



Doreen Greenwald
National President

Solidarity is OUR Strength—Not Theirs

Recently, two of the most powerful people in the country—arguably in the world—had a very dramatic and public falling out. And while I can't predict what the status of that relationship will be when you read this, what I can guarantee you is that our relationship as a union family is as solid as ever.

Have we faced many attacks from the executive branch and Congress? Yes. Are these attacks designed to shake, sabotage, and scapegoat us? Yes. Will these attacks prevail? Absolutely NOT.

Because unlike them, our moral mandate is clear: We serve the American people. We swore an oath to the Constitution. We do this work because we care; because we are committed to service; because we know, in our bones, that a strong civil service makes our country better.

Russell Vought, a key architect of Project 2025 and director of the Office of Management and Budget (OMB), stated he wanted to shrink the federal workforce and traumatize federal employees. Unless, of course, it's for the agency he runs. In early June, he had the audacity to request more staff to run OMB after waging a monthslong campaign to gut the federal workforce.

Vought and others in this administration have worked to demoralize the federal workforce—they've discouraged others from wanting a career in civil service. They may view you as villains. I hail you as superheroes.

Because through all of their attacks, the federal workforce continues to do its jobs with grace and dignity. You stand up for what's right and continue the proud tradition of delivering services for Americans across the nation.

As NTEU members, you come together—across agencies—as union brothers and sisters to support each other. You act selflessly in service of a greater goal to continue the invaluable work you do. I've lost count of the number of times I've seen this in practice. We recently started a Coffee and Conversation series for union leaders, and I was heartened to see chapter leadership across NTEU-represented agencies share the many amazing ways they're supporting NTEU members. At our national training conferences this spring, I saw NTEU leaders who were subject to a RIF, forced into retirement, or just plain exhausted still showing up to develop their skills as union leaders. I've seen powerful testimonies from members about how they just want to be able to do their jobs and denouncing the attempted politicization of our work. Thousands of us have answered the calls to action by sending letters to our members of Congress demanding change.

Our actions are making a difference. Public opinion is shifting in the right direction. The public is standing up in town halls in support of the federal workforce and they are calling on their elected officials to ensure that their government delivers the services it has promised to the people of this nation—the government services you provide.

But we still have a long way to go, and we need to keep up the fight. Keep advocating. Keep educating your family, friends, and community members. Continue sharing your stories and educating Congress and the public about the wastefulness and harm caused by DOGE. Most importantly, never forget that we are in this together. They may turn on each other when things get rough, but we have each other's backs and stand together in solidarity—tens of thousands of proud union members refusing to let anyone take away our rights or have the last word on the worth and value of our jobs.

Clearly, they don't know who they are messing with. We are in this fight together. And when we fight, we win!



NTEU MISSION

To organize federal employees to work together to ensure that every federal employee is treated with dignity and respect.

NTEU Bulletin

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Delegates to Meet in August at the NTEU 60th National Convention

NTEU is scheduled to convene its 60th National Convention in August. Conducted every two years, delegates to the convention take up a variety of union business including the election of national leadership and proposed changes to NTEU's Constitution and Bylaws. NTEU's Constitution requires that all constitutional amendments be timely submitted to the Administrative Controller and be published in the NTEU Bulletin. Below are the proposed constitutional changes that will be put to the delegates for discussion and debate.

Amend Article IV, Section 3(C)(i), to strike dissolved chapter.

Article IV – Organization

Sections 1-2. (No change)

Section 3. All Chapters must be issued a charter by the NTEU National Headquarters which will contain a description of the Chapter's jurisdiction as defined in the charter by the National President based on the following:

- (A) No Chapter's jurisdiction will include employees from two different agencies;
- (B) No Chapter may have overlapping jurisdiction of the same employees, except in the case of a Joint Council as created pursuant to Section 9 of this Article.
- (C) The definition of a Chapter's jurisdiction will be based on geography with the following exceptions:
 - (i) in the case of existing single function Chapters (e.g., Chapters 90, 101, 251 and 253) which will be based on geography and function; and
 - (ii)-(iv) (No Change)

[New] Article V: Union Representation and Official Time

Article V – Union Representation and Official Time

Section 1. Right to Official Time – All elected Chapter representatives shall be granted official time for representational activities as defined in your agreed upon applicable CBA, 5 U.S. Code §7131 and FLRA regulations. This right extends to, but isn't limited to, as follows:

- Grievance processing and arbitration;
- Collective bargaining negotiations;
- Employee representation in administrative proceedings;
- Submission of 5 U.S.C. 7114(b)(4); and
- Training related to representational duties.

Section 2. Non-Interference Clause – No elected official, including Chapter Presidents, shall have the authority to unilaterally deny or restrict another elected Chapter leader's use of official time unless previously being subject to a hearing in accordance with

Further, when:

1. The requested time complies with CBA provisions;
2. The activities fall under protected representational functions;
3. The use aligns with 5 U.S.C. §7131(d)'s "reasonable, necessary, and public interest" standard.

