

**NFFE National Business Representatives
Association and
National Federation of Federal Employees**

NFFE Last Proposal

This Agreement between the National Federation of Federal Employees (NFFE) FD 1 NFFE, hereafter referred to as NFFE and the National Business Representative Association, hereinafter referred to as the NBRA and collectively referred to as the parties, jointly enter into the following agreement.

In order that a harmonious relationship between the parties may continue to exist, and so that continuous and efficient service will be rendered for mutual benefit, it is agreed as follows:

**ARTICLE 1
Recognition**

Section 1.1 NFFE recognizes the NBRA as the sole and exclusive bargaining agent with respect to rates of pay, hours and other conditions of employment for all NFFE Business Representatives, hereinafter referred to as employees.

Section 1.2 NFFE will not replace bargaining unit employees with contracted employees.

**ARTICLE 2
Employee Rights; Association Rights; and Management Rights**

Section 2.1 Employees shall retain all rights not abridged or amended by the specific terms of this Agreement.

Section 2.2 The Parties shall retain all rights not abridged or amended by the terms of this agreement subject to appropriate notifications and negotiations.

**ARTICLE 3
Seniority**

Section 3.1 Seniority is defined as total length of service (LOS) on the payroll of NFFE or IAMAW, notwithstanding breaks in service (Appendix A).

Section 3.2 NFFE will furnish the Association President with a seniority list based on hiring

Section 6.2 Seniority shall be controlling in all cases of layoff and recall of employees. In the event of a tie in seniority dates, the tie will be broken by the length of continuous bargaining unit membership.

Section 6.3 In the event a layoff is to be made, the least senior employees who are subject to the layoff will be so notified at least thirty (30) calendar days in advance.

Section 6.4 The recall of employees shall be made in the inverse order of layoff.

Section 6.5 The Parties may mutually agree to alternative arrangements.

Section 6.6 If the minimum sixty (60) calendar day notice is given under Section 6.1, upon request by the NBRA, the Parties will meet to negotiate the specific procedures impacting the layoff prior to issuing the thirty (30) calendar day notice to the affected employees.

Section 6.7 Insurance benefits shall be effective the first day of recall from layoff for claims incurred on or after the date the employee returns to work.

ARTICLE 7

Holidays

Section 7.1 NFFE shall make every reasonable effort to provide employees covered by this agreement the following holidays with their families.

The Holidays shall be all Federal holidays.

Section 7.2 Floating Holidays

Martin Luther King, Jr. Birthday, President's Day, Veterans Day, and Columbus Day will be floating holidays. With authorization from the employees' supervisor employees are given the option of working in exchange for paid leave to be used on a future date. Floating holidays may not be carried over into the next calendar year.

ARTICLE 8

Union Representation

Section 8.1 It is agreed that the employer will recognize any representative, who is designated by the NBRA President to represent the NBRA or a bargaining unit employee. Reasonable work time for the NBRA representatives to conduct representational business is authorized and will be reflected in work reports and expense vouchers.

Section 8.2 It is agreed that the NBRA will recognize any NFFE representative who is designated by the NFFE President to represent NFFE.

written grievance to the Association President and, if not satisfied with the decision, submit the matter to arbitration. Time limits shall be as prescribed in Section 9.3.

Section 10.5 Any time limits in the foregoing procedure may be extended by mutual agreement.

ARTICLE 11

Annual Leave

Section 11.1 Employees are encouraged to use their leave regularly for family and self.

Section 11.2 For purposes of this Section, years of service includes service time as an employee of NFFE, the IAMAW, the Federal government, and the District of Columbia. Employees will accrue annual leave each pay period according to the following schedule:

1. Employees with less than two years of service shall accrue four (4) hours
2. Employees with more than two but less than five years of service shall accrue six (6) hours
3. Employees with more than five years of service shall accrue eight (8) hours

Section 11.3 Employees may carry forward an annual leave balance of up to 240 hours from one year to the next. Any annual leave balance over 240 hours will normally be forfeited at the end of the year, subject to provisions set forth in Section 10.4.

