



March 19, 2013

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

PAY-FOR-PERFORMANCE

Several CFPB Employees Benefit from NTEU's Performance Awards Victory

NTEU bargains and then continually monitors pay-for-performance systems to ensure they are fair, credible and transparent. At the Federal Deposit Insurance Corporation (FDIC), NTEU recently secured a \$2.61 million settlement for employees who were unfairly denied a performance award as part of FDIC's pay-for-performance system. More than 1,500 current and former FDIC employees will receive payouts under the settlement, including some who now work for CFPB.



NTEU successfully challenged FDIC's flawed pay system to provide relief to the impacted employees. A neutral third party found that the pay system, as implemented by the FDIC, had an unlawful, discriminatory impact on African Americans and employees over 40. The settlement was a victory for all FDIC employees because it exposed inequities in the pay system and led to revisions.

NTEU has worked collaboratively with FDIC in an ongoing effort to resolve these and other flaws with the agency's performance management program. This settlement reflects increasingly positive labor-management relations between the FDIC and NTEU.

Read what CFPB employees are saying about NTEU's work on pay-for-performance systems and other issues:

"I was an NTEU member while working at FDIC, and I saw a lot of positive benefits such as travel benefits, transparency in promotions, etc. Everyone gets the benefits based on merit and not based on a manager's subjective preferences. Another example is travel regulations. At FDIC, we were allowed to travel home every weekend on the agency's

Reminder- Your Election Information

The election for union representation is set.

Here's what you need to know.

Field employees: Instructions for voting electronically will be mailed to you by the Federal Labor Relations Authority (FLRA) on April 17. Field employees can vote as early as April



time. Here at CFPB, we have a lot of work situations that come up, and if we had a union, it would benefit us in many different ways. Join me in supporting NTEU!”

Rauf Kalota

CFPB Examiner, former NTEU member at FDIC

“As a former NTEU member at FDIC, I had positive experiences with the union. I know what NTEU can do for us at CFPB. Having NTEU there can encourage management to be sure to address our concerns. The union will also play a significant role in our annual performance review process—to help ensure fairness. The union will give us a unified voice when raising an issue. I think NTEU at CFPB will be a great thing. Vote ‘yes’ for NTEU.”

Steven Williams

CFPB Examiner, former NTEU member at FDIC

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.

22. Voting ends 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](#).