Section 3. Disputes regarding official time allocations shall be resolved through:

- Internal mediation by a third-party through consultation by all parties with NTEU National;
- FLRA processes if involving statutory interpretation

Section 4. Constitutional Supremacy – This Article supersedes any Chapter Bylaws or practices that conflict with:

- CBAs containing official time provisions, e.g., Article 10.
- The statutory framework of 5 U.S.C. Ch. 71.
- FLRA precedent on representational rights.

Section 5. Implementation Requirements – Chapters must align their Bylaws with this Article within one-hundred-eighty (180) days of ratification, including:

- Transparent designation processes for representatives.
- Clear accounting procedures for official time banks.
- Mechanisms to prevent retaliatory performance assessments.

Amend Article IX, Section 1(3.): Strike Dissolved Chapter 90.

Article IX – National Executive Board

Section 1. The National Executive Board shall be composed of a National President, a National Executive Vice President, and the National Vice Presidents to be elected by the Chapters within each of the following NTEU Districts:

- 1-2. (No Change)
3. Internal Revenue Service, states of Maine, New Hampshire, Vermont, Massachusetts, Rhode Island, Connecticut, New York and New Jersey; including Chapter 90 (Appeals).
- 4-15. (No Change)

Amend Article IX, Section 1(9.): Add Federal Housing Finance Agency to District 9.

Article IX – National Executive Board

Section 1. The National Executive Board shall be composed of a National President, a National Executive Vice President, and the National Vice Presidents to be elected by the Chapters within each of the following NTEU Districts:

- 1-8. (No Change)
9. All Chapters representing employees in the following agencies: Consumer Financial Protection Bureau, Commodity Futures Trading Commission, Federal Deposit Insurance Corporation, National Credit Union Administration, Office of the Comptroller of the Currency, and Securities and Exchange Commission, and Federal Housing Finance Agency.
- 10-15. (No Change)

Amend Article IX, Section 1(10.): Add Federal Trade Commission to District 10.

Article IX – National Executive Board

Section 1. The National Executive Board shall be composed of a National President, a National Executive Vice President, and the National Vice Presidents to be elected by the Chapters within each of the following NTEU Districts:

- 1-9. (No Change)
10. All Chapters representing employees in the following agencies: Alcohol, Tobacco, Tax and Trade Bureau–Department of Treasury, Bureau of the Fiscal Service, Bureau of Engraving and Printing, Patent and Trademark Office, Environmental Protection Agency, National Park Service, Treasury-Departmental Offices, Federal Election Commission, Federal Communications Commission, Department of Energy, Nuclear Regulatory Commission, and Bureau of Land Management, and the Federal Trade Commission.
- 11-15 (No Change)

Amend Article IX, Section 1(10.): Add Department of Justice to District 10.

Article IX – National Executive Board

Section 1. The National Executive Board shall be composed of a National President, a National Executive Vice President, and the National Vice Presidents to be elected by the Chapters within each of the following NTEU Districts:

- 1-9. (No Change)
10. All Chapters representing employees in the following agencies: Alcohol, Tobacco, Tax and Trade Bureau–Department of Treasury, Bureau of the Fiscal Service, Bureau of Engraving and Printing, Patent and Trademark Office, Environmental Protection Agency, National Park Service, Treasury-Departmental Offices, Federal Election Commission, Federal Communications Commission, Department of Energy, Nuclear Regulatory Commission, and Bureau of Land Management, and Department of Justice.
- 11-15. (No Change)

Amend Article IX, Section 2: NEB Meeting Minutes.

Article IX – National Executive Board, Section 2.

Section 2. The Board shall convene for regular meetings twice annually at a time and place designated by the National President. Each member of the Board shall receive a printed agenda of all matters to come before it at least fourteen (14) calendar days prior to any meeting. Emergency items which are not on the agenda may be considered with the approval of two-thirds (2/3) of the Board members present and voting. The budget will be a permanent line item on the agenda and never considered as an emergency matter. The Board shall ensure that written minutes are taken for all regular meetings it convenes. Minutes from NTEU National Executive Board meetings shall be made available to any NTEU Chapter President upon request to either the NTEU National Vice President for the district covering the chapter submitting the request and/or the NTEU National President.

Article XVIII, [New] Section 5: Financial Malfeasance Reporting and Whistleblower Protections

Article XVIII – Offenses, Trials, and Appeals

Section 5. Financial Malfeasance Reporting and Whistleblower Protections

(A) Access to Financial Records

- (1) All elected Chapter Executive Board members, by virtue of their fiduciary duty, shall have the right to request access to their Chapter's financial records, including but not limited to bank statements, expense reports, invoices, and reimbursement documentation.
- (2) Such requests must be accompanied by a sworn written statement articulating specific reasons for suspecting fraud, embezzlement, or misuse of funds. The statement shall include:
 - (a) A detailed description of the alleged misconduct;
 - (b) Supporting evidence or documentation;
 - (c) A certification that the request is made in good faith.

