NTEU represents wage grade employees across the country, providing benefits and protections like these:

**Overtime:** Each unit will seek volunteers for overtime opportunities. In the event there are more volunteers than opportunities, workers with the highest seniority will be given overtime hours. Conversely, if there are no volunteers, the least senior workers in the unit will be tasked with the additional hours.

**Safety:** Contracts provide for agency-provided prescription safety glasses, accommodations to relieve or prevent back and muscle strain and repetitive motion injuries, and adequate lighting in workplaces. In some contracts, the agency is required to make training available to employees addressing violence in the workplace including suspicious activity and threats.

**Scheduling:** Contracts ensure that preliminary work schedules are posted four weeks in advance of the effective date and final work schedules are posted two weeks in advance of the effective date.

**Fair Work Assignments:** Supervisors are no longer able to assign work randomly. Employees have a voice in their work and assignments are based on seniority.

**Proper Equipment:** Contracts provide that the agency provide the tools and equipment necessary to complete the job.

**Uniform Allowance:** All workers covered by the contract in the National Capitol Region received an increase in their uniform allowances. Full-time employees will now receive an annual uniform allowance of $500 in their first and second year of service, and $420 per year thereafter. Currently, full-time employees receive $400 per year for their first three years of employment, and $320 annually thereafter. Seasonal employees will now receive an annual uniform allowance of $500 in their first and second year of service, and $210 per each season worked thereafter. Currently, seasonal employees receive an initial uniform allowance of $400 upon being hired and then $160 per season worked thereafter.

**Fair Grievance Process:** Every NTEU contract outlines a comprehensive process to address issues in the workplace on any number of issues from performance appraisals to promotions to scheduling and more.

**Professional Representation:** NTEU employs an army of attorneys and field representatives to assist with contract negotiations and enforcement.

**Legally Binding Contract:** A contract between NPS and NTEU is legally binding. Anything that affects the workplace has to include employee input.

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**WHAT DOES NTEU MEAN FOR ME?**

- Overtime
- Safety
- Scheduling
- Fair Work Assignments
- Proper Equipment
- Uniform Allowance
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**Want more information?**

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NTEU
The National Treasury Employees Union