MISSION

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

About Us

NTEU proudly represents 150,000 federal employees in 33 federal agencies and departments. Our national headquarters is in Washington, D.C., with seven field offices and more than 200 local chapters across the country. NTEU is a vocal advocate for federal employees as we work to protect, promote and expand their rights.

Federal employees deserve fair pay, benefits and the tools and resources to do their jobs. NTEU leads the fight on Capitol Hill to improve the quality of life for federal workers.

We negotiate innovative employee contracts that improve work-life balance and make the federal workplace competitive with the private sector. NTEU bargains alternative work schedules, telework, transit subsidies, performance awards and more.

In federal courts, NTEU has won precedent-setting victories on behalf of the federal workforce and secured millions of dollars in back pay for improperly-compensated employees.

Trained NTEU local leaders, supported by lawyers and professional NTEU staff, represent members in grievance arbitrations and unfair labor practice hearings. They also enforce the terms of negotiated contracts.

We tell our members’ stories in the media showcasing their work and amplifying their voices in print, broadcast and online outlets through news releases, social media and public service campaigns.

NTEU Leadership

Anthony M. Reardon, NTEU National President

Tony Reardon has served as National President since August 2015. As the union’s top elected official, he is the spokesperson for the union representing NTEU with the media, Congress and agency leadership on issues of importance to union members and federal employees. He leads NTEU’s efforts to achieve dignity and respect for all federal workers. In his nearly 30 years with the union, he also served as National Executive Vice President, Chief Operating Executive and Director of Operations.

James Bailey, NTEU National Executive Vice President

Jim Bailey has served as National Executive Vice President since August 2015. He has more than 30 years of NTEU service. In 2007, he was named NTEU’s Director of Field Operations and Organizing. Bailey oversees the union’s seven field offices, works closely with NTEU’s chapters and works on issues of national importance.
A History of Success

Improving Pay and Retirement
NTEU has a proven track record of winning higher pay raises, preserving locality pay and securing back pay for employees who were not properly compensated. At the same time, we fend off perennial threats to federal retirement benefits:

1972  Won $533 million in back pay for federal employees
2005  Secured $173.5 million for special rate employees after a 22-year legal battle against the Office of Personnel Management
2016  Reached a settlement worth more than $200 million for CBP employees covering 10 years of scheduling and overtime violations
2018  Supported establishing six new locality pay areas
2019  Successfully advocated for legislation guaranteeing all federal employees back pay in any future government shutdown
2020  Secured pay raises—with locality pay boosts—for the second consecutive year despite pay freeze proposals

Expanding Employee Benefits
NTEU believes the federal government should lead the way as a model employer. We have improved work-life balance, built on existing workplace benefits and secured monumental new ones:

2003  Led the effort to create federal flexible spending accounts
2009  Successfully pressed for FERS-covered employees to receive credit for unused sick leave
2007  Won a long fight to secure law enforcement officer retirement benefits for Customs and Border Protection Officers
2010  Gained a provision allowing young adults up to age 26 to be covered by their federal parent’s health insurance plan
2011  Advocated for passage of the Telework Enhancement Act
2018  Supported legislation giving Thrift Savings Plan accountholders more flexibility when making withdrawals
2019  Won a first-ever paid parental leave policy in the federal government

Protecting and Advancing Workplace Rights
Federal employees work hard every day for the American people, and they deserve to be treated with dignity and respect. NTEU works aggressively to protect their right to have a voice in their workplaces and in the political process:

1976  Challenged a law prohibiting federal employees from informational picketing
1994  Won reforms to the Hatch Act, opening the political process to federal workers
2019  Defended a historic legal victory striking down key provisions of the president’s executive orders stripping workplace rights

Outreach to the American Public
NTEU strongly advocates for adequate agency funding and resources so that federal employees can do their jobs. We also educate the public on how the work of federal employees improves their lives:

2006  Stopped the IRS from closing dozens of Taxpayer Assistance Centers
2007  Prevented the FDA from closing seven food sampling laboratories
2018  Launched the Telling our Stories campaign to shine a spotlight on federal employees and their service to the nation
2019  Shared the personal stories of federal employees helping to end the record-breaking 35-day shutdown