

BETWEEN THE LINES

April
May
June
2016



NTEU Chapter 46 Quarterly
Serving IRS Employees of North Texas

"Future State Strategy"

By: Candis Cardenas, President



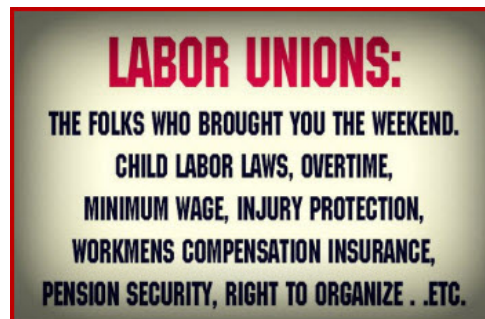
I see two issues with the Future State strategy that could result in its demise. The first is the lack of focus on the public servants expected to execute the goals and objectives of interest. There is a theme to cultivate a well-equipped, diverse, skilled and flexible workforce, but no paradigm of the process, particularly concerning the existing workforce. Front-line employees are fundamental to this transitive process and yet their input, nor that of NTEU's chapter leaders has been considered. Valuing staff before customers boosts company morale, enhances productivity, lowers costs and drives revenue. Understanding that it is employees who are responsible for the happiness (or otherwise) of customers can help put some logic into this topic. Therefore it would be a safe

assumption that you can, in reality, only keep your customers happy if your staff feels likewise.

The second is the contrived identification of the taxpayer's needs. Another fact that is ambiguous is the process of phasing into web-based interfacing. The problem is the millions of taxpayers that do not have PCs, laptops, or other electronic/mobile devices, let alone transportation to the nearest TAC, which can be located hours away, just to use a kiosk. Online services leave segments of the population underserved. Becoming more efficient should not involve inconveniencing the customer and it definitely does not improve the taxpayer experience. In addition, the OPM Breach and Identity Theft are still major vulnerabilities that the enterprise faces and at the same time is implementing digital data sharing.

The National Taxpayer Advocate highlighted two items that she thinks are critically important to designing the IRS future state: (1) opening the design process to the public, and (2) building trust. Each will lead to and reinforce the other: the greater the transparency around the design, the greater the trust; the greater the trust, the greater the willingness to engage and participate in the process.

There are several other issues that have been identified, however, for the sake of "good-faith intentions" we'll wait on the demise of the Future State as opposed to predicting it. After two years, a clear and concise detailed roadmap of the





Talking Points

for Meetings with Frontline Employees



You have likely heard many references to the IRS’ “Future State”, but what is it? The Future State is a wide array of different initiatives in every IRS Business Operating Division. “Future State” is the umbrella label the IRS has given to all of these initiatives. The initiatives range from changing how the IRS conducts audits to how it interacts with taxpayers to reducing its real estate footprint to save money. It assumes a much greater reliance on technology to conduct its operations. The Future State also assumes that the IRS will not receive significant funding increases in future years, forcing it to find cost-savings.

NTEU may support some Future State initiatives but not others.

We do not dispute that Congress’ cuts in the IRS’ budget have forced the IRS to look for costs savings. And management has the legal right to implement virtually all Future State initiatives. **Our** number one priority is the employees we represent. NTEU does not blindly accept the wisdom of every Future State project. We will assess the impact of each initiative on employees and the taxpayers they serve. Some we may support and others we may oppose. But whether we oppose an initiative or support it, we will use every tool at our disposal to make the initiative as good as it can be.

NTEU will seek to get frontline employees involved in developing initiatives affecting them before those initiatives are implemented. NTEU believes that frontline employee involvement is critical to the success of any IRS initiative to change how it does business because frontline employees do the work. Employees know first-hand whether something will work or won’t work and how it can be improved.

NTEU will also exercise our right to bargain any change in working conditions before implementation to the extent necessary to protect employees. We will not waive any of our legal rights, even if we support a particular change. How much we bargain depends on how much input we and frontline employees have before the initiative is rolled out. The more input we have, the less there will be to address in formal bargaining.

NTEU has developed a set of principles to guide our involvement in Future State initiatives. The key principles are:

- Savings generated as a result of Future State initiatives should be used to rebuild the frontline workforce. This includes savings resulting from eliminating unnecessary or redundant overhead positions, like analysts and program managers.
- Frontline employees need to be meaningfully involved in developing and implementing Future State changes.
- The IRS must be transparent in communicating with employees about changes that may affect them. NTEU will be as well.
- Frontline employees must benefit from Future State initiatives. There should be more career advancement opportunities, more skill development, more job flexibilities and benefits, like telework and flexible work schedules.
- NTEU's bottom line throughout the rollout of Future State initiatives is that impacted employees will not be RIFed, involuntarily reassigned or displaced, or have their pay or grade reduced.

(Note to Chapter leaders: Feel free to insert additional appropriate talking points about any particular initiative that is the subject of the specific 7114 meeting that may also be used by the Chapter's steward who attends the meeting.)

