



## John's Column

By John Darden  
Chapter President

### Looking back at 2009 and a look forward to 2010

I sincerely hope that everyone had a good holiday and a happy new year.

2009 is now behind us and it is time to take stock of what we were able to gain as Federal Employees and look forward to the challenges that await us in 2010.

First the good news. New employees are now automatically enrolled in the Thrift Savings Plan (TSP) and are immediately eligible for matching contributions from the Government. Then in 2011, Employees will be able to setup a Roth Option within their TSP.

FERS employees will now receive credit for their unused sick leave when they retire. FERS employees who retire before January 1, 2014 will be able to get credit for half of their unused sick leave. Those retiring after that time will get full credit for their unused sick leave.

Retirees will now be able to return to Government service for a limited amount of time (six months or so) and receive both their full retirement benefits and the full salary for their new job. CSRS employees are now permitted to transition into retirement by going part time without having their pension affected. Their pension will be computed on the length of service and the "deemed salary".


After a miserable showing in 2008, all of the TSP funds posted a positive return in 2009!

Now for the not so good news. For the first time in

about a dozen years federal employees did not receive pay parity with members of the military.

There are also several challenges to overcome in 2010. There is a proposal in Congress to:

- trim the limit for Flexible Spending Accounts from \$5,000 to \$2,500.
- impose a surtax on FEHBP, making sure that FEHBP maintain its own (existing) risk pool.

The challenges in 2010 are high risk challenges that have to be taken very seriously, and National NTEU is working hard to protect your benefits. Dodging bullets can be as important as hitting the homerun. 



"This year I mean to share my \$600,000 bonus with all of you. I mean to, but I probably won't."

### In This Issue:

- ⇒ **John's Column — Page 1**
- ⇒ **Chief's Word — Page 2**
- ⇒ **Thumbs Up/Down — Page 4**



## Chief's Word

By Cheryl Dalton

It is a new year and a time for resolutions and changes. I am pleased to be appointed as your current Chief Steward for Chapter 46. NTEU has been a major part of my professional career since 1980. I have been a member of NTEU since 1980 and have served our chapter beginning in 1991 as a steward. I have had the privilege of being a collection steward, Steward-at-Large, Asst. Chief Steward for Collection, Chief Steward, and past Executive Vice President.

I believe in the power of collective bargaining to ensure the rights for employees. We have a new contract that became effective on October 1, 2009. NTEU fought long and hard to get this contract into place. Our local President, John Darden was on the NTEU Negotiation Team and represented our interests as a permanent member.

I believe that employees are the IRS's greatest assets. As employees, we have sets rules and regulations that must be followed. We are given expectations by our managers and are expected to follow them. The contract is the binding document that is agreed upon by both NTEU and IRS for rules that must be followed and it is our job to ensure that management also abides by these rules. As a steward, it is one of our jobs to ensure that management follows these rules.

If these rules are violated, there is a system in place such as a grievance, oral reply or an unfair labor practice, that we can file to hold management accountable for fairness.

I have made a commitment to represent our employees to the best of my ability. Chapter 46 is a strong organization. NTEU fights for our rights and please do not be hesitant to call on us when it is necessary.

Once again, I am proud to serve our bargaining unit and am available and committed to helping our members.



**"I'm looking for a quiet shoe so I can sneak up on my employees."**



# NTEU NEWS

Published Bi-Monthly

Website: [www.nteu46.org](http://www.nteu46.org)

Downtown Dallas  
1100 Commerce, Room 833  
Mail Code 1700 DAL  
Dallas, Texas 75242  
Phone 214 413-5555  
Fax 214 413-5560

Northwest Office  
4050 Alpha Road, Room 1029  
MC 1700 NWSAT  
Farmers Branch, TX 75244  
Phone 972-308-1651  
Fax 972-308-1645

