



★★ THE NTEU-CBP CONTRACT ★★

A MESSAGE FROM THE NTEU NATIONAL PRESIDENT

May 14, 2010

A new contract is always big news for employees, but the upcoming rollout of the first phase of your contract is particularly significant.

That is because Phase I implementation of the NTEU-CBP contract, set for May 17, provides that all CBP bargaining unit employees will for the first time be covered under a single contract. This includes INS and Agriculture employees covered by other contracts and the thousands of CBP employees hired since July 2004 who had no contract at all. NTEU has worked very hard to reach this point from the time we were certified as the exclusive representative of CBP employees. For far too long, a significant number of CBP employees have not been able to benefit from an NTEU contract, including the critical workplace protections afforded by our negotiated grievance and arbitration procedures. For these employees, no longer will one manager, instead of a neutral third party, be able to evaluate a questionable decision of another manager.

Now, among other important provisions, all CBP employees will be covered by the same grievance-arbitration procedures, which NTEU successfully strengthened in this agreement. Along with improving the grievance process, NTEU won tougher, tighter arbitration procedures than afforded by the other contracts. Under the new NTEU contract, suspensions of 14 days or less will not be implemented until an arbitration decision is rendered and only if the arbitrator agrees with management's decision. The new contract ensures that arbitrations are heard sooner so that employees can get decisions sooner. Also, NTEU preserved panels of knowledgeable, neutral, third-party arbitrators. Finally, NTEU got a commitment from CBP that managers who can actually make decisions will attend grievance meetings.

Phase I implementation of the NTEU-CBP contract provides that all CBP bargaining unit employees will—for the first time—be covered under a single contract, including thousands of employees who were previously not covered by a contract.

Other improvements NTEU secured in this first phase of the contract include a new child care subsidy program for lower income employees. The program, which CBP must implement by May 17, 2011, would provide a family subsidy of up to \$5,000 a year to employees whose household adjusted gross income, based on the previous year's tax return, is \$50,000 or less.



The contract also continues the pass-fail performance appraisal system and creates local and national Labor-Management Relations Committees. These committees will give NTEU and you pre-decisional input on key workplace matters, help foster positive relationships between managers and employees, and assist in preventing misunderstandings and grievances. In addition, the contract formalizes the previously negotiated telerwork, alternative work schedules and bid and rotation agreements. It also ensures your NTEU chapter is given notice

and the opportunity to attend formal discussions with employees, after which the

chapter can meet with employees for 30 minutes without management present to review what was discussed at the formal meeting.

While these provisions represent significant improvements to your workplace rights, NTEU's work on the contract continues. NTEU is striving to resolve differences in the remaining term contract articles, which include Awards, Reassignments, Pre-clearance Return Rights, Leave, Scheduling, Promotions, Discipline and Adverse Action. Despite NTEU's best efforts, little progress was made at a recent meeting with the Federal Service Impasses Panel, but the parties will have additional opportunities to reach agreement with a mediator's help in the coming months. While the process is long and difficult, be assured that NTEU is doing everything possible to secure the best agreement possible for employees.

NTEU's Mission: To organize federal employees to work together to ensure that every federal employee is treated with dignity and respect.

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