Additional Notes on the IRS' Future State and NTEU's Guiding Principles

1. Rebuild the Workforce: NTEU has repeatedly advised IRS that in order for the Future State initiative to be successful there must be a commitment by IRS to rebuild the shrinking IRS workforce. One of the main goals of the agency should be to hire additional personnel in critical frontline positions. Without this commitment, there will be minimum buy in from employees and Chapter Leaders. The current Future State plan, which emphasizes IT infrastructure change and transforming the way the IRS interacts with taxpayers, fails to address some key and pressing NTEU and employee concerns: the depletion of the collection workforce and the diminishment of the effectiveness of the collections role; the continued erosion of the depth and breadth of services IRS employees can provide to the public; and the aging of the IRS workforce and failure to hire and train new employees. There is a danger that Future State initiatives will syphon resources from core functions, increasing workload and exacerbating existing problems.

2. Meaningful Engagement: Front line employees must be engaged in the development and implementation of the Future State initiatives. Related to buy-in, NTEU has stressed to IRS that any Future State plans must involve frontline employees who best know the work, and will be most impacted by the changes. The IRS must also share with any NTEU-appointed SMEs all data and evidence on which its team(s) have relied or will rely to address the organizational changes that will be made in Future State (such as current FTEs, span of control, all data related to efficiencies, etc.)

3. Funding: NTEU is skeptical the IRS will be able to obtain funding for the Future State from this Congress. The IRS has had years of budget cuts (from 2010-2015), and was only appropriated additional funding in FY 16 to improve the level of service to taxpayers who seek service from the IRS. There is no guarantee that the

IRS will obtain funds for what likely will be hundreds of millions in IT infrastructure costs.

4. Transparency: The IRS needs to be honest and up front with Chapter leaders and employees. While IRS indicates it wants NTEU as “partners” on Future State and that it plans to work collaboratively with NTEU, there is disconnect between those representations and some of the agency’s actions. To NTEU, it seems that the IRS is interested in communicating that it is partnering or collaborating with NTEU without actually having to partner or collaborate with NTEU and its Chapter leaders.

5. Enhanced job flexibilities and benefits. As the IRS seeks to move to more electronic- or web-based interactions with taxpayers, employees’ job flexibilities should continue to be expanded. Telework and flexible work hours should be made available to more employees. NTEU firmly believes that to attract and retain a talented, diverse workforce and to transfer knowledge from an aging workforce, innovative programs such as phased retirement, home as a POD, and remain in POD opportunities should be implemented.

6. Enhanced career and skill development for bargaining unit employees must be part of the future state initiative. In any organization, the workforce is the key to success. NTEU has advised IRS leaders that a major element and goal of the Future State initiative should be to improve the career opportunities for onboard employees. Promotional and detail opportunities, and increased journey levels, should all be considered as part of this program. If employees will be required to perform more complex or demanding work, promotional opportunities should be made available to them.

7. Communications. NTEU has continued to seek a communications protocol on Future State communications, so that informa-

tion is shared with NTEU before it is shared with broader audiences. Information on Future State (and Concept of Operations) has been disseminated by IRS to BUEs and the media before it has been shared with NTEU. This is a significant, important initiative, and there is a lot of confusion around Future State and ConOps. NTEU seeks a communication plan to provide clear, timely information to employees about Future State. Any Future State documents should be shared with NTEU before being uploaded to the IRWeb. Without a communication protocol, it is unlikely this project can be worked collaboratively, which NTEU believes would result in a less successful plan.

8. No RIFs, involuntary displacements, or reductions in grade or pay. NTEU strongly believes that every BU employee who wants to continue their career with the IRS should be able to do so, and they should be provided with the proper training and tools they need to perform their jobs. No employee should suffer an involuntary pay or grade reduction because of the Future State.

9. Space Changes. In order to identify resources, IRS intends to find savings by reducing space. This is a significant issue for NTEU. We believe that there should be transparency when it comes to space changes, and that impacted employees and Chapter leaders should be afforded “pre-decisional involvement” (PDI) -- the opportunity to weigh in on possible changes to the worksite *before any final decisions are made about it*. To date, IRS has refused to afford our Chapter leaders and employees this opportunity. Space consolidations, reductions or closures have a major impact on employees. For example, some employees of them have had their commutes doubled by the closure of their POD. If collaboration with, and feedback from, Chapter leaders and employees is valuable to the IRS, the Chapter leaders and employees should be given the information about possible plans so they can be involved in shaping those plans. Both parties will benefit by

the resulting conversations. The parties should also discuss expanding the “home as POD” MOU and model for future space changes. Lastly, the cost savings of these initiatives should be used in support of building a stronger workforce and making an IRS a great place to work.

10. IT Personnel. NTEU supports the need for a strong IT platform within the Future State. We also believe that it is critical that whatever technological improvements are made as part of Future State, there should be a commitment by the IRS to support such IT systems with IRS bargaining unit employees. IRS has lost IT institutional knowledge and its failure to invest in an IT workforce will cause operational problems.

11. Analysts and Span of Control. NTEU believes that in order to become a more efficient organization (i.e., reduce unnecessary costs through the Future State initiative), IRS must eliminate excessive and redundant overhead positions and direct those savings to the Future state initiative. Frontline employees believe that there is significant duplication in the management ranks, and that there are far too many program analysts than the organization can support. NTEU has proposed as part of Future State an analysis of span of control and the number of NBU personnel in every division be conducted. The analysis should be conducted with the goal of redirecting those resources to frontline positions.

