

ATF/TTB EMPLOYEES

Beneficial working conditions do not just happen

NTEU NEGOTIATED PROTECTIONS AND BENEFITS AT ATF/TTB

- An expansive hours of work article, that includes provisions for flextime and schedules allowing for one day off every week (the 4/10 plan) or one day off every other week (the 5/4-9 plan).
- An amended performance review process, which provides bargaining unit employees a greater opportunity to provide input and more than doubles the time limit to file grievances on performance appraisals.
- Procedures for bargaining unit employee selection for details.
- Light duty assignments for temporarily ill or injured employees who may not meet the legal requirements for receiving a “reasonable accommodation” under the Rehabilitation Act.
- Protection from reprisal for bargaining unit employees who decline to perform their assigned work tasks based on the reasonable belief that to do so would expose them to an imminent risk of death or serious bodily harm.
- The requirement that management, for any proposed notice of disciplinary action for alleged off-duty misconduct, provide a written explanation of the nexus between the alleged off-duty misconduct and the efficiency of the service.
- A part-time employment article that allows for job-sharing.
- Language that provides for union pre-decisional involvement in all matters affecting employment.
- An expansive Awards Article, with guidance on performance/cash awards, quality step increases (QSIs), time-off awards, suggestion awards, and miscellaneous honorary awards, among others.

NTEU DOES MORE AT ATF/TTB

- NTEU is leading the fight against wholesale contracting out of federal jobs.
- NTEU continues to win strong support in Congress for higher federal pay raises than those proposed by the administration.

- NTEU's determined advocacy brought Flexible Spending Accounts (FSAs) for health and dependent care expenses to federal employees.
- NTEU fought for and won the right for federal employees to make pretax insurance payments.
- NTEU protects current employee rights and secures new rights at the bargaining table.
- NTEU is an acknowledged leader in setting the standards for excellence in federal courts.
- NTEU consistently wins more than 80 percent of the arbitrations it handles on behalf of NTEU members.
- NTEU won back pay and interest for employees who were denied Saturday overtime at FLETC in 2002.

JOIN NTEU AND GET

- Immediate assistance from highly-trained NTEU stewards for job-related issues.
- Effective bargaining to achieve improved working conditions.
- Money-saving discount programs for a variety of insurance programs including dental, life, AD&D, in-hospital, long-term care and professional liability.
- Special NTEU member prices for rental cars, hotels, motels, auto care, and other products and services.
- Free \$1,000 accidental death and dismemberment policy.
- Relocation services whether you are moving across the city or across the country, including rental and mortgage information and services.
- Monthly union publication...the *NTEU Bulletin*.
- The benefits of effective lobbying efforts, litigation, negotiations, and public relations, all part of the most aggressive and fastest-growing union in the federal sector—NTEU.
- A powerful national voice.

SECURE YOUR FUTURE
JOIN THE NATIONAL TREASURY EMPLOYEES UNION.

NTEU
 The National Treasury Employees Union