

NTEU Bulletin

NTEU 58th National Convention 'We are Organized to Win,' Reardon Tells Delegates



NTEU's 58th National Convention convened under very different circumstances than when delegates last met two years ago. In the intervening years, NTEU members dealt with the personal and professional challenges of a deadly global pandemic; experienced the last year of a hostile administration; and harnessed the power of the ballot box to bring federal employee supporters to the halls of Congress and the White House.

"Deep in my soul and in my heart, I knew NTEU would prevail," National President Tony Reardon told delegates at the convention's opening session. "I knew that we would dig in, dig deep and draw on our reserves, our experiences and our collective wisdom to meet any challenge confronting us."

NTEU has worked with the new administration to undo the damage inflicted on federal employees, their rights and workplaces from the previous leadership. "But let's be clear," said Reardon. "The challenges in recent times were serious."

Some members were hit harder by the previous administration's attack on collective bargaining, particularly those with contracts up for renegotiation. "But that didn't matter because we rallied around those who were hardest hit and lent them our support, and most importantly, our voices and our actions," Reardon said.

Now that there are elected leaders in office who support federal employees, NTEU is well-positioned to advance a positive agenda that includes fair pay, rebuilding depleted agencies, expansions to telework and contracts that benefit employees and their workplaces. The union is also working to expand the existing paid parental leave program into paid family leave for those who experience a personal illness or family medical crisis.

"Brighter days are here," said Reardon. "Hope and opportunity are in the air."

It is time for NTEU to seize the opportunity we now have and that we worked so hard to get, Reardon said.

While expressing optimism for the future, he acknowledged that there is more difficult work ahead as the pandemic continues to evolve and more employees may return to the workplace. With the rise in COVID cases, NTEU is urging all members to get vaccinated and is calling on federal agencies to delay returning teleworking employees.

"Whether you were among the thousands of employees who reported to your workplace, or you worked from home, our country found out, yet again, that the federal workforce can be counted on when things go awry," said Reardon.



(Above) National President Tony Reardon's convention speech was live-streamed from a broadcast studio in Alexandria, Va.

(Left) Parliamentarian Michael Talierno, Resolutions Committee Chair Pat Frazee and Counsel to the Resolutions Committee Shellie Sewell

NTEU is also busy at bargaining tables, where the change in administration has ushered in a full return to active negotiations. The union is already seeing positive movement towards good faith bargaining and is back at the table with the Department of Health and Human Services and will begin negotiations at Customs and Border Protection.

At the IRS, NTEU negotiated a six-year contract that not only retains and secures critical rights and benefits but also expands telework, provides significant increases to awards and adds, for the first time, a child-care subsidy program. This is what can happen when both sides engage in good faith bargaining.

"As we set the course for our union for the next two years, I am confident that we have the power to do great things," Reardon told delegates. "We are Organized to Win and, together we can and will create the brighter future our members deserve."

GET FULL CONVENTION COVERAGE ON NTEU.ORG

Watch President Reardon deliver the Report of the National President, and speeches from guests.

Find out which chapters won sustained membership awards.

See the list of leaders who reached significant milestones with a Years of Service pin.

Read about your union's accomplishments in NTEU's Two-Year Report.



Tony Reardon
National President

Celebrating Labor Recognition Week

During NTEU's annual Labor Recognition Week, we celebrate the contributions to our country of frontline union employees. While there is always a lot to celebrate, I think that the occasion merits a bit more acknowledgement this year.

As a country, as federal workers, as individuals, we've experienced some tough times over the past few years. Our strength and resilience were severely tested but we have stayed strong.

And it's not just battles we won or elections we swung. I've recounted those victories in this space all year long: blocking harmful agency contracts from taking root; defeating legislation to slash agency funding; stopping proposals to cut retirement benefits and freeze pay; defending your integrity and value in the face of harsh attacks; and the list goes on.

No, I'm talking about the strength and resilience of each individual NTEU member and leader. Your personal and professional lives were scrambled in unprecedented ways. Every day, you woke up, ran straight into every obstacle that the pandemic or a bad manager or the prior administration put in your way, and you persevered.

If that isn't a testament to resiliency, I don't know what is. Public service in a time of crisis is perilous because the American people need you on the job, they count on you to be there in ways they may not even know about or understand, and yet you are personally experiencing the same crisis, in your home, your children's school, your parents' senior living facility, everywhere.

