

June 14, 2006

## MEMORANDUM

TO: Chapter Presidents and Legislative Coordinators

RE: Delays in 2006 Pay Raises for NTEU Members on Pay Retention

**SUMMARY: I have written to OPM Director Springer on employees on Pay Retention and their 2006 Pay Raise.**

I have received multiple inquiries as to whether NTEU represented agencies are properly setting the pay increase of employees who are receiving retention pay. Contrary to the efforts of NTEU, President Bush signed into law legislation limiting the pay raises to employees on pay retention.

NTEU's Office of General Counsel has looked into the issue and determined that agencies have correctly interpreted the interim rule issued by the Office of Personnel Management (OPM) in May 2005, reducing the pay raise for those on pay retention. However, adding insult to injury, some employees have not even received their reduced pay raise.

This, of course, is unacceptable. There is no dispute that employees are owed this money with interest. I have written to OPM Director Springer on this matter and will inform you of her response. I am enclosing a copy of that letter.

Also, I would appreciate any reports you have of NTEU members on pay retention who have not received any pay raise for 2006. Please email any reports you have to Kurt Vorndran in the Legislation Department at [kurt.vorndran@nteu.org](mailto:kurt.vorndran@nteu.org).

Colleen M. Kelley  
National President

Attachment



June 6, 2006

Ms. Linda M. Springer  
Director  
Office of Personnel Management  
1900 E Street, NW  
Washington, DC 20415

Dear Linda:

I have received inquiries from several NTEU members who are on pay retention as to their 2006 pay increases due this past January. I have been informed that they have yet to receive any pay increase for 2006.

Recent changes in federal law (which NTEU believes to be ill-advised) cut the annual pay increase for employees on pay retention. I understand this has caused a need to separately calculate the pay raise for these workers. But this is no excuse to deny employees any pay raise more than five months into the year. This is a situation where insult is being added to injury.

Would you please outline for me what action OPM is taking to correct this outrageous abuse by agencies? I think it is self-evident that time is of the essence on this matter. These employees should not have to go another pay day without their entitled 2006 pay raise.

Sincerely,

A handwritten signature in black ink, appearing to read 'Colleen M. Kelley', is written over the typed name.

Colleen M. Kelley  
National President