



January 15, 2009

NTEU continues to publish newsletters on subjects that the agency refuses to email. In this case Mark Flynn would not send this announcement to NMSS employees through the traditional NMSS Box Announcement referring the Union to traditional channels which would delay the information to staff. Visit the NTEU website to view all past Newsletters with active hyperlinks at [www.NTEU208.org](http://www.NTEU208.org).

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### **NTEU Cautions NMSS Employees Volunteering for Details & Reassignments to NRO-NRR-RES**

On January 7, Cathy Haney solicited NMSS employee interest for a temporary detail or permanent reassignment to another office while the available opportunities are still being assembled. The NMSS box announcement describes that NMSS is:

*"striving for best matches between employee needs and aspirations and the agency's needs."*

NTEU at Tuesday's NMSS partnership meeting proposed that NMSS management clearly identify the positions available and layout the process for fairly establishing the best matches. NMSS managers refused to share the information, a prerogative permitted by policy that allows considerable management discretion for directing position changes not involving a promotion.

Volunteering to change jobs without the job identified places the employee in a precarious situation. A "wait-and-see" approach may cause you to miss a pristine job already assigned to an earlier volunteer. Volunteering for an unknown job could result in assignment to an undesirable position, a rare practice for our agency. NTEU, without traditional bargaining rights in this situation, simply wants to inform employees of the governing policy and identify the potential risks.

Temporary Details: Article 24, ([Collective Bargaining Agreement](#)), and [MD 10.61](#), Part IV  
Permanent Reassignments: Article 25, ([Collective Bargaining Agreement](#)), and [MD 10.61](#), Part V (C)

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### **CAUTION**

While NTEU does not expect the agency to mandate reassignments, employees should be aware of:

*MD10.61, Part V,(C)(4)(a), **Failure to Accept a Reassignment** - An employee's failure to accept a reassignment that has been directed by the NRC within the same commuting or geographic area may be made the basis for removal under adverse action procedures.*

NMSS management appears to be looking out for employee interests by seeking outside positions for volunteers. Questionably, they provided no reasons for their secretive "matching" processes that withhold vital position information from staff. On a positive note, employees may gain valuable diverse experience with a change of position that may enhance their future career opportunities.

Contact Dale Yeilding in the Union office (301-415-3600) or any NMSS labor partner with questions.

## **NTEU Working Today for a Better Tomorrow**