



THE NATIONAL TREASURY EMPLOYEES UNION AT THE CONSUMER FINANCIAL PROTECTION BUREAU

January 27, 2014

NTEU-CFPB Term Contract Negotiations Started Today

Bargaining between NTEU and CFPB on your initial term labor agreement started today. In these talks, which are tentatively scheduled to continue through late March, NTEU's focus will be to build upon the positive agreements previously secured in bargaining with CFPB concerning pay, travel and work space.

Multiple facets of compensation will be a major push for NTEU, including locality pay, annual increases, pay bands and structural adjustments, pay-setting and promotions, benefits and awards.

In addition, the union will seek improvements in key areas including travel, promotions and placement, the grievance and arbitration procedure, telework, the probationary period, assignment of work, performance evaluations and contracting out of work.



Among the goals will be to attain:

- fair and reasonable annual pay increases;
- pay equity so that employees with similar experience and qualifications receive similar pay;
- clear rules and procedures to ensure the fair and consistent application of pay-setting and promotion decisions;
- a voice for you and your colleagues in awards decision-making;
- established funding levels for awards;
- establishment of a joint travel committee;
- clearly-defined career paths for all employees;
- a process to take employee preferences into account for examination assignments;
- and clear procedures for making changes to performance standards.

For its part, CFPB has indicated its particular interest in telework, employee-requested relocations, and career ladder and non-competitive promotions for non-attorneys.

The NTEU bargaining team consists of Rob Cauldwell, Chapter 335 president; Ben Konop, executive vice president; Gail Wisely, field vice president; Carmen Cruz, headquarters consumer response; and NTEU negotiators.

This bargaining for an initial term agreement comes on the heels of [accords](#) previously won by NTEU that resulted in meaningful gains on pay, the travel program and workspace issues.

An integral part of any successful negotiation is employee support as reflected in NTEU membership. A supportive membership sends a clear signal to management that the union understands employee needs and reflects their views at the bargaining table.

A successful negotiation furthers not only the interests of employees, but that of the agency as well. For any agency, listening to and working with employees is a key element on the road to effective service to the public.

For more information, visit NTEU's [website](#) for CFPB employees.