

## Congrats! Your New Contract is Ratified

The votes are in! NTEU members have unanimously ratified the new five-year NTEU-HHS agreement.

The agreement takes effect this summer and includes new schedule options, additional opportunities for telework and remote work, an expanded awards program, a student loan reimbursement program, increased income thresholds for the childcare subsidy program, and much more. The agreement now goes for agency head review.

In the meantime, you can get ready to take full advantage of the rights and benefits included in your new contract. Here are a few highlights:

**Hours of Work:** Employees have new options for alternative work schedules and flexible work schedules.

**Child Care Subsidy Program:** NTEU increased the total family income threshold for eligibility to \$75,000.

**Awards:** Employees with "Outstanding" and "Achieved More than Expected" ratings will receive awards. There is also greater flexibility for employees choosing cash or time off awards.

**Performance Management Appraisal Program:** There are new protections for employees throughout the PMAP process.

NTEU members can get details on these and other contract highlights in our exclusive [two-pager](#).

**Not a member yet?** [Join](#) today to get to know your contract, have a greater say in your workplace and support the union that fights for you.