



John's Column

By John Darden
Chapter President

New IRS Term Contract

The IRS and NTEU have finally been able to come up with a new term contract that is able to best serve our members. Now it is just the matter of having you, our members, ratify the new contract. In an effort to accomplish this in a timely manner, the chapter will be holding a meeting on Tuesday, April 14, 2009 at 5:00 p.m. in room 710 of 1100 Commerce Street, Dallas, TX, to hold a ratification vote. Please plan to attend.

In order to assist you in reviewing the proposed changes to the contract prior to this meeting, we have set up a link to our National NTEU Website that shows the changes on an article by article basis. The link can be accessed as follows:

<http://www.nteu.org/Members/IRSContractProposals.aspx>

In order for the link to work, you must be a registered user of the National NTEU Website. After accessing the link, you will then need to type in your user name and password. You will then be automatically redirected to the new contract site.

I want to personally let everyone know that getting to this point has been a long and difficult process that has been going on since mid-2005. We have taken what was already the best contract in the federal sector and improved it without having to relinquish anything substantial. I am very pleased to give you my strongest recommendation that it be ratified. Along with other members of the bargaining team, I have placed a tremendous amount of time and effort in getting you this new contract.

Some of the highlights of the new contract include:

- * Several procedural limitations on management's ability to use EQ data to evaluate and harass employees;
- * Ten thousand more employees given AWS eligibility;
- * An increase in the total amount of money going toward awards and increases in the minimum and maximum amount of awards;
- * Prohibited the use of contract recording material in an evaluation unless the recording has been preserved
- * An obligation that appraisals not only be based on a reasonable and representative sample of one's work; the obligation that any data taken from targeted work reviews, such as reviews focused on only overage *cases* and contract recording write-ups, *must* be balanced with the other work an employee did;
- * More contractual certainty about when seasonal employees will work and some potential for compensation if the agreement is not followed;
- * Greater protection against seasonals losing health insurance;
- * The right to negotiate over changes in seasonal employment agreements;
- * The right for RAs and ROs to work maxiflex;

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Legislative

By Sharon Wilson
VP Membership

2009 Legislative Conference Delivering Change for America

I was selected by our chapter to accompany Fount Rowel and Candis Cardenas to our nation's capital for the annual NTEU National Legislative Conference. This was the first opportunity for me to attend this annual conference and the experience was awe-inspiring! Each year NTEU Chapters meet in Washington D.C on Capital Hill to meet with members of congress on our behalf, as federal workers.

The opening session began with NTEU National President, Colleen Kelly, addressing all chapter leaders. We also heard words of encouragement from Congressmen Edolphus Towns and Stephen Lynch. Both congressmen are members of the House Committee on Oversight and Government Reform. Senator Daniel Akaka graced us with his presence during the closing session. These are some of NTEU's biggest supporters.

There were eight different workshops for us to attend between our designated meeting times on the hill. The workshops were New Leadership, Privatization and Jobs, Food and Drug Administration (FDA), DHS Legislative Issues, FIRREA, Electronic Research,

Communications, and Legislative Feedback. These workshops are designed to provide overviews and analysis of critical issues NTEU deals with on a daily basis.

During our visits we met with Jim Silliman, Legislative Assistant of House Representative Pete Sessions; Jeff Stockdale, Labor Legislative Assistant of House Representative William Thornberry; J D Hale, Labor Legislative Assistant for Texas Senator John Cornyn; Kathryn Knowles, Labor Legislative Assistant for House Representative Kay Granger; Kathy Bergren, Labor Legislative Assistant for House Representative, Randy Neugebauer; and Ryan Young, Senior Policy Aide for House Representative, Kenny Marchant. We also meet with House Representatives Sam Johnson and Jeb Hensarling. Texas Senator Kay Bailey Hutchison invited us to attend a pleasant meet and greet coffee hour reception with her. Even though in most cases we meet with Legislative Aides to the House Representatives, I was amazed as to how many members of the house actually took the time to speak with us directly.

In each of our meetings, we discussed the 2009 priority legislative agenda that affects us all as Federal Employees with our respective representatives. The issues are:

Pay Parity for Federal Employees

The FY 2010 budget recommends a 2% pay raise for federal employees and a 2.9% for military personnel. Unfortunately, these recommendations do not reflect the longstanding principle of pay parity between federal civilian employees and the military. In addition, there is a 23% disparity between federal employees and the private sector pay. NTEU is urging congress to support pay parity for both military personnel and the federal civilian workforce.

