



April 1, 2013

With the election on the horizon, be sure to share this e-newsletter with your colleagues.

NTEU Brings Expertise to Office Space Negotiations

Proposed changes to office space at CFPB headquarters locations is generating a lot of concern among employees, who rightly fear their productivity could be negatively impacted by the changes. There are a number of factors that go into office space configurations, such as size, layout, and proximity to windows.

Union-represented employees have a right to negotiate all of these, including procedures for employees when selecting their individual offices or work stations. We can also negotiate over the quality of temporary space and office design. Once NTEU is elected as your representative, you can have a role in determining the outcome of these and other proposals affecting your working conditions.

NTEU has successfully negotiated for improved office space policies and also won numerous cases before third-party arbitrators. In one recent case, NTEU negotiated with the Department of Health and Human Services to ensure that if at any point management plans to reduce an employee's individual office space over a certain amount, the agency must negotiate with NTEU over such proposals to ensure adequate space to do the job and other factors are taken into account.

In another space-related victory, NTEU won a case before the Federal Service Impasses Panel (FSIP) where the arbitrator sided with NTEU's plan for allocating office space that emphasized the role of seniority in selecting offices over an agency plan that did not.

NTEU stands by policies that promote employee privacy and confidentiality, adequate space to perform the job and productivity. Once elected, NTEU will consult with employees regarding CFPB's proposed office space changes and will develop bargaining proposals. Let NTEU be your voice for policies and benefits you can count on.



NTEU Can Solidify Improvements to

Travel Policies

CFPB recently announced improvements to its travel policies. NTEU applauds any measures taken to improve employees' work lives; however, it is not uncommon for agencies to unveil improved benefits when there is talk of union representation.



While the changes are a step in the right direction, union representation can give employees a stronger voice in how such policies are determined. Employees have a lot of good ideas about how to operate more efficiently and bargaining brings those ideas to the table.

Once elected, NTEU will help ensure the policies are implemented as promised and those improvements are included in a contract so employees' rights are clear and understood. An NTEU bargaining team would negotiate with management to reach agreement on policies that meet the needs of employees and the agency. You can count on NTEU making sure such benefits are not taken away or arbitrarily changed.

Read what CFPB employees are saying about NTEU's work on travel policies and other issues:



"As an enforcement attorney, I strongly urge my fellow employees to vote for NTEU. Current management in enforcement has implemented some good work practices, like telework, but management changes. With a union, we can get a contract that will turn those good practices into rights we can count on. Vote for NTEU!"

Maria Green

CFPB Enforcement Attorney

"Having NTEU represent us will not only protect us as workers, but it will strengthen the CFPB and help us fulfill our mission to American consumers."

Ben Konop

CFPB Enforcement Attorney

Read more testimonials from fellow CFPB employees [here](#).

For more information, contact [NTEU](#) or visit [NTEU's website for CFPB employees](#). Please share this message with your CFPB colleagues.

Election Information

Field employees

Instructions for voting electronically will be mailed to you by the Federal Labor Relations Authority on April 17.

Field employees can vote as early as April 22. Voting ends on May 8.

Headquarters employees

Vote at work on May 9.

1700 G Street

Balloting open from 9 a.m. to 4 p.m.

1625 I Street

Balloting open from 11 a.m. to 1 p.m.

More information on the election is available [here](#).

