

# NTEUBulletin

## 2021 NTEU LEGISLATIVE GRASSROOTS EVENT ORGANIZED TO WIN

“Through our grassroots outreach, your members of Congress will have heard from NTEU. They will know our name, they will know what we stand for, and they will know what we need from them to make positive changes for the federal workforce,” National President Tony Reardon told around 300 NTEU members last month.

### Reardon Energizes Members at Grassroots Event



2021 virtual Legislative Grassroots Event participants

Over the two-day virtual event, NTEU members delivered messages of support for the union’s legislative agenda to every member of Congress in the form of 4,500 emails and phone calls. And, we are just getting started.

On NTEU’s agenda this year are fair pay and benefits, securing paid family leave, properly funding agencies, protecting employee rights, workplace safety measures and extended telework throughout the pandemic and beyond.

“For us, there is no other option than to go for the win,” Reardon told members. “We have been organizing and pushing and prodding and fighting for decades. And we have made great strides. This is our year to build on that work.”

NTEU is already off to a promising start for federal employee issues: There is legislation to provide an average 3.2 percent pay raise—with locality pay—in 2022. NTEU continues to build support for broadening paid parental leave into paid family leave. And the latest stimulus relief bill provides pandemic-related emergency paid leave for federal employees diagnosed with COVID-19, those who have to quarantine and those with caregiving duties.

“What a difference a year makes,” said Reardon, reflecting on the previous administration’s adversarial approach to federal employees and their unions. For four years, federal employees encountered attacks on their pay, benefits, workplace rights and agency missions.

“For every punch by the last administration or members of Congress who tried to harm federal employees, we had a counter-

punch to protect your rights,” he said.

But after a difficult four years of playing defense, the tide has turned. NTEU members got engaged in the 2020 elections and are now seeing the fruits of their hard work: a new administration, agency leadership and more members of Congress who support federal employees and their missions.

Immediately after taking office, President Biden took a series of actions to restore collective bargaining rights, bring back diversity training, eliminate Schedule F and protect the federal workforce during the ongoing pandemic.

But NTEU is not only interested in reclaiming what we lost, but achieving more gains for federal employees. Momentum is on our side, but the union’s success in achieving our legislative goals hinges on the involvement of every member.

“Every phone call, every email, every meeting builds support and ensures we have allies who support federal employees,” said Reardon. “You are their constituents and what you say matters. You are the experts on how changes to workplace policies and employee rights affect your ability to get your job done.”

Watch the Action

Members can watch video of the Opening Session, including speeches from National President Tony Reardon, Sen. Brian Schatz and Rep. Rosa DeLauro at [nteu.org/legislative-action/2021legislativeconference](https://nteu.org/legislative-action/2021legislativeconference).

Grassroots Action Happens All Year

Send Your Message

Make a difference, wherever you are:

1. Visit [action.nteu.org](https://action.nteu.org) from your phone, tablet or computer
2. Click on an action alert and enter your home address
3. Get a prepared message—and personalize it if you want
4. Click send to deliver your message to your representatives in the House and Senate



**Tony Reardon**  
*National President*

## Time to Lean In

Recently, a member of Congress introduced legislation banning all official time for federal employees. Normally, seeing a bill like that would put me on edge, thinking about how it was yet another misinformed and misguided proposal that we would have to counter, fight and ultimately defeat.

This year, however, I didn't even blink. Yes, it is still a hostile piece of legislation, but for the first time in a while, I don't anticipate having to deploy our union's energy, tenacity and resources to kill such an absurd idea. And that's because in the 117<sup>th</sup> Congress that took office in January, the leadership of the House and Senate would never give such a foolish bill the time of day.

And for that, we should recognize that the energy and effort NTEU members devoted to the 2020 elections is making a difference.

When we are not always in the bunker defending employees and our union from harmful legislation, we have a lot more time to play offense on passing beneficial bills. And we are ready.

Our 2021 legislative agenda fully leans into the fact that we have more pro-employee, pro-union allies on Capitol Hill and that now is the time for us to push for positive changes: a fair pay raise; paid family leave; stronger rules on workplace safety; post-pandemic expansions of telework; funding increases for our agencies; and insulating the civil service from future attacks.

A high-powered offense, however, needs a full squad on the field. I was pleased to see that during our virtual 2021 Legislative Grassroots event last month, NTEU members made more than 4,500 contacts with their lawmakers, informing them about bills and issues that we support.

Keep it up. Every email you send or phone call you make may feel insignificant, but when added to our collective effort, they are a powerful push for giving frontline federal employees the tools and resources you need to do your job, pay your bills, save for your future and serve the public.