12. Contractual Obligations. NTEU has advised the IRS that whatever NTEU’s involvement is in the Future State initiative, it reserves its right to fully bargain pursuant to Article 47 over any proposed changes to conditions of employment before they are made.



Legislative News You Can USE

The following actions could affect your PAY and/or your JOB. So, here is what you can do to make a difference in less than (5) minutes.

Did you know?

NTEU members can take action on legislative issues using their smart phones and iPads. Visit <http://capwiz.com/nteu> from your PC, mobile device or iPad to respond to call alerts and e-mail letter campaigns.

Send a letter to your Congressional Leader and State Senator

NTEU STRONGLY OPPOSES THESE PENDING BILLS

H.R. 1137 would cut certain federal salaries immediately by 8.7 percent and limit pay raises.

H.R. 1230 would lower federal pension.

H.R. 417 would slash the federal workforce by 10% over (2) years.

H.R. 4461 would prevent federal employees from voluntary deductions dues.

H.R. 4083 would prevent union representation for IRS employees.

The only way change will come is if you use your voice...There IS strength in numbers. If you have any questions please contact

Fount Rowel at 214-413-5556.

Additional **Telework** Clarification

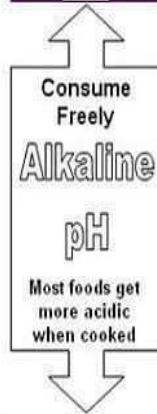
The issue of reporting to the office “twice a pay period” is evidently misunderstood. Article 50 Section 1(A) 4 states; “The employee may be removed from Telework if he or she fails to report to his or her as signed POD within the locality pay area at least two (2) days each pay period; or, if his or her work location varies on a recurring basis, and he or she fails to regularly perform work within the locality pay area.” What this means is that performing field work within the locality pay area on a recurring basis satisfies the requirement of reporting to the POD at least two days each pay period. So if the employee performs work at a location in the locality pay area, there is no need to report to the office. So if an employee works remotely at one of the Telework stations within the locality area, managers cannot use this as a reason to force them into the office. (June 2016 National Treasury Employees Union-The WATCH-DOG (chapter 60 New Jersey)





In an effort to lessen our carbon footprint, NTEU chapter 46 is jump starting its green initiative by providing the *Between the lines quarterly* in an online format only. We are also working with the South Central States Senior Commissioner's Representative to bring sustainability initiatives to more PODs.

DRINK IONIZED WATER
1 LITER per 30 lbs
DAILY



pH Food Chart

pH 10.0
1,000x more Alkaline

High Alkaline Ionized Water
Raw Spinach
Raw Broccoli
Artichokes
Raw Asparagus

Red Cabbage
Raw Celery
Cauliflower
Collard Greens
Cucumber
Raw Kale

Dandelion
Seaweeds
Raw Onions
Lemons & Limes
Rhubarb Stalks
Soy Lecithin-pure

Alfalfa Grass
Barley Grass
Wheat Grass
Black Radish
Soy Sprouts
Chia Sprouts

pH 9.0
100x more Alkaline

Avocados
Borage Oil
Green Tea
Most Lettuce
Raw Zucchini

Red Radish
Red Beets
Raw Tomato
French Beans
Parsley-Cilantro

Raw Peas
Raw Eggplant
Alfalfa Sprouts
Green Beans
Beet Greens

Garlic or Chives
Dog/Shave Grass
Straw Grass
Lemon Grass
Cayenne Pepper

pH 8.0
10x more Alkaline

Brussel Sprouts
Endive
Green Cabbage
Cooked Spinach
Cooked Broccoli
Cook Asparagus

Lima Beans
Soy Beans-Fresh
Navy Beans
Cooked Peas
Cook Eggplant
Sour Grapefruit

Raw Almonds
Wild Rice
Quinoa
Millet
Flax Seed Oil
Coconut Water

Chicory
Olives
Bell Peppers
Watercress
White Radish
Lamb's Lettuce

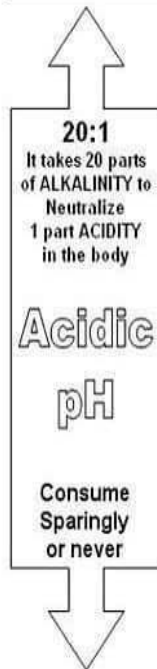
Neutral pH

pH 7.0

Most Tap Water
Municipalities adjust tap water to be +/- 7.3 by using Chlorine to keep pH high enough to eliminate any bacterial growth etc.
HUMAN BLOOD pH is 7.365

Most Olive Oils
Pumpkin Seeds
Primrose Oil
Marine Lipids
Sesame Seeds
Raw Goat Milk

