



March 27, 2024

VIA ELECTRONIC MAIL

The Honorable Rohit Chopra
Director
Consumer Financial Protection Bureau
1700 G Street, NW
Washington, DC 20552

Dear Director Chopra,

I am very disappointed by the lack of cooperation by the Consumer Financial Protection Bureau (CFPB) to reach agreement on a compensation package for CFPB employees. When we met, you committed to building a collaborative relationship with the National Treasury Employees Union (NTEU). I believed you when you said you valued CFPB employees and that you respected NTEU as CFPB's exclusive representative. However, your actions have not supported your words. I have reached out to your office multiple times, both by letter and by phone without receiving a proper response. To build a strong relationship, we must prioritize communications to work through issues, especially when we disagree. Instead, you have avoided all communication. I have even offered to meet with you on the weekend to let you know my commitment to this relationship and to stress to you how important having ongoing discussions is to help resolve this dispute. Your lack of response is unacceptable.

CFPB employees are nearly four months into the new year and have yet to receive an increase in pay or the locality pay increases they deserve. In the prior negotiations, CFPB committed to its employees to negotiate increases in pay bands. Instead of living up to these commitments, your team is moving backwards. Only after receiving pressure from employees, your team provided a proposal for a slight increase of 2 percent in the third year for pay bands, at the same time you reduced the 2025 pay increase from 4.8 percent down to 3.8 percent, and also decreased funding for bonuses over the term of the agreement. In addition, the CFPB team has made it clear that even when an agreement is reached, it has no interest in providing for a retroactive pay raise "as a matter of principle" meaning your delays will further harm CFPB employees by delaying their pay increase and locality pay, costing each employee thousands of dollars. This is not bargaining in good faith. NTEU has worked hard to meet your interests while also ensuring CFPB employees receive a fair and competitive compensation package. Your actions are sending a strong message to CFPB employees about how little you value them and their contributions.

CFPB employees are dedicated to the CFPB mission and are devoted to delivering for the American people. As the Director of CFPB you should respect and value your employees and

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want to ensure that not only are you providing them with a fair compensation package but that this package is competitive to ensure that you can attract and retain skilled employees to continue to do the good work of CFPB. I am not aware of any other federal agency that has denied employees an increase in pay for 2024.

It is my preference that our teams come together and reach a solid agreement that recognizes and rewards CFPB employees for the work they do and that is competitive with their colleagues in other regulatory agencies. I sincerely hope that we can work together to make that happen. In the interim I want you to know that I will use every tool possible to achieve NTEU's goal of respecting employees by providing a good compensation package for employees at the CFPB. NTEU will stand with them in solidarity as they fight for their rights to receive a fair and equitable pay increase.

Sincerely,



Doreen P. Greenwald
National President

cc: The Honorable Kiran Ahuja, Director, OPM
Jason Miller, Deputy Director of Management, OMB