My admiration for federal employees is boundless, precisely because of what the whole country witnessed: Even under duress, you kept our government running and you kept displaying the generosity and spirit I witness over and over again among NTEU members. You support each other, your communities, and our country. And, you do it as unionized, organized employees.

You are well aware of my lifelong connection to labor unions. It is certainly no secret that I am passionate about the need for unions because at their core, labor unions lift people up.

We support workers who would otherwise be at the mercy of their bosses. We give them a voice when they might not otherwise have one. We support them during some of their most difficult days and we celebrate their successes. NTEU elevates that basic human desire to have dignity and worth, to be seen and to be respected.

That leads me to another key role that we play, one that is unique to the federal sector: protecting our democracy.

The civil service is an essential part of the infrastructure of our country. In your role as a member of the civil service you keep your agency functioning, you hold the institutional memory, and you serve all people. While you are doing that, NTEU protects your ability to fulfill that role, as the American people expect.

It is undoubtedly true that I believe in the power of labor unions. More importantly, I believe in the power of this union — our union — to make positive change for our members.

After a few tough years, and even with an ongoing pandemic, we have the opportunity to pursue our agenda to make the federal government an employer of choice for America's workers. It is time to take action and do the work necessary to get agencies fully funded, to secure a fair pay raise, build fair and equitable workplaces and negotiate solid contracts.

I invite each of you to join NTEU in our efforts and build a lasting legacy for our country.

And, during Labor Recognition Week, take a moment to reflect on all we have been through and congratulate yourselves for a job well done. There will always be challenges and opportunities ahead of us, and we will meet them, together, like this union always does.



NTEU MISSION

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

NTEUBulletin

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Labor Recognition Week ■ Sept. 27 - Oct. 1

Organized to WIN Awards

NTEU 58TH NATIONAL CONVENTION

Every two years, exemplary NTEU leaders are recognized at the National Convention. They are dedicated to the employees they represent, committed to NTEU and lead by example each and every day. They come from different agencies and parts of the country, but they are united in their desire to improve the federal workplace.

Phillip D. O'Rourke Memorial Award



Lorie Y. McCann

Chapter 10, IRS Chicago

During the historic 35-day government shutdown, Lorie McCann made sure the whole country knew federal employees were suffering. Her many national media appearances put a human face on the story and elevated NTEU's image. During the pandemic, the 30-year NTEU member ensured the safety of returning employees and even made sure that masks found their way into the mailboxes of every Chapter 10 member. McCann has been a stalwart presence at the IRS term bargaining table, proving that she is a tough negotiator, clever problem-solver and straight-talker who always ensures her members are treated with dignity and respect.



Robert Holland

Chapter 173, CBP Detroit

Robert Holland has distinguished himself and his chapter as one of NTEU's most active, most connected and most respected. The CBP workplace has improved because of Holland's innovations around scheduling, and a "live bid" process for Bid, Rotation and Placement as well as annual leave selections. Holland is a lot like his city of Detroit: resilient and adaptive. When unforeseen circumstances arise — like a shutdown or a pandemic — he found creative new ways to build chapter morale. While Holland connects with members through his "173 TV" video series and "Stress Buster" events, he is also visible and accessible to employees in all duty stations.

Robert M. Tobias Award



Anand R. Muni

Chapter 165, CBP San Francisco/Oakland

Anand Muni is Chapter 165's expert on the NTEU-CBP contract and an excellent judge of when employees need a collaborator as their advocate, or when they need a fighter. And he deploys both strategies equally well.

Chapter 165 has many different worksites, and Muni meets with employees at each of them regularly to understand their issues thoroughly. He is always available and management respects his reach across the entire workforce. The chapter's leadership team reflects Muni's dedication and commitment to the employees. All of this adds up to a president who is capable of growing chapter membership through a well-earned reputation for doing the hard, representational work.

Colleen M. Kelley Medal of Honor



Dawn Sleva

Chapter 242, FDIC Chicago

Dawn Sleva's commitment to NTEU goes back more than a quarter of a century. Her expertise and dedication are a magnet for new FDIC employees who see a veteran chapter president and her skilled team. Even during the pandemic and maximum telework, Sleva found ways to connect at virtual lunch-and-learn presentations providing practical workplace advice. She is a fixture at the bargaining table during contract negotiations, well-respected for her persistence and extensive knowledge about compensation matters, travel and the performance management system. Sleva is fearless in challenging management with tough questions about their proposals and demanding changes if they are harmful to employees.

