

# Together, NTEU Members Make a Difference at OCC

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OCC employees have better pay, benefits and workplace programs when we speak with a strong voice at the bargaining table.

**Your telework and compensation benefits are locked in for the full four years!**

## Higher Pay Increases

- A higher merit pay pool—5.11 percent for 2024
- An increase in the pay scale and pay cap of 2.25 percent in 2024 and 2 percent in each subsequent year
- A merit pay budget equal to the increase in General Schedule (GS) pay plus 1 percent, but not less than 2.25 percent in total, in 2025 and each subsequent year until a new agreement is negotiated

## Increased Merit Bonuses

- A merit bonus pool boost—4.7 percent for 2024
- Comparable merit bonuses for employees with summary ratings of Outstanding and Satisfactory
- A negotiated procedure for challenging unfair performance ratings

## Improvements to Locality Pay

- Locality pay will continue to increase each year by the same percentage applicable to each locality pay area under the federal GS locality pay program
- Locality pay boundaries now correspond to OPM locality areas

## Telework Protections

- Locked-in telework rights for four years even as managers and other non-bargaining unit employees are called back to the office

## Generous Benefits

- Travel stipend program that provides \$40 for each night in travel status beginning with the 71st night
- Additional annual employer contributions to your 401(k)
- The maximum public transit subsidy allowed under the law
- Additional employer contributions to the FEHBP
- Pre-tax parking
- An annual contribution of \$2,000 for the Life Cycle program

**Join Us**



***Solidarity is Our Strength***

**NTEU**  
National Treasury Employees Union