Fennel Seeds
Sunflower Seeds
Leeks (bulbs)
Coconut & Oil
Barley
Sprouted Breads



pH 6.0
10x more Acidic

Fresh H₂O Fish
Lentils
Spelt
Soy Flour
Brazil Nuts
Wheat Kernels
Coconut

Macadamias
Grapes
Hazelnuts
Brown Rice
Wheat
Papaya
Stevia & Agave

Watermelon
Cantaloupe
Cherries
Strawberries
Plums
Blueberries
Raspberries

Dates
Peaches
Oranges
Pineapple
Banana
Mango
Walnuts

Most Bottled Water

pH 5.0
100x more Acidic

Honey
Cooked Beans
Bread
Liver
Organ Meats
Cocoa
Soy Milk

White Rice
Potatoes
Butter-Corn Oil
Soft Cheeses
Milk & Cream
Cook Tomatoes
Sweet Potatoes

Whole Grain
Rye Bread
White Bread
White Biscuit
Fruit Juice
Cashews
Oysters

Rice Cakes
Turbinado Sugar
Ketchup &
Mayonnaise
Figs & Prunes
Rose Hips
Cooked Corn

Reverse Osmosis Water • Distilled & Purified Waters • Enhanced • Flavored • Vitamin Waters & Sports

pH 4.0
1,000x more Acidic

Turkey
Ocean Fish
Chicken & Eggs
Hard Cheeses
Mustard

Canned Fruits
Beer & Wines
Cream Cheese
Most Pastries
Popcorn

Peanuts
Pistachios
Fruit Drinks
Beet Sugar
White Sugar

Coffee
Chocolate
Cranberries
Buttermilk
Tomato Sauce

Carbonated Water • Seltzer or Club Soda

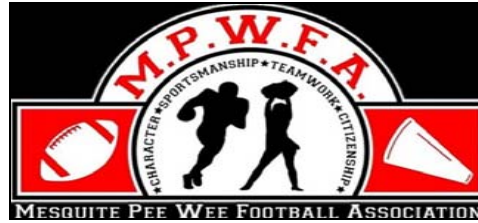
pH 3.0
10,000x more Acidic

Pork
Veal
Beef
Lamb
Pickles
Vinegar

Black Tea
Soy Sauce
Hard Liquors
Canned Foods
Processed Foods
Microwaved Foods

Sweetened Fruits & Juices
Stress, Worry, Lack of Sleep
Tobacco Products (Chewed or Smoked)
Artificial Sweeteners (Sweet n' Low, Equal etc.)
16oz. Chocolatty-Mocha-Frappuccinos
SODAS & Carbonated Beverages

NTEU CHAPTER 46 MARDI GRAS BUS RIDE



You are invited to join the MPWFA for our 1st Annual Mardi Gras bus ride to the New Orleans, Louisiana to experience the excitement of Mardi Gras on Saturday February 25, 2017.

We will depart Mesquite Friday, February 24th at 11:00 p.m. and will arrive in New Orleans French Quarters Saturday morning around 8:00 a.m.

Once in New Orleans you will have the option to stay with group and attend the various parades. You can also tour the city on your own where you can attend several parades on Canal Street, Bourbon Street, Harrah's Casino or visit popular restaurants and shops.

Whatever option you choose, everyone must meet back together at a location TBD. The MPWFA will not be responsible if you are left in New Orleans. The bus will leave New Orleans at 11:00 p.m. and will arrive back in Mesquite Sunday, February 26th at 8:00 a.m.

We will be traveling in a 55-Passenger Coach from Wynne Motor Coaches. The motor coach is equipped with seatbelts, restroom, electrical outlets, and TV screens (movies will be provided). Snacks will also be provided on the bus. No other meals will be provided by the MPWFA.

The cost of the bus ride is \$100.00 per person (Round Trip).

1st payment - \$40.00 due by August 31, 2016

2nd payment - \$30.00 due by September 30, 2016

Final payment - \$30.00 due by October 31, 2016

There will be no refunds. Please make checks payable to MPWFA.

For more information please contact any of the following MPWFA

Board Members: Fount Rowel 214.552.4454

Clarence Kenney 469-248-5885

Dorye Hughes 469-360-5296

Public Service Awards 2016 Salute to the Stars

By Angel Middleton



This year we celebrate the Federal Executive Board Awards- Public Service Awards 2016 on Wednesday, June 8, 2016. The NTEU member award nominees included the following page:

There was also a recognition of those involved in the Combined Federal Campaign that included Angel Middleton (NTEU steward shown below in the picture), for their work as Loaned Executive and recipients of the CFC Leadership award of 2016.

The IRS was recognized as one of the Top Contributing Agencies for CFC.

Honorable mention includes both Bernardo Delgado and Michelle Miller (NTEU Steward) who were the CFC IRS Coordinators for 2016.

Thank you to all of the NTEU members who were nominated for your awesome service to the public. Though everyone did not go home with an award in hand, you are all winners! Keep up the good work!