Vincent L. Connery Memorial Membership Award



Shannon Ellis

Chapter 66, IRS Kansas City Service Center

When the pandemic took hold last spring, some IRS employees in Kansas City were wrongly placed in non-pay status when the Service Center shut down. Immediately, Shannon Ellis put the power of Chapter 66 into high gear. She documented the problems, educated management about the mistakes and got results. The IRS ultimately changed the leave and attendance records for dozens of employees, providing many thousands of dollars in back pay. Ellis and the chapter's success proves once again, that NTEU's persistence pays off in big ways for the employees we represent.



Sarah Young

Chapter 133, CBP Massachusetts

Since taking the helm of Chapter 133 in 2016, Sarah Young's tireless work helped the chapter boost its membership from 74 percent to 85 percent. That kind of success is only possible if management respects the chapter president and her outstanding team of stewards. Chapter 133's leadership team is collaborative and involved in decision-making, which gets even more members engaged in the day-to-day issues facing the chapter and the employees it represents. The entire CBP workforce has benefited from Young's tenacity and attention to detail, as well as the individual employees she has helped.

See photos of the awards, the complete listing of awards winners, and more at nteu.org/national-convention.

Thank You!

Thank you to the Convention Committee members whose hard work helped make our first-ever virtual NTEU National Convention a success. See more on nteu.org

Organized to WIN
NTEU 58TH NATIONAL CONVENTION

Chapters Honored for Outstanding Communications

When it comes to communicating about NTEU, chapters are using all the new tools at their disposal and upping their communications in clever and intriguing ways, said National President Tony Reardon. These tools include podcasts, electronic newsletters, social media, websites and fliers.

“There is a reason why NTEU members are the best-informed people in the federal government and chapter communications play a large part in that,” he added. “Whether seasoned pros or bright new stars, our award-winning chapters excel at informing and engaging their members.”

Chapter 173 (CBP Detroit)



When the pandemic prevented Chapter 173 (CBP Detroit) from hosting an in-door “Stress Buster” event, the chapter invited members to the drive-in for a double feature.

The top prize for overall communications excellence went to **Chapter 173** (CBP Detroit). The chapter is online with a website and social media presence — and even a “173 TV” video series starring its president Robert Holland reporting on the latest news. But it’s not all digital media. Chapter 173 members look forward to annual events like the “Stress Buster,” and when the pandemic prevented indoor gatherings, the chapter treated members to a double feature at the drive-in.

Chapter 193 (IRS Puerto Rico)



Along with starting a new WhatsApp group, Chapter 193 (IRS Puerto Rico) reached out to the community by hosting a food and supply drive for federal employees in need.

The second-place winner in overall communications is **Chapter 193** (IRS Puerto Rico). When COVID-19 struck, Chapter President Lorena Montan knew she needed to transform her communications. One of those changes was a new bilingual WhatsApp group, “NTEU Capitulo 193,” disseminating updates and information. While the chapter excelled at digital communications, it showed its personal side with a Thanksgiving food drive and donation of personal protective equipment to a school.

Chapter 97 (IRS Fresno Service Center)



Chapter 97 (IRS Fresno Service Center) launched a new e-newsletter, posted regularly on Facebook and conducted virtual desk drops with news and information.

The third-place overall winner — **Chapter 97** (IRS Fresno Service Center) — adapted its communications to the times. The chapter launched a new e-newsletter, posted regularly on Facebook and conducted virtual desk drops with legislative information. Chapter President Jason Sisk and his team made sure members stayed informed — whether it was on buildings reopening or information for employees impacted by the closure of the IRS Fresno Submission Processing Center.

Bargaining Unit Winners

Up to 500 employees

Chapter 49
IRS Indiana

501 to 750 employees

Chapter 34
IRS Pittsburgh
Chapter 296
National Park Service
Headquarters

751 to 1,500 employees

Chapter 335
Consumer Financial
Protection Bureau

More than 1,500 employees

Chapter 137
CBP Miami
Chapter 224
Office of Hearings Operations