



Two Year Report ■ 2021-2023

# Making History

SINCE 1938

CELEBRATING  
**85**  
YEARS



**NTEU represents federal employees in these 34 departments and agencies:**

**Department of Agriculture**

- ◆ Farm Production and Conservation Business Center
- ◆ Food, Nutrition and Consumer Services

**Department of Commerce**

- ◆ Patent and Trademark Office

**Department of Defense**

- ◆ Federal Police Officers of Hawaii

**Department of Energy**

**Department of Health and Human Services**

- ◆ Administration for Children and Families
- ◆ Administration on Community Living
- ◆ Food and Drug Administration
- ◆ Health Resources and Services Administration
- ◆ National Center for Health Statistics
- ◆ Office of the Secretary
- ◆ Program Support Center
- ◆ Substance Abuse and Mental Health Services Administration

**Department of Homeland Security**

- ◆ U.S. Customs and Border Protection
- ◆ Federal Law Enforcement Training Centers

**Department of the Interior**

- ◆ Bureau of Land Management
- ◆ National Park Service

**Department of the Treasury**

- ◆ Internal Revenue Service
- ◆ Bureau of Engraving and Printing
- ◆ Bureau of the Fiscal Service
- ◆ Departmental Offices
- ◆ Office of Chief Counsel
- ◆ Office of the Comptroller of the Currency
- ◆ Tax and Trade Bureau

**Consumer Financial Protection Bureau**

**Commodity Futures Trading Commission**

**Environmental Protection Agency**

**Federal Communications Commission**

**Federal Deposit Insurance Corporation**

**Federal Election Commission**

**National Credit Union Administration**

**Nuclear Regulatory Commission**

**Securities and Exchange Commission**

**Social Security Administration**

- ◆ Office of Hearings Operations



*Our Agencies*



# Making History

## A Message from National President Tony Reardon

It feels good to be part of the winning team, doesn't it?

The American labor movement is on a roll, as employees in coffee shops, warehouses, college campuses and all manner of workspaces recognize the value of standing together and being organized. A wave of union elections swept the country, bringing together young and old, rural and urban, to affirm the longstanding truth that bargaining collectively is key to their economic future.

We felt that same wave at NTEU. Nurtured in part by a more labor-friendly environment in Washington, we've seen agency after agency return to the table and negotiate in good faith, open the doors of collaboration and communication, and give NTEU-represented employees a meaningful voice in their workplace.

Those victories — which take the shape of rock-solid contracts, greater agency funding, pay raises and increased hiring — have made NTEU a bigger, more powerful labor union, and given our members something to celebrate. We have 85 years invested in those battles. And on behalf of the dedicated public servants we represent, NTEU looks forward to fighting — and winning — many, many more.



For 85 years, NTEU has built a reputation of fighting for our members in workplaces around

the country, agency headquarters, the halls of Congress and in federal courts. In the short time since our last convention, many of those fights ended with impressive wins.

In Congress, nearly every NTEU-represented agency received a healthy increase in their annual budget these last two years, which translates into more staffing and more resources for NTEU members to get the job done. The biggest victory of all was for the IRS, reversing 10 years of budget cuts with a significant investment that NTEU is fighting to protect from those who want to continue



*When NTEU members raise their voices about the important work they do, their members of Congress listen.*

**CELEBRATING**  
**85**  
**YEARS**





to claw back those funds. Staffing levels are rebounding and customer service is improving by the minute. And although this year's fight over the debt ceiling resulted in modest limits on future spending, more severe cuts were avoided.

On the legal front, NTEU led the fight to get the U.S. Court of Appeals for the D.C. Circuit to reverse three harmful anti-union policy changes enacted by the previous administration through the Federal Labor Relations Authority. Together, these victories strengthen NTEU's ability to preserve employee rights under a contract until a new one is implemented, reinstate our right to bargain over most workplace changes, and restore our right to initiate midterm bargaining.