NTEU Member Award Nominees

Vanessa Barr	SBSE-Tax Compliance Officer	-Law Enforcement Excellence-Finalist
Kamie Billops	LB&I- Revenue Agent	-Interagency Collaboration- Finalist
Genell A. Collier	IT- Information Technology Spec.	-Customer Service Nominee
Tameka Davis	SBSE-Tax Compliance Officer	-Customer Service Nominee
Carlos Gutierrez	SBSE- Revenue Officer	-Interagency Collaboration- Finalist
Carol Hyldahl	DCI- Economist	-Interagency Collaboration- Finalist
Jonathan Jackson	DCI- Revenue Agent	-Interagency Collaboration- Finalist
Brenda S. Jackson	W&I- Supply Management Spec.	-Customer Service Nominee
Ngoc (Thanh) Ly	SBSE- Internal Revenue Agent	-Community Service Nominee
Christine Pfiffner-Martinez	SBSE- Lead Attorney (Estate Tax)	-Interagency Collaboration- Finalist
Angel Middleton	SBSE-Tax Compliance Officer	-Community Service Nominee -Diversity & Inclusion- Finalist
Hsiao-Chung (Heinz) Wu	IT- Information Technology Spec.	-Leadership Excellence- Finalist

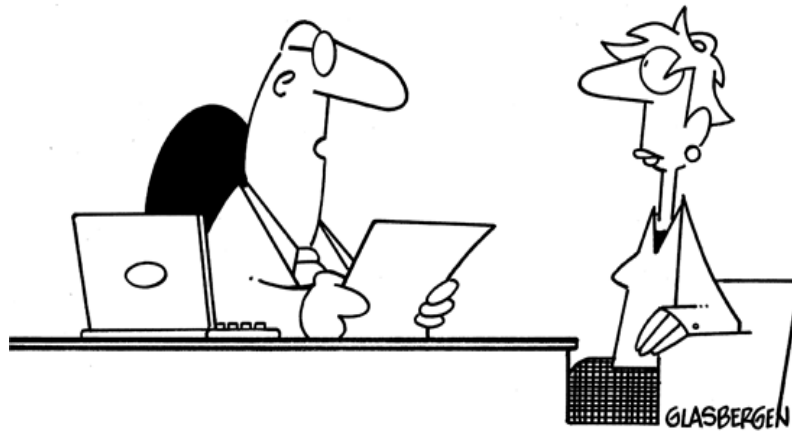
FOOD for THOUGHT



It is our choices that show who we truly are,
far more than our abilities.
J.K. Rowling



Federal employees take note: if you are undergoing a background check for a security clearance, the government will now be taking a look at your social media accounts. Director of National Intelligence James Clapper signed off on the new policy on Thursday. According to the new policy, "Agencies may choose to collect publicly available social media information in the personnel security background investigation process, which pertains to the covered individual's associations, behavior and conduct, as long as the information pertains to the adjudicative guidelines for making determinations of initial or continued eligibility for access to classified



**"If you are willing to take a 25% pay cut,
I'm willing to give you a 10% raise!"**



**"Larry never talks during meetings, doesn't contribute
any ideas or suggestions. I think we should make
him Employee of the Year."**



All NTEU Chapter 46 Members,

The election of Chapter Officers was held on July 14, 2016, and the new Chapter Officers have been determined. We would like to congratulate the following individuals for being elected to these positions. These offices will become effective October 1, 2016 and will last for a three year period ending September 30, 2019.

The newly elected NTEU Chapter 46 offices are:

Chapter President	Candis Cardenas
Executive VP	James Rucker
Legislative VP	Fount Rowel
VP Distant POD's	Rodney Pradier
VP Membership	Michelle S Powell
Secretary/Treasurer	David Hines

We would like to thank everyone for taking part in this election process.

If you have any questions about this election, please contact Donna S. Miller, Chairperson of the Election Committee at 214-413-5555.

STATUS CALL

NTEU Reaches Agreement Resolving Long Running Night Differential Grievance

NTEU has entered into an agreement with the IRS to settle a national grievance concerning the IRS's failure to pay employees the night differentials they should have received when they used religious compensatory (comp) time or a time-off award (TOA). By law, agencies must pay employees a 10% differential for regularly scheduled work performed between the hours of 6:00 p.m. and 6:00 a.m. When employees use religious comp time or a TOA for hours during which they normally would receive a night pay differential, they are entitled to receive the differential just as if they had worked those hours.

The agreement makes \$37.82 per year plus interest available to claimants for the 2003-2009.

The IRS will send a Notice and Claim Form via U.S. mail to all current and former employees who worked in campuses (including call sites) and computer centers and who took religious comp time or used a TOA during the 2003-2009 recovery periods. Employees who receive a Notice and Claim Form will have 120 days to file a claim for payment. The IRS will also post the Notice and Claim Form on the IRWeb so that employees working in other locations can have a chance to submit a claim.

For more information, please visit www.NTEU.org to read the entire article: **Status Call, March-April 2016.**

Michelle S. Powell



BROWN NOSE DISEASE

It CAN be Stopped!



Symptoms:

- *self-delusion
- *fawning
- *loss of independent perspective
- *misplaced loyalties
- *can develop into complications such as scabbing (from which some patients never recover)

***Innoculate all co-workers with large doses of preventative SOLIDARITY!**



Annual

Labor Recognition Week Celebration

By Michelle S. Powell

The Labor Recognition event is an opportunity to celebrate our members annually by networking through labor organization. This year's recognition was truly a successful event for all, demonstrating that "Working for a Better Future" is always PARAMOUNT.

