



John's Column

By John Darden
Chapter President

QSI – Phase II

Last edition we informed you about the QSI settlement agreement in which IRS agreed to award quality step increases (QSI) to 10% of the bargaining unit employees. As you may recall, a QSI would be awarded if you (1) received an outstanding annual performance rating (4.6 or above) in the current appraisal year, (2) received an outstanding annual performance rating (4.6 or above) in at least two of the three previous years, (3) served at least three years at the full performance level in your current position and (4) have not received a QSI within the previous three years. If you met the criteria, you would then be given a choice of receiving a QSI.

Just recently, we were informed by a front line manager that “Management did not grant or deny this QSI it is out of our hands for the determination made by AWSS on this.” It seems that the IRS (specifically AWSS/HCO) has come up with a unique set of standards that involve criteria three above in which HCO is indicating has a meaning far above the actual wording. In essence, HCO has been denying the award of QSI based on their definition of full performance level in your current position.

Apparently AWSS has even come up with a form letter (unnumbered and also apparently an unapproved form letter) they are sending out to individuals informing them of why they are not receiving their expected QSI. One of the check box responses addresses the

criteria of not have served at least three years at the full performance/journey level or above in your present IRS position. It seems that if you should receive a promotion (still at or above your present IRS position), IRS has determined that you are no longer eligible for a QSI.

Unfortunately this is not an isolated incident. This and other NTEU chapters have been experiencing similar occurrences since the release of the QSI settlement agreement. We have been taking action to stop these determinations and to insure that everyone who is entitled to receive a QSI is offered one.

In order for NTEU to correct the harm being perpetrated on our bargaining unit employees, we need your help. If you should become victim to this type of action, please contact us as soon as possible so that we may start on taking the appropriate action. Do not just accept this type of determination. Remember, this is something that you have earned and are entitled to receive. Do not let this type of action go unchallenged!



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National VP District 3

By Jim Littlejohn

I recently asked a retired IRS employee to join NTEU as a retired member, even offering to pay the \$42 yearly retirement dues. This employee was never a member his entire career while working with the IRS and so I was not surprised when he refused stating that he will never sign up as a union member "...as a matter of principal, because I don't believe in unions!"

I can only assume that he will also refuse the \$250 credit that NTEU secured in the stimulus bill providing economic relief for federal retirees. After all, we are standing on a "principal" here.

Here is the information from the National NTEU website:

Earlier this year, NTEU secured provisions in the stimulus bill providing economic relief for federal retirees under both the Civil Service Retirement System and the Federal Employees Retirement System.

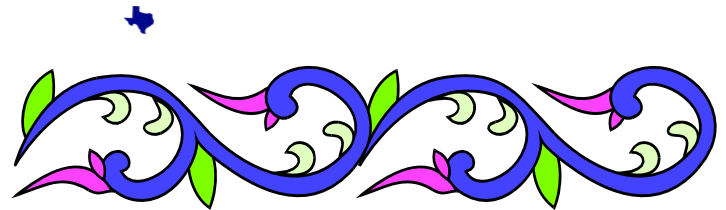


Retirees covered under FERS are slated to receive a one-time payment of \$250 by late May. Eligible FERS employees do not need to take any action to re-

ceive their checks. CSRS retirees will receive a refundable tax credit of \$250 (or \$500 for taxpayers filing jointly who are both eligible for the credit) against income taxes owed for tax year 2009. As more information becomes available, NTEU will provide updates on what steps must be taken to receive the credit.

Originally, only retirees receiving Social Security, including those under FERS, were on track to receive economic relief, but NTEU worked with lawmakers to ensure CSRS employees who are not eligible for Social Security receive some type of benefit.

This retired IRS employee will continue to take every benefit that is secured by NTEU and yet will continue to refuse to become a union member. Yes, "PRINCIPAL" is important, but doing the right thing is even more important. So remember, if you choose to accept the benefits of NTEU, you must also be willing to support the organization that obtained those benefits for you.



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"Not now! I've accumulated 200 vacation and sick days!"

NTEU NEWS

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Picnic in the Park!

Children activities

bounce house
sack-race
three legged race and more

Adults

cards and dominoes
B.Y.O.B,
bring your cooler
bring your favorite lawn chair

Food

hamburgers
hotdogs
pop corn
chips
soda
cookies

Good tasteful music

We will have prizes

When: **Saturday,
June 13, 2009**

Where: **River Legacy Park**

The Legacy Pavilion

701 NW Green Oaks, Arlington, TX 76006

Time: **4:00 p.m. to 8:00 p.m.**



NTEU Chapter 46 will be providing **food, drinks and prizes.**

Come join the fun!

Pick up your FREE tickets in the Union Office starting May 26th, or contact Sharon Wilson or Angela Porch, at 214-413-5555, if you have any questions.



MEMORANDUM

RE: H.R. 626, the Federal Employees Paid Parental Leave Act.

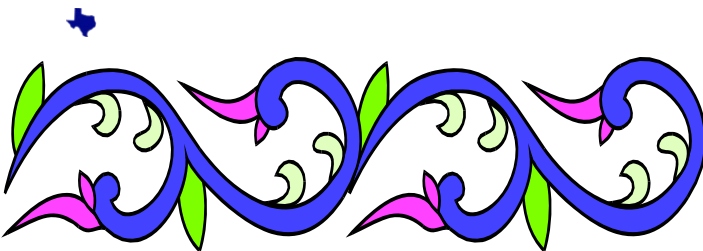
SUMMARY: On May 6th, the House Committee on Oversight and Government Reform passed H.R. 626, which provides four weeks of paid parental leave for the birth or adoption of a child.

H.R. 626 is now “marked up,” reported out of committee, and headed for a vote on the floor of the House. This important bill, introduced by Representative Carolyn Maloney (D-NY), provides federal employees with four weeks of full pay to use while they are on leave for the birth or adoption of a child. It will bring the government’s approach on family leave closer to that of the private sector and many industrialized nations.

As we have testified, this bill will help our federal government recruit and retain dedicated and talented workers, and show that the federal government truly values families. This measure will allow federal workers the ability to better balance family needs and work requirements as access to paid parental leave has become a necessity for today’s working families. After passage in the House, which we anticipate sometime in the next three weeks, action will move to the Senate, where Senator Jim Webb (D-VA) has introduced a companion bill, S. 354. So far, the Senate has not set hearings or action for the bill.

NTEU was well represented by several of our Washington, DC members at the mark-up, and both Representative Maloney and Representative Danny Davis (D-IL) acknowledged their presence. I look forward to continuing to work on paid leave for federal employees until this becomes law.

Colleen M. Kelley
National President



Thumbs Up/Thumbs Down



Thumbs up to the new Accounts Management, W&I, Operation 3 manager for committing to the challenge of improving management and employee relations by taking an aggressive approach to improve our local communications or the lack there of. In addition, congratulations to her on the new appointment!