That same energy and optimism is being felt at the bargaining table, too. After three years of confronting agency proposals to roll back our gains in the workplace, clip our union's power or even eliminate entire contract articles, the wind has shifted. Armed with a new executive order from President Biden, our goal is to not just keep what we have, but also expand negotiations into new topics and give employees an even greater voice in how their workplace runs.

Newly appointed leaders of agencies where we represent employees have publicly and effusively praised their workforces. And they have personally reached out to NTEU with a pledge to be an honest broker and eager collaborator with employees and their union.

I would never presume the road ahead will be perfectly smooth for federal employees, but we should all allow ourselves a moment — especially as vaccination rates soar — to be optimistic and hopeful about what the future holds.



### **NTEU MISSION**

To organize federal  
employees to work  
together to ensure that  
every federal employee  
is treated with dignity  
and respect.

## **NTEU**Bulletin

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# NTEU National Convention: Notice of Election

The 58th NTEU National Convention will be conducted virtually August 11-12, 2021.

At the convention, elections will be conducted by each of the 15 NTEU Districts for the office of National Vice President, a position that has a two-year term of office.

This election notice outlines the nomination procedure for the office of National Vice President. It also spells out applicable sections of the NTEU National Bylaws concerning election of delegates to the National Convention.

**Nominations for National Vice President**  
Under Part III, Section 4, of the NTEU Bylaws, nominations of candidates for National Vice President must be received in writing by the NTEU Administrative Controller, 800 K St., NW, Suite 1000, Washington, DC 20001, at least 60 days before the National Convention, or no later than June 11, 2021.

A candidate or any other member of NTEU may submit a nomination for National Vice President. Any member (other than an NTEU staff member) who has continuing membership in NTEU for at least two years immediately prior to the election is eligible to run for the office of National Vice President. A nominee for National Vice President must be a member of one of the chapters within the NTEU District for which he/she seeks the national vice presidency (Part III, Section 2, NTEU National Bylaws).

Nominees, other than self-nominees, must accept their nominations in writing within 15 days of receipt of notice of the nomination from the Administrative Controller. If there are two or more bona fide candidates for National Vice President in an NTEU District on the date of election, nominations for that District may not be made from the floor (Part III, Section 4, NTEU National Bylaws).

**Elections of Delegates to the Convention**  
Part IV, Section 3, of the NTEU National Bylaws describes the procedures to follow for the election of chapter delegates to the National Convention. The following is only a summary. See your National Field Representative if your chapter has questions about election procedures.

A chapter president and all chapter vice presidents who have been elected by the chapter at large qualify as ex officio delegates to a National Convention which occurs during their term of office. Chapter presidents and chapter vice presidents elected at large are the only chapter officers who automatically qualify as delegates because of their office.

Area or functional vice presidents who are elected by the chapter as a whole qualify as ex officio delegates only if their status as ex officio delegates is specified in the chapter bylaws and the Notice of Nominations and Election. Area or functional vice presidents who are elected solely by their respective region or organizational function do not qualify as ex officio delegates.

If a chapter wishes to send other delegates to the National Convention in addition to the ex officio delegates, the chapter executive board may vote to increase the number of delegates to represent the chapter. A chapter may send any number of additional delegates up to the maximum number corresponding to the chapter vote entitlement, as determined by Article VIII, Section 2, of the NTEU National Constitution.

The chapter executive board may not select the additional delegates to attend. If the chapter executive board votes to increase the number of delegates representing the chapter at the National Convention, all such delegates must be elected pursuant to Part IV, Section 3, of the NTEU National Bylaws.

A chapter president must submit a delegate certification form for each ex officio delegate in his/her chapter who wishes to attend the National Convention. Any ex officio delegate who chooses not to attend the Convention must sign a waiver to that effect and submit it to the Credentials Committee.

**Requirements of Special Meetings**  
Part IV, Section 3, of the NTEU National Bylaws describes the circumstances under which a special meeting of the chapter membership is required. Again, the following is only a summary. See your National Field Representative if your chapter has

questions about election procedures.

If no ex officio delegates can or will attend the Convention, the membership must hold a special meeting to vote on whether to be represented, and, if so, by whom. At least 15 days before the meeting, notice of the meeting and its purpose must be mailed to each member's home address. Notices may not be emailed. No quorum is required at this meeting. A reasonable opportunity for nominations must be allowed at or before the meeting.

At the meeting, the membership first votes whether to be represented. If the vote is yes, it then votes whether to be represented by a chapter member or by proxy. Nominations may be taken from the floor. All chapter member nominees must state their willingness to attend the Convention on the expense terms offered by the chapter (which may be none). A proxy designee must be a duly elected individual delegate from another chapter. If there is more than one nominee, the membership elects the delegate or proxy designee by secret ballot.