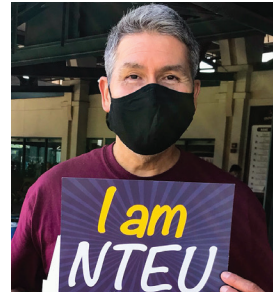
IRS employees in Texas also celebrated the agency's decision—urged by NTEU—to keep open the submission processing center in Austin, saving hundreds of jobs.

## *Delivering Big Wins*

# *Moving Past the Pandemic*

Long before the end of the COVID-19 national emergency, NTEU negotiated return-to-office agreements at our agencies that would protect as much flexibility as possible for employees. That legwork has served employees well now that the government's pandemic-time maximum telework policy has expired, and telework has become a staple hybrid work schedule for many of our members.

The unequivocal success of telework throughout the pandemic has allowed NTEU to expand telework opportunities when the issue arose at the bargaining table by increasing the number of employees eligible for it, and in some cases increasing the number of telework days per pay period. As it should be. Also, NTEU has successfully negotiated several remote work programs, demonstrating that certain federal jobs can be done from anywhere. Telework is now woven into the fabric of the federal workplace and essential for recruiting and retention.





*Telework is now  
woven into the fabric of  
the federal workplace.*

In 2023, NTEU returned to hosting an in-person Legislative Conference, drawing more than 350 members to Capitol Hill to advocate for issues important to federal employees. They urged their representatives to support fair pay, paid family leave, adequate agency funding, workplace protections and expanded workplace flexibilities.

NTEU continues to mourn those lost to the pandemic and heed the lessons about workplace safety and our crucial role in protecting employees during a public health crisis.





Because a dollar doesn't go as far as it used to, NTEU was determined to find ways to put even more of them in your pocket. After so many years of pay freezes and meager increases, employees received an average 2.7 percent raise in 2022 followed by an average 4.6 percent this year, the highest federal employee raise in 20 years.

NTEU has successfully pursued other ways to help employees hold on to more of their paychecks. Several agencies have agreed to NTEU's call for childcare subsidies to help offset the high costs of day care, which often hits younger parents, early in their careers, the hardest. These subsidies, based on household income, are also another great way to attract the next generation of federal employees. And we always fight for more generous awards programs.

*NTEU finds ways to help employees  
hold on to more of their paychecks.*



CELEBRATING  
**85**  
YEARS





We are also experts on the Fair Labor Standards Act. When agencies failed to properly classify employees and pay them the required overtime rates, NTEU stepped in to make it right. Recent results include three years of back pay and matching liquidated damages for more than 200 HHS employees; over \$4.7 million in back pay and liquidated damages for more than 1,850 CBP employees; and three years of back pay and matching liquidated damages for FDIC employees in a dozen positions.

The IRS and HHS are the latest agencies to agree to NTEU's call for a student loan repayment program, which can be worth up to \$60,000 for eligible employees to pay down student loan debt.

Finally, for those agencies outside the General Schedule, we have locked in new and improved compensation agreements at FDIC, NCUA and SEC, with negotiations underway at CFPB and OCC.



## *Putting Money in Pockets*



# *Expanding Our Voice*

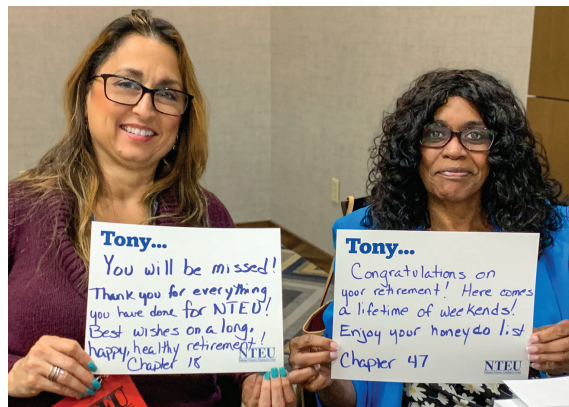


A union's lifeblood is growth and progress and NTEU continues to pursue both, with great success. The newest NTEU chapters are from the Bureau of Land Management, with employees around the country who heard about our union's strong advocacy work and voted to organize, and the word continues to spread. In total, nearly 20,000 employees joined NTEU over the past two years, making our union a stronger force for those we represent.

