

FDA EMPLOYEES

Beneficial working conditions do not just happen

NTEU NEGOTIATED PROTECTIONS AND BENEFITS AT FDA

- Negotiated a student loan repayment program worth up to \$6,000 per year / \$40,000 over an HHS career—meaning FDA can now repay all or part of outstanding federally insured student loans previously taken out by current employees—any disapproved request requires a detailed written explanation and is grievable.
- Established a very flexible alternative work schedule system, providing for “any 80.”
- Flexiplace program provided.
- Within-grade increases and career ladder promotions available upon satisfactory performance.
- Protection against unfair evaluations by allowing NTEU access to records to ensure everyone is treated equally.
- Guaranteed employees the right to management approval of requests for outside employment absent a “conflict of interest.” Management must prove such a conflict exists in order to deny the request.
- Employees protected against arbitrary reassignments.
- Temporary promotions required when it is expected that an employee will be detailed to a higher graded unit position for a period in excess of 30 consecutive days, the promotion to be effective after serving one full pay period in the detailed position.
- Improved opportunities for voluntary reassignment.
- Bargained for the reinstatement of quality step increases and increased award opportunities.

NTEU DOES MORE AT FDA

- 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