

# **NTEU**

## **National Treasury Employees Union**

NTEU Chapter 282 Executive Board meeting location: [Zoom/Virtual](#)

<u>Executive Board Member Name</u>	<u>Position</u>	<u>Present</u>
<b>Anthony Lee</b>	President	<input checked="" type="checkbox"/>
<b>Michael Theodorakis</b>	Executive Vice President	<input checked="" type="checkbox"/>
<b>Haile Yancy</b>	Vice President CVM	<input checked="" type="checkbox"/>
<b>Crystal A. Buffert</b>	Vice President CDRH	<input checked="" type="checkbox"/>
<b>Amy Skinner</b>	Vice President CDER	<input checked="" type="checkbox"/>
<b>Wendi Joyner</b>	Vice President CBER	<input checked="" type="checkbox"/>
<b>Shayla Turnipseed</b>	Vice President CTP	<input checked="" type="checkbox"/>
<b>Angela Pope</b>	Vice President CFSAN	<input type="checkbox"/>
<b>Danita Dyer</b>	Vice President ORA & Baltimore District	<input checked="" type="checkbox"/>
<b>Nona Colburn</b>	Vice President OC	<input checked="" type="checkbox"/>
<b>Helen Robinson</b>	Vice President CDER	<input checked="" type="checkbox"/>
<b>Marsha Hayden</b>	Chief Steward (Non-Voting Member)	<input type="checkbox"/>
	Treasurer (Non-Voting Member)	<input type="checkbox"/>
<b>Jason Lewis</b>	Secretary (Non-Voting Member)	<input checked="" type="checkbox"/>

**Quorum Met: 10 Members of the Executive Board Present**

### Other Invited Meeting Attendees

- Klara Jenkins-NTEU282 Audit Committee Chair

- Vanessa Burrows- NTEU282 Communications Chair

**Meeting Date:** September 28<sup>th</sup>, 2023. 12PM.

**Called to Order:** By NTEU Chapter President at 12:07 pm

### **Meeting Minutes:**

### **Report of President**

#### **Labor Management Forum**

Anthony reported on the meetings he has attended since our last Executive Board Meeting. Anthony discussed his meeting with the Labor Management Forum. At HHS Level Labor Management Forum (LMF), they discussed Diversity, Equity, Inclusion, Accessibility (DEIA) initiatives. Other topics were put forth that NTEU wanted to discuss like remote work, Cures Act Hiring, funding for the agency but only the management representatives from the Forum decided that DEIA would be the first topic of discussion for the initial meeting. We should receive slides on DEIA statics and when Anthony receives them, he will send out to the Executive Board.

In August 2023, Anthony also spoke with Peggy Lansbachomore, FDA, Labor, and Employee Relations (LER), Labor Officer. They discussed working with LER and Agency managers to utilize Employee Alternative Dispute Resolution meetings more often for NTEU members, working on resolving workplace grievances without going to arbitration, and getting information request in a timelier manner.

Anthony advocated for the Labor Management Councils to occur at the FDA Center levels instead of only at the Agency level and to have meetings more frequently on a quarterly basis for the cross-cutting issues the Union has in the various FDA Centers. This was the past practice, but FDA rejected the increase of those meetings.

The next step is that FDA will send NTEU a MOU with proposals on how LMFs at the FDA level should operate and then NTEU will provide comments, bargain, and negotiate over the MOU. The New Director for Labor and Employee Relations is Lanetta Pantie. Ms. Pantiel will begin having quarterly meetings with the union to try and address labor management issues and resolve problems in a collaborative fashion.

#### **1<sup>st</sup> Motion: Renewal of Chapter's Zoom Account**

Anthony asked for Board Approval for funds to renew the Chapter’s Zoom Account. The cost is \$1,300 annually. Wendi Joyner, Vice President of CBER moved the motion and **Helen Robinson**, Vice President of CDER seconded the motion. The Motion Passed unanimously.

<b>Motion:</b>	<b>Yes (10)</b>	<b>No (0)</b>
Renew NTEU Chapter Zoom account for \$1,300		
Voting Members vote breakdown:	Anthony Lee, Michael Theodorakis, Amy Skinner, Haile Yancy, Crystal Buffert, Nona Colburn, Wendi Joyner, Shayla Turnipseed, Danita Dyer, Helen Robinson	none

**2<sup>nd</sup> Motion: Renewal of Chapter’s Zoom Account**

Anthony asked for Board Approval for \$10,000 for incentives and NTEU themed giveaways for FDA’s Spirit Day tailgate on the White Oak Campus on October 19<sup>th</sup> and other union sponsored events Anthony explained that the incentives are a great way to advertise NTEU (and more specifically our Chapter) and a way to persuade staff to join NTEU as paid members.

Wendi Joyner asked about the vendors used to calculate the cost of the materials needed. Anthony advised he used the vendors, Vista Print and Custom Ink for the cost estimate.

Executive Vice President, Michael Theodorakis made a motion for \$5,000 but amended the motion back to \$10,000 once the matter was discussed more.

**Michael Theodorakis**, Executive Vice President moved the motion and Helen Robinson, Vice President of CDER seconded the motion. The Motion Passed unanimously.