If the chapter has decided to pay expenses for a fewer number of delegates than the number who wish to attend, the membership must elect, by secret ballot, those who will receive expense reimbursement from among all the delegates who wish to attend. Delegates who have been elected to receive expense reimbursements shall be reimbursed equally.

If the chapter has more willing delegates than it has votes, the membership must elect, by secret ballot, the delegates who will represent the chapter at the Convention.

Any delegate who is not a chapter president or chapter vice president and who is not elected pursuant to Part IV, Section 2, of the NTEU National Bylaws or pursuant to the procedures described herein for a special membership meeting in Part IV, Section 3, will not be certified by the Committee on Credentials as a delegate. Similarly, any assignment of proxy not made by election pursuant to Part IV, Section 3, of the NTEU National Bylaws constitutes an invalid proxy delegation, and the Committee on Credentials may not certify the proxy as valid.

## Section 2. Election of Chapter Officers

All elected Chapter Officers shall be selected in the following manner:

- (A) No less than forty-five (45) days prior to the scheduled election, a Chapter must send each member in good standing, by first class mail, at his/ her last known address, a combined Notice of Nomination and Notice of Election which shall:
  - (1) Identify the offices to be filled; and
  - (2) Provide that nominations must be submitted in writing and received by the Chairperson of the Nominations and Elections Committee by a specified date, which date shall be at least twenty-five (25) days prior to the scheduled election date; provided, however, a Chapter shall have the authority to authorize nominations and acceptance of nominations from the floor on the date of the scheduled election; and
  - (3) Specify the date, time and place of the scheduled election, or in the case of electronic/telephonic voting, the time period and manner in which votes must be cast.
- (B) The Chairperson of the Nominations and Elections Committee shall notify all nominees of their nominations for office.
- (C) A member otherwise eligible to run for office must self-nominate or accept a nomination to be placed on the ballot. A member nominated for more than one office position may accept nomination and become a candidate for only one office. Acceptance of a nomination must be made in writing by the date specified in the Notice of Nominations and Election, which date shall be no later than fifteen (15) days prior to the scheduled election date, unless a Chapter has authorized nominations from the floor

- on the date of the election.
- (D) The election shall be held in accordance with the date, time, and place information specified in the Notice of Election, and the election shall be by secret ballot to be placed in boxes, unless the Chapter Executive Board has authorized the election to be conducted in collaboration with a service that offers electronic/telephonic voting that contains safeguards and controls necessary to assure compliance with applicable law and regulations, including secrecy of the ballot and the ability to independently check and verify the eligibility of members who voted. In the alternative, a mail referendum ballot procedure may be established to ensure that all members will receive a ballot, that an envelope is provided in which to place the ballot, that a return envelope is furnished in which to mail the ballot and which identifies the voter, that the confidentiality of the ballot is maintained, and that the ballots will be secure until counted.
- (E) The candidate for each office who receives a plurality of members' votes cast for that office shall be selected thereto. Where the nominee is unopposed, there shall be no necessity for the election of such nominee, and he/she shall be declared duly elected, effective as of the conclusion of the term of the previous incumbent.
- (F) The Chapter Secretary shall maintain for one (1) year all used, unused, and challenged ballots, envelopes used to mail marked ballots in the case of a mail ballot election, tally sheets, and related election documents and, in the case of an electronic/telephonic election, ensure that the election record is archived.

## Section 3. Election of Chapter Delegates to the National Convention

- (A) A Chapter President and all Chapter Vice Presidents elected by the Chapter as a whole in accordance with Part IV of the Bylaws shall by virtue of such election be delegates to any National Convention which may take place during their term of office. In order for a Chapter's area or functional Vice Presidents to qualify as ex officio delegates, those individuals must be elected by the Chapter as a whole and their status as ex officio delegates must be specified in the Chapter's bylaws and the Notice of Nomination and Election.
- (B) A Chapter Executive Board may by majority vote increase the number of delegates to attend the National Convention, with the maximum number of allowable delegates equal to the vote entitlement as determined by Article VIII, Section 2, and the Chapter Executive Board shall determine how many, if any, alternate delegates shall be designated. If the Chapter Executive Board determines that additional delegates or alternate delegates are desired, they shall be selected by secret ballot at a Chapter meeting held upon fifteen (15) days' notice mailed to each member at his/her last known address, provided, however, they shall be selected in

- descending order of votes received, starting with the candidate receiving the highest number of votes.
- (C) If the combined total of all Chapter Vice Presidents plus the Chapter President who wish to attend the Convention is greater than the vote entitlement as determined by Article VIII, Section 2, the Chapter membership shall be given the opportunity to select from among such elected officers those persons who shall act as delegates to a National Convention with the maximum number of allowable delegates equal to the vote entitlement.
- (D) If no delegates will attend a National Convention, the Chapter membership will be given the opportunity to vote on whether or not to be represented and, if so, by whom, at a Chapter meeting held upon fifteen (15) days' notice mailed to each member at his/her last known address.
- (E) If the Chapter has decided to pay the expenses of a limited number of delegates, but more than that number wish to attend, the Chapter membership will be given the opportunity to select which delegates will receive reimbursement at a Chapter meeting held upon fifteen (15) days' notice mailed to each member at his/her last known address.