Increasing Access and Affordability of Federal Employee Health Benefits Plans

NTEU also supports requiring the Office of Personnel Management (OPM) to apply for a subsidy to keep premium costs down and raising the dependent coverage cap from age 22 to 25.

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Website: 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)

Legislative from Page 2

Providing Paid Parental Leave

NTEU is supporting legislation introduced by Senator James Webb and Representative Carolyn Maloney to provide to federal employees four weeks of guaranteed paid leave for the birth or adoption of a child and to allow the use of up to eight weeks of accrued paid sick time to care for a new child.

Ensure Collective Bargaining Rights

NTEU asked that each Representative support the repeal of the Department of Homeland Security's regressive human resources management system and to support legislation providing collective bargaining rights for Transportation Security Officers (TSO) and restoring collective bargaining rights for Alcohol, Tobacco and Firearms (ATF).

Federal Retiree Issues

Representative Howard Bermand and Senator Dianne Feinstein support Bills to end unfair social Security offsets that reduce or eliminate retiree's Social Security based on his or her own earnings. We are in favor of the passage of legislation to allow federal and military retirees to use pre-tax dollars to pay for their health insurance premiums as active federal workers already do. Also to allow FERS retirees unused sick leave hours credited towards their FERS retirement calculation.

Reinstating Labor Management Partnerships

As we all know in 1993 President Clinton issued an Executive Order establishing labor management partnership in the federal government. But, as soon as President Bush took office this Executive order was abolished. Even though the Office of Personnel Management found that partnerships between laborers and management were solving problems, achieving the agencies' missions, helped to cut costs, enhanced productivity, and improved customer service in agencies across the Government. NTEU expects each one of the House Representatives to support us in reestablishing this Executive Order.

Agency Funding and Government Privatization

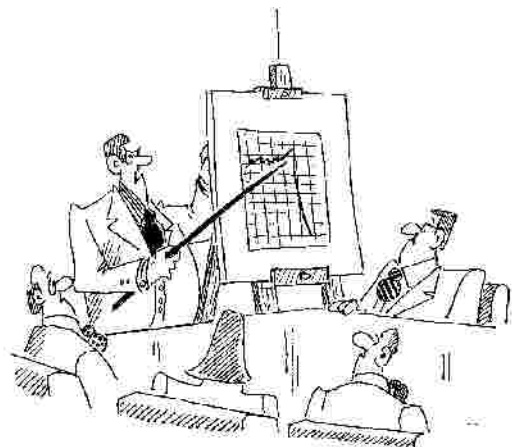
One of the most critical issues we support is for adequate budgets to ensure that federal agencies have

the resources necessary to perform their critical missions. The last item on our agenda was a small luncheon for all NTEU Chapter Leaders. This is where NTEU National President Colleen Kelly informed us that government privatization contracts will not be extended. What does this mean? No more outsourcing.

All these issues were addressed at the 2009 Legislative Conference and are very important issues that will affect all of us as federal employees. America has a new Commander In Chief who knows that it is time for a change. NTEU has committed to delivering change for Federal Employees.



2009 Legislative Conference. Pictured from left to right, Fount Rowel, VP Legislation, Candis Cardenas, VP POD and Jim Littlejohn, National VP District 3.



"And right here is where the former administration decided we didn't need union partnership!"

New Contract from Page 1

- * The right to work up to 125 miles from the office when on flexiplace and further, with specific approval;
- * The right to negotiate before workloads are increased; and
- * The obligation for management to pay the total cost of arbitration if they do not provide the promotion file timely.
- * Moved up the effective date of some career-ladder promotions
- * Launched a joint effort to revamp the compensation for bilingual employees
- * We turned back a strong IRS effort to eliminate the right to first considerations for internal candidates

We have achieved an excellent agreement for our members. Now it is up to you to ratify the new agreement. ✚



National VP District 3 By Jim Littlejohn

We now have a new contract that goes into effect on July 1, 2009. This has been a tough one but as you review it you will clearly see that it is better than the last one, which was better than the one before it and so on and so on. NTEU does seem to have the ability to prevail at the bargaining table at each and every negotiation session.

