



FDIC Employees: What's in store for you in the New Year? A higher pay raise, thanks to NTEU. And that's not all!

Despite the difficult economic environment, NTEU has won more money for FDIC employees during recent negotiations over changes to the compensation agreement. Here are some of the gains NTEU secured.

- **Fair pay increases for 2012 and 2013.** NTEU won funding for increases under the Performance and Recognition Program (PMR) of 3.4 percent of employees' salaries for 2012 and 2013; management proposed only 1.5 percent. Beginning in 2013, pay raises will go into effect during pay period 1.
- **A fairer process for determining PMR increases.** Under the share system used to distribute PMR increases, employees with ratings in Group 3 will now receive shares in the pay pool rather than fixed pay increases. This change will eliminate incentives for management to rate more employees in Group 3. It will also increase the payout to Group 3 employees where there are many in a particular pay pool, as is often the case in Supervision and Compliance.
- **An increase in locality pay.** Funding of 0.6 percent of employee salaries per year will be set aside for locality pay. NTEU also won a locality pay boost of 1.15 percent per year in the highest-rate cities, including San Francisco, Los Angeles and Washington, D.C., as well as a 0.51 percent increase per year for the Rest-of-US.

Visit www.nteu.org/Members to learn more about the compensation agreement and the status of term contraction negotiations.

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The National Treasury Employees Union