The decision to host this Labor Recognition event earlier in the year than past years was received extremely well within the "seasonal employee" base of our membership. Usually they are in non-work status when this event is hosted, so the feedback thanking us for keeping them in mind was extremely appreciated.

The feedback given to our Chapter Leaders from all of our members has been OUTSTANDING!!! Not only did we celebrate the event by providing snacks, lunch, drawings for various prizes, games, and NTEU-46 giveaways, but also Sherlyn Bell, the safety officer presented invaluable information regarding safety within the workplace.

Our Chapter President, Candis Cardenas spoke with members, as did all Stewards present, providing updates relevant to our members. (i. e. night differential, upcoming cost of living increase, updates regarding the call site infestation, etc.)

Although, the annual Labor Recognition event is an opportunity for members to comingle with fellow co-workers, as well as Chapter Leaders, we must keep in mind that "the fight continues". Case in point, management denied employees the opportunity to participate with United Benefits for one (1) hour administrative leave under article 36 section 11 of the National Agree-

ment (2016). This was an excellent opportunity for members to converse with them regarding insurance and retirement concerns (Especially when the Agency has not held a health fair in years). This was an ideal opportunity for management to work together with NTEU to provide a much needed service for employees. But instead, they denied employees and therefore NTEU-46 took the necessary steps to fight for members by filing grievances. There are many ways in which we, the members can participate to make our voices heard consistently through the NTEU network. For example:

Know your rights (Read the 2016 National Agreement)

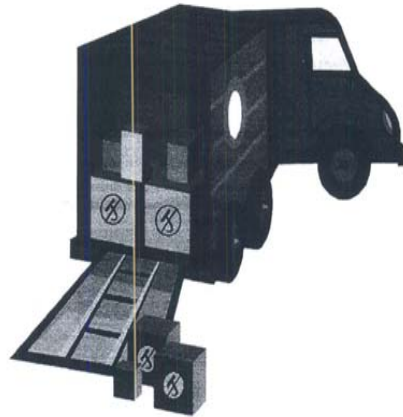
Participate/Educate yourself thru the Legislative venue by utilizing the NTEU website (national and local) to keep yourself abreast of Congressional information which may have an effect on your employment/retirement/personal life

Encourage non-members/retirees to become/stay members, because there is strength in numbers and remind them that they benefit from YOUR MEMBERSHIP and SUPPORT of NTEU.

These are just a few things that can be done by each of us daily to help ensure that Federal Employees are treated with dignity and respect.

As VP of Membership, I would like to extend a heartfelt "thank you" to each of our members and stewards in the Chapter 46 family for your hard work, commitment and dedication. You all are appreciated and it just demonstrates how much we can accomplish when working together for the good of Federal Employees.

Thank you is extended to all Vendors for your participation, and support of our members.



HAVE YOU MOVED LATELY?

NTEU Chapter 46 is in the process of updating its membership database. If you have moved lately, please complete this form. Our office will forward this information to NTEU National Office so they can mail you NTEU Bulletins and other information. Thank You.

SSN: _____

Name: _____

Home Address: _____

Please fold, staple or tape and mail to:
NTEU Chapter 46
MC 1700 DHL
Attn: Membership Coordinator

Employee work e-mail _____

Recruiter's Name _____

Employee home e-mail _____

Recruiter's e-mail _____

Standard Form No. 1187
Revised June 1990
Office of Personnel Management
FPM Chapter 550

REQUEST FOR PAYROLL DEDUCTIONS FOR LABOR ORGANIZATION DUES

Privacy Act Statement

Section 5525 of Title 5 United States Code (Allotments and Assignments of Pay) permits Federal agencies to collect this information. This completed form is used to request that labor organization dues be deducted from your pay and to notify your labor organization of the deduction. Completing this form is voluntary, but it may not be processed if all requested information is not provided.

This record may be disclosed outside your agency to: 1) the Department of Treasury to make proper financial adjustments; 2) a Congressional office if you make an inquiry to that office related to this record; 3) a court or an appropriate Government agency if the Government is party to a legal suit; 4) an appropriate law enforcement agency if we become aware of a legal violation; 5) an organization which is a designated collection agent of a particular labor organization; and 6) other Federal agencies for management, statistical and other official functions (without your personal identification).

Executive Order 9397 allows Federal agencies to use the social security number (SSN) as an individual identifier to avoid confusion caused by employees with the same or similar names. Supplying your SSN is voluntary, but failure to provide it, when it is used as the employee identification number, may mean that payroll deductions cannot be processed.

Your agency shall provide an additional statement if it uses the information furnished on this form for purposes other than those mentioned above.

1. Name of Employee (Print—Last, First, Middle)	2. Employee I.D. Number (SSN or Other)	3. Timekeeper Number
4. Home Address (Street Number, City, State and ZIP Code)	5. Name of Agency (Include Bureau, Division, Branch or Other Designation)	

Name of Labor Organization (Indicate Local, Branch, Lodge or Other Appropriate Identification)

National Treasury Employees Union

Chapter No. _____

*--- % For Grade
And Step On National
Chart + Chapter

I hereby certify that the regular dues of this organization for the above named member are currently established at \$ _____ per (biweekly pay period) (calendar month);
(Strike out whichever period is not appropriate, based on arrangement with the employee's agency.)

