

BPD EMPLOYEES

Beneficial working conditions do not just happen

NTEU NEGOTIATED PROTECTIONS AND BENEFITS AT BPD

- Guaranteed career ladder promotions upon satisfactory performance.
- Employees involved in competitive actions have access to the rating panels' narrative statements and assigned scores.
- Priority consideration for employees erroneously omitted from the best qualified list.
- Agency required to distribute overtime equitably.
- Supervisors must meet with employees to explain initially developed and /or revised elements and standards within five (5) days of such a request.
- Employees have ten (10) days to comment on proposed elements and standards.
- Requirement for management to inform employees of the specific nature of the matter to be discussed, prior to any investigatory interview.
- Protection for employees from being detailed to lower graded positions except under limited circumstances.
- Changes in work procedures must be communicated to employees prior to charging employees with errors.
- BPD must immediately remove employees from work sites containing unsafe asbestos contamination.
- Employees guaranteed access to their personnel files.
- Receipt of an employees' application for a position must be acknowledged in writing. If an employee is found ineligible for the position, it must be stated in the acknowledgment. Employees will have three working days to notify the employer if an error was made.
- Alternative work schedules available including 5/4/9, flexitime and a 4/10 program.
- Advance sick leave must be approved if employees meet negotiated criteria.
- Employees can use annual leave, sick leave, or leave without pay for bereavement.
- Committees established to study the feasibility of day care facilities within the BPD.
- Part-time employment opportunities available.
- Opportunity to earn compensatory time for religious observances.

NTEU DOES MORE AT BPD

- NTEU is leading the fight against wholesale contracting out of federal jobs.
- NTEU continues to win strong support in Congress for higher federal pay raises than those proposed by the administration.
- NTEU's determined advocacy brought Flexible Spending Accounts (FSAs) for health and dependent care expenses to federal employees.
- NTEU fought for and won the right for federal employees to make pretax insurance payments.
- NTEU protects current employee rights and secures new rights at the bargaining table.
- NTEU is an acknowledged leader in setting the standards for excellence in federal courts.
- NTEU consistently wins more than 80 percent of the arbitrations it handles on behalf of NTEU members.

JOIN NTEU AND GET

- Immediate assistance from highly-trained NTEU stewards for job-related issues.
- Effective bargaining to achieve improved working conditions.
- Money-saving discount programs for a variety of insurance programs including dental, life, AD&D, in-hospital, long-term care and professional liability.
- Special NTEU member prices for rental cars, hotels, motels, auto care, and other products and services.
- Free \$1,000 accidental death and dismemberment policy.
- Relocation services whether you are moving across the city or across the country, including rental and mortgage information and services.
- Monthly union publication...the *NTEU Bulletin*.
- The benefits of effective lobbying efforts, litigation, negotiations, and public relations, all part of the most aggressive and fastest-growing union in the federal sector—NTEU.
- A powerful national voice.

SECURE YOUR FUTURE

JOIN THE NATIONAL TREASURY EMPLOYEES UNION.

NTEU
The National Treasury Employees Union