Every member of Chapter 46 should be proud of the efforts of the union's bargaining team, and especially the long hours put in by our Chapter President, John Darden. Being stuck in a hotel, working 12 to 14 hours per day with no added compensation is no walk in the park. It is work battling across the table from the management team and there are few breaks. For a time negotiations were going on 7 days a week for 3 straight weeks. This not your normal work hours for an IRS employee!

Did we get everything that we wanted? No! Did management get everything that they wanted? Absolutely not! You would not believe some of the things management wanted in their initial proposal. Each contract that is negotiated by NTEU is by far and away better than the last one, and that will continue as long as we maintain a strong union with excellent members that are willing to put in the time and effort to get the job done.

As you review this agreement take a minute to thank John for the sacrifice and effort that he put into this agreement. An e-mail, note or quick call will work. Remember that NTEU is still the eminent union in the federal sector and we will continue to do even more in the future.

I am proud of this contract, I am proud of the union leaders that negotiated this agreement, and I am proud to be a member of NTEU.

Thank you,
Not Retired Yet,
Jim Littlejohn ✚



Lunch with the President

From April 1st through May 29th
any new member submitting
a valid Form 1187* to join
NTEU Chapter 46 will be
treated to a free lunch by
John Darden, NTEU
Chapter 46 President.

**Hurry, this is a limited
time offer!**

For more information
contact Sharon Wilson,
VP Membership at 214-413-5555 or contact your
local steward.



*Valid Form 1187 - Applies to employees who are currently not a member of NTEU Chapter 46 that submit a signed and dated Form 1187 for dues withholding that is processed by IRS. Person submitting Form 1187 must have been an IRS employee for at least 60 days.

QSI – What it means to you.

With the new QSI agreement that has been reached between the IRS and NTEU, now one out of every ten bargaining unit employees will receive the opportunity to receive a Quality Step Increase (QSI). This is more than double the previous rate for awarding QSIs to IRS employees.

QSIs provide either a salary increase or a cash payment.

The settlement is effective for the FY 2009 award pool for employees who receive an annual rating of Outstanding (4.6 or above). The criteria are:

1. You received an Outstanding performance rating (4.6 or above) for the current year;
2. You received an Outstanding performance rating in at least two of the three previous years;
3. You have served at least three years at the full performance level in your current position; and
4. You have not received a QSI within the previous three years.

If you meet this criteria, you will have a choice of accepting a QSI that will become effective the first pay period after they make such a selection, or taking a cash award in lieu of a QSI, which will be paid out in September, consistent with the IRS's current practice. There will be no retroactive salary adjustments under this settlement.

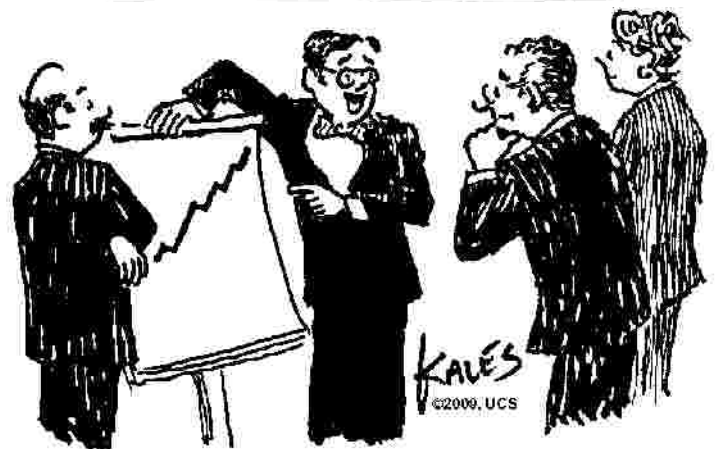
Though the waiting period for receiving a QSI will now be 156 weeks, rather than 104 weeks, all journey-level employees who demonstrate sustained outstanding performance over that period will receive a QSI. This covers employees working full-time, part-time, seasonal and intermittent schedules. ✦



Thumbs Up/Thumbs Down



Thumbs down to the Department 1 frontline manager that caused an employee to be delayed a months worth of pay due to managers inability to operate a facsimile.



"This is a great job if you can ignor the living Hell aspects."