Signature and Title of Authorized Official

Date (Month, Day, Year)

National President



Section B—Authorization By Employee

I hereby authorize the above named agency to deduct from my pay each pay period, or the first full pay period of each month, the amount certified above as the regular dues of the (Name of Organization) **NTEU Chapter No.** and to remit such amount to that labor organization in accordance with its arrangements with my employing agency. I further authorize any change in the amount to be deducted which is certified by the above named labor organization as a uniform change in its dues structure.

I understand that this authorization, if for a biweekly deduction, will become effective the pay period following its receipt in the payroll office of my employing agency; and that, if for a monthly deduction, it will become effective the first full pay period of the calendar month following its receipt in the payroll office of my employing agency. I further understand that Standard Form 1188, Cancellation of Payroll Deductions for Labor Organization Dues, is available from my employing agency, and that I may cancel this authorization by filing Standard Form 1188 or other written cancellation request with the payroll office of my employing agency. Such cancellation will not be effective, however, until the first full pay period which begins on or after the next established cancellation date of the calendar year after the cancellation is received in the payroll office.

Contributions or gifts (including dues) to the labor organization shown above are not tax deductible as charitable contributions. However, they may be tax deductible under other provisions of the Internal Revenue Code.

Signature of Employee

Date (Month, Day, Year)

For Completion by agency only—The above named employee and labor organization meet the requirements for dues withholding.
(Mark the appropriate box. If "Yes", send this form to payroll. If "No", return this form to the labor organization.)

YES	NO

PERMANENT

WAE

What Have We Done For You Lately?

By: Donna S. Miller

As a union steward this question is posed to us quite frequently. Many times it is asked in frustration, sometimes just in general conversation. As a steward, we do many things, on all levels of the organization. As your union representative, your best interests are always our number one concern. We are, on numerous occasions, the go between for you and your manager, which at times can put us in a negotiator role trying to get the best resolution for you. Unfortunately, sometimes a resolution cannot be agreed upon, and will lead us to the grievance process. There are many steps and procedures in this process, and will not offer an immediate resolution. If we are handling an issue for you, please be patient, as it can be timely coordinating meetings and sharing information between all the parties (You, NTEU, management, labor relations, etc.) involved.

As government employees we all have to abide and follow the general guidelines and rules that have been set for us by the National NTEU contract, Employee Personnel Resource Guide (EPRG), Internal Revenue Manual, United States Code, Federal Register, OPM, Memorandums, DOL, along with a host of other policies and regulations. The union contract addresses your day to day work situations that may arise, in addition to the EPRG will outline your payroll and personnel guidelines. Some of the various situations we work for you on, are listed below.

- Appraisals
- Advanced leave requests
- TIGTA investigations (never attend alone)
- Conflict with monitoring, management, memos, write-ups
- Contractual violations
- Telework, AWS, CWS issues
- Harassment in the workplace
- FMLA assistance
- Reasonable Accommodations

And the list goes on...

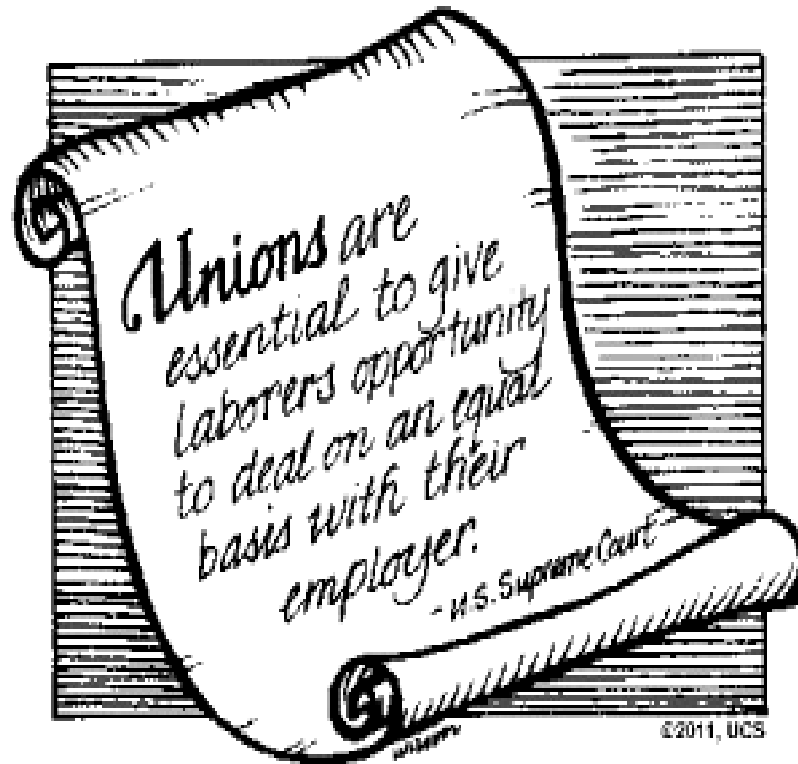
This is just a sample of the things we fight for you with a passion, proudly carrying our contract into a meeting with management. However, there are things that are out of our control, and no matter how many times we approach management, they will not budge. In these instances, is when the frustration and misconceptions arise, that we are not doing all we can. Our members are who we stand up for, whether their rights are violated or not, because all employees deserve to be treated with dignity and respect. It is our mission to get the best resolution for you possible.