Section 11.4 When extenuating circumstances prevent an employee from taking scheduled annual leave which result in a year-end annual leave balance in excess of 240 hours, a carryover amount in excess of 240 hours into the next year may be approved by the NFFE President.

Section 11.5 An employee who is subject to layoff may elect to receive annual leave payments or, if the duration of the layoff is expected to exceed that covered by their annual leave balance, the full amount of annual leave pay to which entitled at the time of layoff.

ARTICLE 12

Sick Leave

Section 12.1. All employees accrue sick leave at the rate of 13 days per year (4 hours per pay period).

Section 12.2. Sick leave is to be used for appointments with practitioners of the healing arts (e.g., Doctors, Physical Therapists, Dentists, Chiropractors) as well as personal illness or injury, or for care of a family member who is ill or injured or in need of medical or dental care.

cost of the premiums. Eligible family members are determined by the terms of the plan.

Section 14.2 Dental Care: NFFE will continue to make dental insurance provided by the National IMA Benefit Trust Fund Dental Program available to employees, their spouses, and their children at no cost to employees.

Section 14.3 NFFE shall continue to provide Life and Accidental Death and Dismemberment insurance at the current or greater benefit level at no cost to employees.

Section 14.4 Health Care During Layoff: NFFE shall continue to cover a member of the bargaining unit and their family under the Hospital and Medical Plan for three (3) months after layoff. The employee may retain coverage thereafter for up to one (1) year thereafter by paying the full premium.

Section 14.5 Medicare Retirement Benefit. If an employee has greater than 30 years seniority when they retire from NFFE, NFFE will reimburse them for the premium incurred for their health insurance coverage under Medicare Part B. (See Appendix A)

Section 14.6 Early retirement.

1. If an employee over 62 years of age with 30 years of seniority gives a three (3) month notice of their retirement, such employee is eligible to retain their individual employee coverage under NFFE's health insurance program until age 65 or such time as the retiree is eligible for Medicare, whichever is earlier, by paying 20% of the individual premium.
2. Coverage for such an employee's spouse and their children may also be retained if, in addition to the payment in Section 13.6.1, an eligible retiree pays the difference in the premium for employee plus spouse or family coverage, as appropriate, and the premium for individual coverage.
3. Employees who retire early under this Section retain their eligibility for Medicare B reimbursement under Section 13.5.

Section 14.7 It is understood and agreed that conditions covered by Policy, applicable law, rule, regulation, and Past Practice not provided otherwise by the terms of this Agreement will be maintained by NFFE.

ARTICLE 15

Pensions

Section 14.1 The provisions of the "IAM Grand Lodge Pension Plan" are, by this reference, incorporated into and made part of this Agreement.

Section 14.2 An employee who is retiring may elect to delay their effective retirement date by taking accrued annual leave, sick leave as appropriate under Article XI, and/or leave without pay (for up to three weeks) immediately prior to retirement. Any remaining annual leave balance will be paid as a lump sum following the effective date of

Section 18.1 BEREAVEMENT LEAVE – In the case of a death in the immediate family, employees shall be entitled to three (3) days of bereavement leave. When working away from home, NFFE will provide appropriate travel reimbursements to the employee for bereavement.

The definition of immediate family member covers a wide range of relationships, including spouse; parents; parents-in-law; children; brothers; sisters; grandparents; grandchildren; stepparents; stepchildren; foster parents; foster children; guardianship relationships; same sex and opposite sex domestic partners; and spouses or domestic partners of the aforementioned, as applicable.

Section 18.2 Sick leave, annual leave, or a leave of absence may be granted in addition to bereavement leave.

ARTICLE 19

Geographic Districts and Home Office Duty Station

Section 19.1 An Employee works in defined geographic district and maintains their office in their residence. The employee's home office is considered to be their home duty station.

Section 19.2 Employees hired prior to January 1, 2022, shall remain in their current geographic districts and home duty stations unless modified per this Article.

