

NTEU@NPS

News and Updates for NPS Employees

October 2017

NPS Cuts Threaten National Parks, NTEU Testifies

NTEU cautioned lawmakers that cutting the National Park Service's budget is not only bad for the agency, but for visitors to our national parks and historic sites.

"Our members are dedicated to their mission and it's frustrating to them to not be in a position to give the American public the experience our members want them to have," National President Tony Reardon said [in a statement](#) submitted to a Senate subcommittee on the fiscal 2018 proposed budget and workforce issues.



The administration has proposed a more than \$300 million cut in the NPS operating budget, which would lead to unfinished maintenance work, fewer ranger-led talks, reduced hours for park operations and visitor centers, and even some closures.



Contract Reached for NPS Employees

For months, NPS employees in the National Capital Region (NCR) have been negotiating a first contract as NTEU members. An agreement was

reached in early September.

Dennis Robinson (Chapter 336 NPS-NCR President and NPS White House liaison) is pleased with the new agreement. "This contract was a long time coming, but we held strong and did what we needed to do for the members of the National Capital Region," he said.

A few of the highlights in the new contract include:

Uniform Allowance. NCR employees have not received an increase in their uniform allowance in more than 20 years despite the rising costs of uniforms. 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 – an increase of \$100 each year. Seasonal employees will also receive an annual uniform allowance of \$500 in their first and second year of service, and \$210 per each season worked thereafter.

Telework. Employees are now eligible to telework up to three days per workweek. Additionally, under certain conditions, intermittent telework may be approved on a short-term basis for a situation of limited duration (1-5 days) such as inclement weather or special work assignment. Rangers will now be allowed to request intermittent telework to conduct research, participate in mandatory training, complete coursework, and/or perform collateral duties.

Alternative Work Schedules. The contract details several work schedules including the following: 1) Alternative Eight-Hour Schedule; 2) a 4-10 Compressed Work Schedule; 3) a 5-4-9 Compressed Work Schedule; 4) Flexible 8 Hour Gliding Schedule; and 5) Maxi-Flex Flexible Schedule.

Proper Payment During Weather and Other Emergency events: NPS insisted it had the right to change schedules during snowstorms and other emergency events without paying overtime for hours worked outside of an employee's normal schedule. However, NPS ultimately agreed to pay employees the overtime they are entitled to receive in such situations and schedule overtime contiguous (i.e., next or together in sequence) to an employee's normal tour of duty.

The principles NTEU supports are simple: equal treatment across all parks and empowering employees to utilize the union to advocate for themselves. "I believe every NPS employee should belong to a union – and I believe that union should be NTEU," said Robinson. "We have been supported throughout this process in more ways than I can count. People are really impressed by what NTEU is doing with us."

Learn More About NTEU

Learn more on ways NTEU is ally at work, from our successful negotiations at the bargaining table to how we can help you. Visit www.NTEU.org to learn more.



For information on organizing a union at your workplace, send an email to organize@nteu.org.

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