

NTEU Monday Minute for the Week of August 22, 2016: News You Can Use

Settlement Reached Regarding the NRC Federal Transit Subsidy Benefits Program for CY 2015

The NRC and NTEU Chapter 208 have entered into a Settlement Agreement addressing the benefits for Bargaining Unit (BU) employees regarding the NRC Federal Transit Subsidy Benefits Program (Program) during CY 2015. The Settlement Agreement is virtually identical to the Settlement Agreement for the same purpose for CY 2014.

The Agency agrees to pay to each BU employee the difference between the maximum Program benefit amount originally paid to the employee for each month in CY 2015 (\$130.00) and the actual amount of qualified modal transportation costs incurred for each month in CY 2015, up to a maximum of \$250.00 per month who meets the criteria in the Agreement. A BU employee is eligible for payment under this Agreement who (a) was eligible to receive the maximum amount of \$130.00 per month for actual commuting costs to and from work using qualified modes of transportation, and (b) utilized the maximum \$130.00 benefit amount for qualified modes of transportation to and from work in at least one month in CY 2015.

The Agency and NTEU will jointly develop an email message for the Agency to send to BU employees eligible for payment under this Agreement, as defined above. The message will include a claim form for each eligible BU employee to submit a claim for his/her own CY 2015 transit subsidy payment under this Agreement. The Claim Form will be essentially identical to the one used for 2014. If you have questions or comments, please contact us at NTEU@nrc.gov or stop by the Union office located in O 1G22.

President Reardon Calls for Awards Equity

NTEU is working to ensure that all high-performing federal employees—not just the 1 percent who have the highest salaries—are rewarded for their hard work and accomplishments.

A memo released earlier this month instructs agencies to lift the 2010 cap on the amount of awards for senior executives and to provide "substantial monetary awards" for these employees. NTEU is calling for a similar awards cap to be lifted for all front-line federal employees.

"Any business or human resource expert will tell you that an employer's product is not the sole output of senior management but represents the work of all its employees, no matter their rank, position or area of responsibility," National President Tony Reardon wrote in a letter to the Office of Management and Budget and the Office of Personnel Management urging compensation equity.

Federal Unions Tell Agencies: Partner with Us for a More Engaged Workforce

A segment on Federal News Radio on August 18, 2016, points out that: “For many federal union leaders, the relationships they’ve worked to rebuild between their organizations and agency management have slowly improved over the last eight years. But union leaders said they’re looking for more out of an executive order, signed by President Barack Obama in 2009, which established a formal partnership between federal unions and agency management and created the Council on Federal Labor Management Relations.” (You can find [the NTEU/NRC Partnership charter](#) on NTEU Chapter 208’s [website](#)).

Last week, Chapter President Sheryl Burrows and Executive Vice President Maria Schwartz attended the Federal Mediation and Conciliation Service’s National Labor-Management Conference entitled “Future @ Work.” It was a good conference with lots of “take-aways.” The conference focused a great deal of time and energy on the importance of partnership. Maria Schwartz and Barbara Sanford, OCHCO, participated on a panel entitled “Sustained Partnership in the Federal Sector: The Secrets to Maintaining Consensus.” Our joint discussion focused on the importance of building trust, and bringing value to the partnership table. More to come.

In Case You Missed It: On August 23, 2106, Chairman Burns published a Yellow Announcement reminding NRC employees that August 26 is National Women’s Equality Day. Each year our Nation celebrates Women’s Equality Day on August 26th to commemorate the 19th Amendment to the U.S. Constitution granting women the right to vote. As we remember this turning point in gender equality in America, we pay tribute to the courage and conviction of the trailblazers who paved the way for the voices of future generations of women to be heard.

The women’s suffrage movement began in 1848 with Elizabeth Cady Stanton and Lucretia Mott at the first Women’s Rights Convention in Seneca Falls, NY. For the next seven decades women’s rights pioneers continued to fight for the right to vote. Finally in 1920, Susan B. Anthony brought the movement full circle when she convinced Senator Aaron Sargent to sponsor a bill which passed through Congress and became the 19th Amendment.

Someone Said: “You are not defeated when you lose. You are defeated when you quit.” -- Paulo Coelho, writer

Questions or Comments?? Please feel free to stop by the Union Office at O 1G22 or send us an email at NTEU@nrc.gov . We are open for business!