Section 19.3 Employees hired after January 1, 2022, will establish, and maintain their home duty station at a location within the established geographic district in accordance with the job posting requirements or as otherwise agreed to at the time of hire.

Section 19.4 Changes to assigned geographic districts

1. NFFE will not assign an incumbent employee to new geographic district unless such assignment is supported by good judgment, common sense, their work assignments, and only after negotiations with the NBRA.
2. If an employee is directed to relocate to a different geographic district on a permanent basis, NFFE will pay relocation expenses up to a maximum of 25% of the Journeyman salary.
3. NFFE will inform all employees about any planned retirements and, prior to filling the vacancy, consider any request from an incumbent employee to be reassigned to the vacant district.
4. Employees who request to be transferred to a different geographic district are not normally entitled to relocation expenses.

Section 19.5 Changes to location of home duty stations

1. NFFE will not assign an incumbent employee to a new home duty station unless such assignment is supported by good judgment, common sense, their work assignments, and only after negotiations with the NBRA.
2. If an employee is directed to relocate to a different home duty station on a permanent basis, NFFE will pay relocation expenses up to a maximum of 25% of the Journeyman salary, except for the ten (10) most expensive cities to live. In the ten (10) most

NFFE and the NBRA recognize the importance of the high-level of skills, knowledge and experience for employees that are necessary to meet the goals of NFFE and to achieve the level of appropriate of working conditions for successful careers with NFFE.

Section 22.1 Mentoring employees: NFFE agrees to work with the NBRA to establish and maintain an ongoing employee mentoring program. To this end, the NFFE and the NBRA will establish a Mentoring Committee for developing a program to mentor new National Business Representatives within thirty (30) days of the signing of this agreement.

Section 22.2 Hiring employees: NFFE agrees to incorporate the NBRA into the evaluation and hiring process for filling vacancies within the bargaining unit. NFFE is ultimately responsible for the hiring decision, but will give serious consideration to the NBRA's recommendations with regard to hiring.

Section 22.3 New employees hired at the Journeyman level will be expected to perform at the fully successful level with a minimum of mentoring. New hires at this level will receive the same base pay as Journeyman level employees.

Section 22.4 Recognizing the unique skills and experience necessary to successfully perform the duties of a Journeyman employee, there will be circumstances under which hiring a less qualified applicant may be warranted. A new employee shall receive significant mentoring and on-the-job training, consistent with the program to be developed by the Mentoring Committee. New hires shall be in a probationary status for one (1) year beginning on the date they were hired.

Section 22.5 When an employee volunteers to mentor or train a colleague, their working conditions and benefits (e.g., leave) will not be adversely affected.

ARTICLE 23

Employee Tools, Equipment and Vehicle

Section 23.1 NFFE will continue to provide all appropriate equipment and supplies necessary to accomplish the workload efficiently and effectively at no cost to the employee. This will include a cell phone, printers, scanner, laptop computer or tablet, IT support, fax machine or service, reference materials (e.g., CyberFeds) and leased vehicle. Employees will use current, policies and procedures for reimbursement.

Section 23.2 Cell Phone: The Employer will provide a cell phone and the actual coverage for cell phone usage, especially for the area/region which the BR services, at no cost to the employee. NFFE's alternate cell phone policy will remain in effect subject to mutual changes.

Section 23.3 Employer Provided Automobiles: NFFE will provide each employee a leased vehicle for use in the performance of their official duties, at no cost to the employee.

1. Upon termination of existing leases or additions of new vehicles, vehicle

For NFFE



Jeff Friday
Chief Negotiator

Date: 6/21/22

NFFE Negotiators

Jeff Friday, NFFE General Counsel

Yvette Piacsek, NFFE Deputy General Counsel

Bob Beckley, NFFE National Executive Council

For the NBRA



Rob Arnold NBR,
Chief Negotiator

Date: 6/21/22

NBRA Negotiators

Rob Arnold NBRA

Elizabeth Pittaluga, NBRA

Amy Gollinger, NBRA