CELEBRATING  
**85**  
YEARS

Some of that growth is directly attributable to the targeted outreach NTEU has done to non-members. Member-only webinars where NTEU experts explain new contract provisions, for example, have been incredibly popular and helped show the value of membership, especially when there is so much to learn about new telework and remote work policies. Post-pandemic, NTEU is finding new ways to communicate with our bargaining units and provide information they need in a format that is accessible and convenient.

It is against this backdrop of growth, strength and achievement that National President Tony Reardon announced his intention to retire from NTEU after 33 years with the union, including eight years at its helm. He leaves the union well-positioned to continue to fight for our members, to represent them in the workplace, in the courts and on Capitol Hill.





To be represented by NTEU means having an entire team in your corner, and that advocacy work starts with hard-nosed contract negotiations. When the NTEU team shows up at the table, they're going to walk away with a deal that improves work-life balance, protects your rights, and expands the list of benefits for which you are eligible. The IRS is now two years into a new contract that does all of those things, and more. New contracts were also ratified at the USDA

Food and Nutrition Service; National Credit Union Administration and Social Security Administration. At the Department of Health and Human Services, the signing of a new collective bargaining agreement was especially noteworthy because NTEU beat back years of agency obstinacy to force management back to the table and reach a deal that was overwhelmingly approved by union members.



CELEBRATING  
**85**  
YEARS



NTEU also has an aggressive media strategy, seizing opportunities to elevate the union's profile, advocate for the federal workforce and fight back against misinformation and myths about the civil service. A strong union viewpoint, delivered by NTEU leaders, can help educate the public about the vital role federal employees play in our democracy.

To that end, NTEU led the fight against a plan to replace non-partisan career civil servants with political loyalists. Using our legal and political might, NTEU helped convince the new administration to reverse the policy before the damage was done. However, anti-union,

anti-government ideologues are plotting for a second try, and NTEU is gearing up again to protect due process rights for frontline federal employees.



Some of the most important work NTEU does is behind the scenes: in the breakroom when a chapter leader counsels a colleague or helps a member complete FMLA paperwork; or in the supervisor's office, with a copy of the contract in hand, enforcing the rights of frontline employees. This is the bread-and-butter work of NTEU, day in and day out, demanding that employees are treated with dignity and respect.

## *Representing at Every Level*

# Making History

BY THE NUMBERS

**3,000**  
LEADERS  
TRAINED

**3.5 MILLION** VISITS TO  
NTEU.ORG

**\$42 BILLION**  
IN DEBT RELIEF

UNDER THE PUBLIC SERVICE  
LOAN FORGIVENESS WAIVER

WELCOMED  
**650**  
BUREAU  
OF LAND  
MANAGEMENT  
EMPLOYEES TO NTEU

NTEU MEMBERS SENT  
**60,000**  
LETTERS  
TO LAWMAKERS

AVERAGE  
**4.6 PERCENT**  
PAY RAISE FOR 2022



**Over the past two years,** we have secured important wins, overcome formidable challenges and strengthened our union to fight even harder for those we represent—and we have the numbers to prove it.

**350  
MEMBERS  
ON CAPITOL HILL**  
FOR THE 2023  
LEGISLATIVE CONFERENCE

**19,900  
NEW MEMBERS  
RECRUITED**

**504  
MEDIA STORIES  
MENTIONED NTEU**

**88 PERCENT  
OF NTEU-ENDORSED CANDIDATES  
WON THEIR 2022 MIDTERM ELECTION RACES**

**100s  
OF NEWS RELEASES  
AND MEDIA STATEMENTS**

**9 NEW NATIONAL  
AGREEMENTS  
RATIFIED**

**85 YEARS** OF PROUDLY REPRESENTING FEDERAL EMPLOYEES



CELEBRATING  
**85**  
YEARS

**NTEU**  
National Treasury Employees Union

**NTEU.org**