## 2021 Legislative Priority Issues

### 1 Agency Funding

Calling for adequate agency funding, staffing and resources

### 2 COVID-19 Safety

Ensuring safety protocols in re-opened workplaces and advocating for premium pay for public-facing employees

### 3 Fair Pay and Benefits

Fighting for fair pay raises with locality pay and a broader paid family leave program

### 4 Workplace Rights and Protections

Protecting union rights, due process and employee rights to collectively bargain

### 5 Telework

Ensuring the continuation of telework and flexible scheduling throughout and after the pandemic

**Learn more at [nteu.org/legislative-action](https://nteu.org/legislative-action)**

## Schatz, DeLauro Voice Support for Federal Workers

Two of NTEU's most reliable and fiercest supporters helped National President Tony Reardon get members at the Legislative Grassroots Event energized and ready to take action: Sen. Brian Schatz (D-HI), who introduced legislation to provide an average 3.2 percent pay increase in 2022, and Rep. Rosa DeLauro (D-CT), chair of the House Appropriations Committee, one of the most influential posts on federal spending.

Both lawmakers boast 100 percent NTEU voting records on legislation affecting federal employees.

Schatz credited NTEU members for their instrumental work in securing a paid parental leave program and fending off attacks on collective bargaining and workplace rights. "But we have more work to do, including raising federal pay, passing paid family and medical leave and strengthening the federal collective bargaining process, and this will only get done if we work together," the senator said.



Sen. Brian Schatz (D-HI)

"You have my support to fight for NTEU workers and priorities in Washington, because the best way we can fight income inequality and improve services our federal government delivers is through unions."



Rep. Rosa DeLauro (D-CT)

Before winning the powerful appropriations gavel, DeLauro stood up for federal employee collective bargaining and workplace rights. Most recently, she sharply questioned a decision by the previous secretary of the Department of Health and Human Services to demand rent for union offices.

"We must protect workers' rights to negotiate for better wages, for better benefits and for better working conditions," said

DeLauro, who is serving her 15<sup>th</sup> term in the House. "Thank you to all the hardworking members and leadership at the National Treasury Employees Union. Thank you for your consistently forthright and courageous advocacy on behalf of our federal workers."

## Reardon, Chapter Presidents Discuss Changed Landscape

At a telephone media briefing during the Legislative Grassroots Event, National President Tony Reardon educated reporters on the union's legislative priorities, including funding increases at NTEU-represented agencies, a fair pay raise and an expanded paid family leave program.

When the topic of telework and workplace safety came up, Reardon invited three NTEU Chapter Presidents on the call to share their members' concerns and experiences.

"There is no doubt that we were able to maintain our ability to serve the public during the pandemic because of how well positioned we already were for telework," said Jay Besch, president of Chapter 245 (Patent and Trademark Office-Trademark Society), where NTEU negotiated a robust telework program. "I don't know why any federal agency — especially after this pandemic — wouldn't want to expand telework agreements."

NTEU members at other chapters have never stopped going into work. This includes Chapter 336 (National Park Service-National Capital Region) President Roland Phillips and his members. Phillips,

a maintenance worker who contracted COVID-19 on the job, voiced support for President Biden's mask mandate on federal property. The chapter has concerns about enforcement of the order, especially as warmer weather draws crowds to the nation's capital, Phillips added.

Customs and Border Protection (CBP) is another workplace where telework is not an option. Chapter 173 (CBP Detroit) President Robert Holland, a CBP Officer, told reporters that vaccines are currently his members' biggest concern.

"At the ports, our people never stopped being at risk of exposure on the job," said Holland. "The least we can do is give them access to the vaccine so they can stay healthy and protect their families."

Both Holland and Phillips highlighted the need for a fair pay raise, with locality pay, to help frontline employees keep up with rising costs and improve agency recruitment and retention.

National publications like the Washington Post and Bloomberg Tax and outlets covering the federal workforce like Government Executive, Federal News Network and Federal Times were on hand for the media briefing.

## GET EDUCATED

How did your members of Congress vote on legislation impacting you and your workplace?  
**Check out their voting records at [nteu.org/legislative-action](https://nteu.org/legislative-action).**