“Unions have long been part of our nation's history, fighting for better pay, safer working conditions, health care and retirement benefits, education and civic participation. Unions have brought diverse voices together, and their struggles have elevated the working conditions, the standard of living and the recognition of not just their members, but of all who labor. Unions have had their problems -- what organizations do not? -- and it's convenient for some politicians to belittle the contribution or usefulness of unions. Indeed, much of the public has lost touch with what unions do and who they are. The one thing the public does know is that union members, thanks to collective bargaining, have higher wages and better benefits. But union membership actually raises living and working standards for all working men and women -- union and non-union. When union membership rates are high, so is the share of income that goes to the middle class. When those rates fall, income inequality grows -- the middle class shrinks and the 1% gets richer”. Excerpt from CNN Contributor, Donna Brazile: What have unions done for us?

Updated 8:03 AM ET, Tue September 4, 2012

With this background information, please remember when you approach us in frustration or anger, that our member's well-being is our first priority. We cannot override management's decisions, which is a process removed from us by arbitration courts. Also, we DO NOT have a crystal ball to let us know when your rights are violated. We are a union and it takes ALL OF OUR EFFORTS to create a palatable working environment. When you attempt to

hold your membership hostage by threatening to get out, keep this thought in mind. All our work conditions are controlled and decided on solely by congressional votes. As a whole, our NTEU membership nationwide speaks large volumes to our controllers, they notice us, based on our size, successes and achievements. I shudder to think how our livelihood would be jeopardized, out-sourced or eliminated, if our numbers were decreased.



Don't
Miss Out!

Any new
member*
that joins
during
this
timeframe
will
receive
the
recruitment
bonus of
\$50!!!

***This means:
Not previously a
member in the
last 12 months,
and not a new
hire. 1187 must
be signed, dated,
and turned in
before September
30, 2016.**

\$50
FOR
YOU



Membership makes you part of NTEU
Chapter 46 with assistance and support,
right in your workplace.

And...Membership makes you part of a
powerful national organization fighting
for you every day!!!

**Must turn in Form 1187 from June 6, 2016 to
September 30, 2016 to be eligible for the promotion.**



Back to School Bash will be held Saturday, August 13, 2016 at Juanita Craft Recreation Center starting at 9:00 AM. At the Bash, students will receive free backpacks filled with school supplies; enjoy free snacks, games and so much more.

Your donations for the Back to School Bash are needed!

We envision every child having the best learning opportunities possible, beginning with the tools they need to succeed in the classroom. This vision can be hampered for many families by already stretched budget. This Back to School Bash will provide students in the community with the supplies needed to succeed this upcoming school year.

Your support is greatly appreciated and we look forward to working with you to help students in our community start the year off right!!

Please put your donations in the NTEU BOX that will be set up on your floor, or bring to NTEU Chapter 46 1100 Commerce Rm833!!!



Public Announcement:

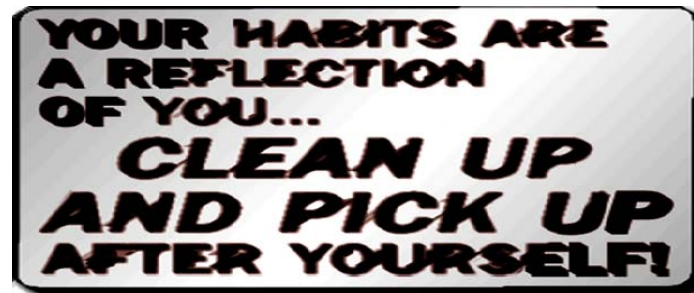
Restroom Etiquette

Angela Smith/Donna Miller

We would like to take a moment and address a growing issue. Here lately, when you enter the restrooms, we have encountered on numerous occasions that they were unacceptable. We all use the restroom and we are all adults. Please keep the restroom clean and be courteous to your co-workers. Here are some tips for those who may have lost their way:

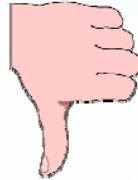
- **Flush. (Recurrently)**
- **Clean the seat.**
- **Don't place your belongings on the floor. When you carry your items in and place on your desk, remember where you just were.**
- **Don't flush with your foot. This transfers everything from the floor to the handle, use paper if you don't want to touch**
- **Wash your hands, this should be self-explanatory**

Lastly, please be courteous to the staff that cleans the restroom.





Thumbs up to the powers that be for granting liberal leave Friday before the 4th of July weekend!!!



Thumbs down to W&I, Ops3, Department 3 management for continuously misinterpreting and violating the collective bargaining agreement, in addition to failing to work with employees and NTEU. In 1961, when JFK issued the first executive order that established employee-management relations, the objective was that "*Through labor-management consultation and negotiations, improved personnel policies and working conditions [would be] achieved in a number of areas.*"



www.facebook.com/NTEU-Chapter-46-1126451128816/

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