

# **PAY UP, CFPB**

## **Pay Bargaining Update**

November 16, 2023  
**CFPB Union NTEU 335**

# Management flat out refusing to negotiate

## Mediation on Monday: Ground Rules

Management Position	NTEU Counter
Zero observers	Find solutions to deal with “disruption” concerns
No.	No observers, retroactivity
No.	No observers, 5 SMEs

# Why do we care?

- No new agreement by end of year means NO RAISES
  - 0% raises
  - 0% merit bonus
  - 0% increase to locality
- Effective DECREASE to take-home pay
  - increases to the health insurance costs in the starting in January
  - No increase to health care subsidy
- New hires next year are going to start diverging from our salaries
  - They will get pay set by matrix which adds 1.65% per year of experience
  - Reset was not a raise! It was getting you what you deserved already

# What to do?

1. **If you are in DC: Come to Wizards game tomorrow!**

We will buy your ticket for you!

2. **Send a quick email to Rohit, Zixta, and Jan**

“Dear Leadership, why is management not willing to come to the bargaining table in a fair and transparent way? As a worker who fights for transparency in the market every day, I’m concerned that our leadership doesn’t want the same for us.”

3. **Change your Teams background to “[Pay Up, CFPB](#)”**

We want a strong, consistent message being sent to management whenever they log on