(B) Whistleblower Protections

- (1) Members who report suspected financial malfeasance in accordance with this section shall be protected from retaliation, including but not limited to:
 - (a) Demotion, suspension, or expulsion from the Chapter;
 - (b) Harassment or discrimination;
 - (c) Unfavorable reassignment or denial of union privileges.
- (2) Retaliation against whistleblowers shall constitute a violation of NTEU's Code of Conduct and may result in disciplinary action under Article XVIII, Section 1.

(C) Good Faith Exemption

- (1) Actions taken pursuant to a unanimous vote of the Chapter Executive Board during a duly called meeting shall be presumed to be in good faith.
- (2) This presumption may be rebutted only by clear and convincing evidence that the decision:
 - (a) Violated federal law, NTEU's Constitution, or Chapter bylaws;
 - (b) Involved deliberate concealment of material facts from the Executive Board.

(D) Investigation Process

- (1) Upon receipt of a sworn statement, the National Vice President of the affected District shall initiate an independent audit within fourteen (14) calendar days.
- (2) The audit shall be conducted by a neutral third party approved by the National Executive Board.
- (3) Findings of substantiated misconduct shall trigger disciplinary proceedings under Article XVIII, Section 1(B).

(E) Penalties for Bad Faith Claims

- (1) Members found to have knowingly submitted false or malicious claims under this section may face:
 - (a) Suspension of voting rights for up to one year;
 - (b) Removal from elected office;
 - (c) Expulsion from NTEU.

Article XVIII, [New] Section 5: Legal Representation Decisions Under Article XVIII

Article XVIII – Offenses, Trials, and Appeals

Section 5. Legal Representation Decisions

(A) If National Counsel or an NTEU field representative declines representation to a bargaining unit employee facing adverse agency action when such representation is requested by Chapter leadership, National Counsel shall provide a detailed written decision to the affected employee and Chapter leadership within three (3) calendar days of the declination.

(B) The written decision must include:

1. Specific legal or factual basis for denial
2. Citation of relevant Constitutional/Bylaw provisions
3. Notice of appeal rights under Article XVIII, Section 3
4. Alternative grievance procedures available

(C) Failure to comply with this section may be grounds for appeal to the National Executive Board under Article XVIII, Section 3(C). In addition, shall automatically grant the employee the right to seek external legal counsel at NTEU National's expense, subject to reimbursement if the denial is subsequently upheld through Article XVIII appeal procedures.

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Members Act to Reopen FDA Labs in Detroit, Puerto Rico

NTEU members around the country are not sitting back and relenting to the administration's attacks on their jobs and the important work they do for the American people. They are fighting back—and winning.

In March, employees at the Food and Drug Administration (FDA) field laboratories in Detroit and Puerto Rico were laid off without notice. NTEU-represented employees at FDA's Office of Regulatory Science play a crucial role in public safety by analyzing samples and reporting results, to ensuring the safety and efficacy of regulated products like food, drugs, and medical devices. The labs in Detroit and Puerto Rico test pharmaceuticals and imported food and other regulated items.

Members turned to their NTEU leaders at Chapters 210 (HHS Atlanta) and 230 (HHS Chicago), who wasted no time in defending employees and their work. This was an emergency, and time was of the essence.

"We had to move fast," said Chapter 210 President Samuel Collins. "Expertise was walking out the door."

Chapter leaders started with FDA Commissioner Marty Makary, voicing concerns about the lab closures and the importance of public safety—but the commissioner refused to budge.

The next step was to mobilize. Working across states and chapters, the union leaders convened member meetings to strategize on how to best raise awareness of the dangers of closing the labs.

The chapters coordinated a letter-writing campaign to FDA management officials and numerous federal, state and locally elected officials. They called their lawmakers and attended town halls, rallies and meetings. They handed out fliers and spoke to anyone who would listen about the importance of the FDA labs and how the closings would affect Americans' everyday lives.

Members didn't stop there. Some contacted local media to broaden their outreach, even sitting down for televised interviews with local news stations.

"Most people were amazed to learn how many products the FDA regulates," said Chapter 230 President Cheryl Monroe.

The chapters' persistence paid off.

In late April, the employees received an email from the FDA commissioner inviting them to join a call, where he announced that the labs would reopen and employees could return to work.

"What we did worked," said Collins. "It shows that what NTEU has in place works.

We just have to get the word out, stand strong and stick together."

"The American people can rest a little easier now that we've reopened the labs and continue to test and monitor this industry and their products," said Monroe.

Now, Collins is focused on keeping his members informed and fired up. "Any new information we receive, we send it out immediately and encourage members to stay active," he said. "We can't be reactive; we have to be proactive."

This is not the first time NTEU has prevented planned FDA lab closures.

In 2007, NTEU secured legislative language prohibiting the use of appropriated funds to close or consolidate any FDA field laboratory. NTEU led a yearlong concerted campaign defending the labs after the FDA announced plans to close more than half of its nationwide labs and outsource crucial public safety work to the private sector.

"The testing conducted at these FDA labs directly impacts every citizen in our country," said NTEU National President Doreen Greenwald. "Keeping them open is a win for FDA employees and for American consumers, and an important reminder of the power of NTEU members when we speak up with a strong, unified voice."