

The negotiations between CVM management and Chapter 282

On August 18, 2011, CVM management informed the union of a planned office move in the Metro Park North facility. Under the provisions of Article 3, "Mid Term Bargaining," Chapter 282 exercised its right to negotiate. On September 2, 2011, the Chapter met for a briefing with CVM management. On September 8, 2011, the Chief Steward submitted proposals to CVM management. The two teams met twice thereafter but failed to reach to an agreement.

The union's position was that the room assignment for the proposed office move should be made according to the provisions of the Memorandum of Understanding (MOU) between the Food and Drug Administration (FDA) and National Treasury Employees Union (NTEU) Chapter 282 for Office Space Allocation and Office Selection at White Oak Campus. The provisions of this White Oak Move MOU should be applied for office moves for FDA buildings outside the White Oak Campus.

The union stated that the office moves for the majority of the bargaining unit employees (bues) in Chapter 282 have been conducted under the provisions of the White Oak Move MOU. Also, office moves in several buildings outside the FDA White Oak Campus, such as ORA's Element bldg, CDER's Hillandale bldg, CFSAN's Wiley and CPK2 bldgs have been conducted under the same provisions. No problems have been encountered with these moves. CVM management has not shown to the union convincingly why a different procedure should be followed in assigning office space at the MPN facility.

CVM management sought the services of the Federal Mediation and Conciliation Service (FMCS). In October 2011, the teams met twice with the mediator Commissioner Bill McFadden. Unfortunately, the CVM management (Jackie Salter and Carole Sepulvado) could not be convinced by the facts. We reached impasse and both sides agreed to proceed to Federal Service Impasses Panel (FSIP) which part of the Federal Labor Relations Authority (FLRA). Both sides provided briefing to FSIP. On May 4, 2012 FSIP issued its decision and order vindicating the union's positions.

Different members of the two teams were involved in various stages of the negotiations, mediation and in briefing the FSIP panel. These were:

NTEU Chapter 282 team:

Marsha Hayden, Chapter President
Anthony Lee, CTP VP & Chief Steward
Sarah Riger, Assistant Counsel
Kim Bell, CVM VP & Steward
Toni Wooten, Steward
Rosalind Price, Steward
Ismael Muhammad, Assistant Counsel
Michael Theodorakis, Executive VP

CVM management team:

Jackie Salter Director, CVM, Human Capital Staff, Office of Management
Carole Sepulvado, CVM Management and Program Analyst
Dwayne Radcliff, HHS/Office of Secretary/Labor Employee Relations (LER) Branch
Nathan Dickey, HHS/Office of Secretary/Labor Employee Relations (LER) Branch

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