<b>Motion:</b>	<b>Yes (10)</b>	<b>No (0)</b>
Approval of Funds for \$10,000 for incentives and NTEU themed giveaways		
Voting Members vote breakdown:	Anthony Lee, Michael Theodorakis, Amy Skinner, Haile Yancy, Crystal Buffert, Nona Colburn, Wendi Joyner, Shayla Turnipseed, Danita Dyer, Helen Robinson	

**NTEU Suspension of NTEU Treasury by the NTEU National Executive Board**

After a thorough review by the National Executive Board, NTEU decided to permanently suspend Dr. Carolyn McMillian from her role as Treasurer for NTEU Chapter 282 and is no longer eligible to hold any office or position, whether elected or appointed, within the organization. Anthony provided a breakdown of the charges.

**3<sup>rd</sup> Motion: Appointment of Jason Lewis as NTEU 282 interim Treasurer**

Anthony asked the Executive Board to consider appointing a new Treasury as soon as possible. Anthony appointed Jason Lewis, current NTEU Secretary. The appointment would be an interim appointment until the next election.

Anthony advised that NTEU National will be performing and paying for a 3-year Audit (by an outside auditing firm) of the Chapter’s finances in the immediate future.

Helen Robinson, Vice President CDER moved the motion and **Danita Dyer**, Vice President of ORA seconded the motion. The Motion Passed unanimously.

<b>Motion:</b>	<b>Yes (10)</b>	<b>No (0)</b>
Appointment of Jason Lewis as NTEU 282 interim Treasurer		
Voting Members vote breakdown:	Anthony Lee, Michael Theodorakis, Amy Skinner, Haile Yancy, Crystal Buffert, Nona Colburn, Wendi Joyner, Shayla Turnipseed, Danita Dyer, Helen Robinson	

**4<sup>th</sup> Motion: Appointment of Klara Jenkins as NTEU 282 interim Secretary**

Anthony asked the Executive Board to consider appointing a new Secretary to replace Jason Lewis. Anthony appointed Klara Jenkins, current NTEU Audit Committee Chair and Steward. The appointment would be an interim appointment until the next election.

Helen Robinson, Vice President of CDER moved the motion and **Michael Theodorakis**, Executive Vice President seconded the motion. The Motion Passed unanimously.

<b>Motion:</b>	<b>Yes (10)</b>	<b>No (0)</b>
Appointment of Klara Jenkins as NTEU 282 interim Secretary		
Voting Members vote breakdown:	Anthony Lee, Michael Theodorakis, Amy Skinner, Haile Yancy, Crystal Buffert, Nona Colburn, Wendi Joyner, Shayla Turnipseed, Danita Dyer, Helen Robinson	

**Status of Arbitration Cases**

There are 5 pending Arbitration cases from our Chapter but 3 (2 remote work and 1 PMAP) will be settled on in the coming weeks. The other two Remote Cases, that are in CDER, are still pending.

### **Report of Executive Vice President**

Mike is working on several cases including a few on remote work and one dealing with HHS Veteran issues. Mike advised that his name is no longer on the Fed Financial account. He was removed by the former Treasury.

### **Report of CBER Vice President**

Wendi: Advised that CBER recently sent out letters, in mass, informing more employees of their new remote designation. There was confusion in the terms used in the letters such as "Compressed schedule," "flexible schedule," and other similar terms. Wendi will discuss the matter later with Anthony,

### **Report of CDER Vice President**

Helen: She is working several remote cases. CDER appears to be one of the more difficult Centers in extending telework and remote work to qualifying employees.

Amy: Amy thanked Helen for her hard work with the CDER telework cases.

### **Report of CDRH Vice President**

Crystal: Is working with one of our Stewards, Thomas Murphy on getting more information on questionable hiring practices of veterans in FDA.

### **Report of CFSAN Vice President**

The Vice President of CFSAN was not present at this meeting but Anthony expressed his concern that NTEU is not being brought into the discussions of the upcoming Human Foods Program Reorganization. In a recent All-Hands it was discussed that FDA will draft a MOU and that will be NTEU's opportunity to voice any concerns with the upcoming Reorg. It was proposed that FDA management would hand pick the NTEU members that will review the MOU, which Anthony and the other union President that are part of the reorganization committee all oppose.

### **Report of CVM Vice President**

Haile: He voiced concerns with employees having equal pay and timesheet issues. Management recently suspended an employee for falsifying records when taking

Administrative Leave that had been gifted by the Agency. CVM in the past has been very lax on the Admin Leave taking posture on when an employee can take gifted administrative leave and Haile is concerned by the apparent change in CVM posture on leave. Anthony will follow up with Haile on this matter.

### **Report of OC Vice President**

Nona: She has been out of the office since September, but she will start back up her Biweekly Steward Meetings. Anthony will provide her with his availability so that he can join the meetings on a regular basis since he has a conflict.

### **Report of ORA Vice President**

Danita: Many members of ORA have received updated position designation allowing them to telework/remote work which is excellent news!

Anthony advised that NTEU 282 should take a lot of credit for this abrupt change in telework posture from ORA given all the remote work grievances Chapter 282 has worked on for the majority of 2023.

**The meeting was adjourned at 12:42 pm.**