	15.73	15.88	16.03	16.18	16.27
6	15.58	15.70	15.83	16.00	16.18	16.25	16.32	16.45	16.53	16.63
7	16.07	16.23	16.30	16.40	16.50	16.63	16.78	16.94	17.04	17.14
8	16.44	16.53	16.69	16.86	17.01	17.09	17.23	17.34	17.55	17.74
9	16.90	17.03	17.15	17.25	17.46	17.67	17.90	18.11	18.20	18.26
10	17.24	17.50	17.73	18.00	18.17	18.24	18.33	18.41	18.52	18.69
11	18.01	18.17	18.22	18.33	18.45	18.60	18.74	18.92	19.09	19.27
12	18.72	18.93	19.15	19.35	19.49	19.64	19.73	19.80	19.93	20.03
13	19.68	19.77	19.95	20.06	20.14	20.20	20.32	20.46	20.58	20.69
14	20.26	20.41	20.59	20.68	20.80	20.89	21.01	21.16	21.35	21.52
15	20.89	21.04	21.27	21.48	21.66	21.95	22.23*	22.03*	21.90*	21.70*

* = Dues adjusted due to Federal Pay cap limits.

How much
are dues??



ROADMAP TO WINNING OUR UNION CONTRACT



How to Organize a New Union

- **Organizing Committee**
 - FHFA staff + an NTEU organizer
- **Talk to your co-workers about joining the union by signing the 1187**
 - Volunteer time: 1-2 hours/week
 - NTEU will provide training
- **Contact NTEU organizer for more info**
- **50% of Staff need to sign an 1187 to file for a union election**



Contact Information

- Alan Richter, *NTEU Organizer*:

alan.richter@nteu.org

- Joni Ketter, *Director of Organizing*, NTEU:

joni.ketter@nteu.org

www.nteu.org/fhfa