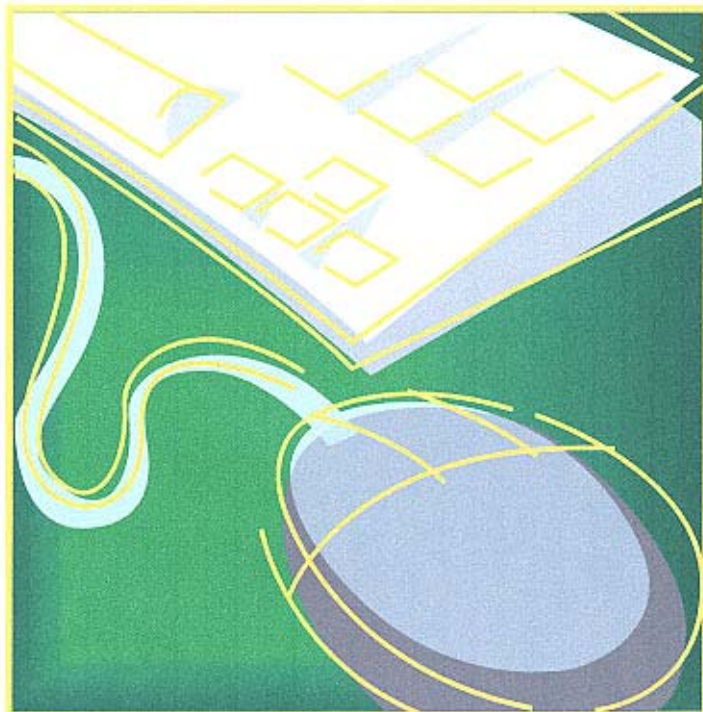


### Editorial Staff

Larry Elliott, Editor (SBSE)  
Cheryl Dalton (SBSE)

# New Address?

Please let NTEU know because the IRS won't!



Simply visit the National NTEU web site, log in at the top of the page, click on Union Office, and choose Personal Contact Info.

You can change your address right there. The new address is automatically update in NTEU's records, so you won't miss a thing.

Not really a computer person, just stop by the Chapter 46 Union office and fill out a change of address form and we will update your address.

# [www.nteu.org](http://www.nteu.org)

---



# NOTICE TO ALL EMPLOYEES

**POSTED PURSUANT TO A SETTLEMENT AGREEMENT APPROVED BY A REGIONAL DIRECTOR OF THE FEDERAL LABOR RELATIONS AUTHORITY**

On January 21, 2009, a representative of the Department of the Treasury, Internal Revenue Service, Farmers Branch, Texas, dealt directly with a bargaining unit employee, who was represented by the National Treasury Employees Union, Chapter 46, regarding the settlement of a grievance.

**We hereby notify our employees that:**

**WE WILL NOT** fail and refuse to bargain in good faith with the National Treasury Employees Union, Chapter 46, the exclusive representative of our employees, by bypassing the Union and communicating directly with bargaining unit employees concerning grievances, disciplinary actions, and other matters relating to the collective bargaining relationship, for which the Union is representing the employees.

**WE WILL NOT**, in any like or related manner, interfere with, restrain, or coerce employees in the exercise of their rights assured by the Federal Service Labor-Management Relations Statute.

**WE WILL** deal only with the National Treasury Employees Union, Chapter 46, to resolve grievances, disciplinary actions and other matters relating to the collective bargaining relationship, for which the Union is representing the employees.

Department of Treasury  
Internal Revenue Service  
Farmers Branch, Texas

Dated 12/7/2009

By: *[Signature]*  
(Signature)

DFO West Appeals  
(Title)

**THIS IS AN OFFICIAL NOTICE  
THIS NOTICE MUST REMAIN POSTED FOR 60 CONSECUTIVE DAYS FROM THE DATE OF POSTING  
AND MUST NOT BE ALTERED, DEFACED OR COVERED BY ANY OTHER MATERIAL.**

If employees have any questions concerning this Notice or compliance with its provisions, they may communicate directly with the Regional Director for the Federal Labor Relations Authority whose address is:

525 S. Griffin, Suite 926, LB 107  
Dallas, TX 75202  
214-767-6266

FLRA form 55  
(Rev. 7/89)



## Upcoming Events:

- Feb 4 — Lunch and Learn - Downtown Dallas
- Feb 11 — Legislative Night - Downtown Dallas
- Feb 25 — NTEU Lunch and Learn - 4050 Alpha Road

For more information contact your local steward or contact the union office at 214-413-5555.



## Thumbs Up/Thumbs Down

### Thumbs down to IRS APPEALS

Back on January 21, 2009 an IRS Appeals manager by-passed an NTEU Chapter 46 Steward and dealt directly with a bargaining unit employee, who was being represented by the National Treasury Employees Union, Chapter 46, in connection with the settlement of an open grievance. As expected, when this action was brought to the attention of upper management within appeals, they did what they usually do, deny any wrong doing. NTEU Chapter 46 then filed an Unfair Labor Practice with the Federal Labor Relations Authority (FLRA) in Washington DC., and the investigation began.

Finally, over nine months later the FLRA agreed that Dallas Appeals Management had violated Title 5 of the U.S.C. and the National Agreement. An order was issued for Brenda Dial to sign a posting to all employees that this type of illegal activity will not happen in the future. Only time will tell if that actually happens. Appeals management has very little credibility with NTEU and we will be vigilant for similar violations. Making a mistake is one thing but denying it ever happened is another matter.



"This online suggestion box is great. It makes it easier to ignore the suggestions."