

BETWEEN THE LINES

July
August
September
2016



NTEU Chapter 46 Quarterly
Serving IRS Employees of North Texas

Editorial

By: Candis Cardenas, President



CITIZENSHIP IN A REPUBLIC

"The Man In The Arena"

Speech at the Sorbonne

Paris, France

April 23, 1910



The Famous Quote

It is not the critic who counts; not the man who points out how the strong man stumbles, or where the doer of deeds could have done them better. The credit belongs to the man who is actually in the arena, whose face is marred by dust and sweat and blood; who strives valiantly; who errs, who comes short again and again, because there is no effort without error and shortcoming; but who does actually strive to do the deeds; who knows great enthusiasms, the great devotions; who spends himself in a worthy cause; who at the best knows in the end the triumph of high achievement, and who at the worst, if he fails, at least fails while daring greatly, so that his place shall never be with those cold and timid souls

**WE ACTUALLY LIVE & WORK
IN A COLLECTIVE SOCIETY WHETHER
YOU ACKNOWLEDGE IT OR NOT,
BUT WE WOULD BE
BETTER OFF IF
IT WERE ACCEPTED**

There is a renowned concept that theorizes we are all linked via chains of random acquaintance, basically separated by a mere six introductions or intermediaries from any other person on this planet termed as Six degrees of separation or The Small World Experiment. The latter is where the idiom "It's a small world" was coined. The overall principle is that we are all connected to one another by measure of social distance. With that being said, you now have a better understanding of how your decisions can impact others. When faced with a dilemma ask yourself whether your intentions are good, bad or other; what the consequences of your decision are, and who else will be implicated by your choice. Everything we think, say and do affects the people in our lives and their reactions in turn affect others. The choice one makes has far reaching-consequences in a ripple effect, which brings me to the point.

Dues cannot go to support a political candidate that is against the law. NTEU is still the same organization that fights for leave, salaries, awards, etc. The reality is

that Congress has the purse strings and we don't have the right to strike or we go from the picket line to the un-employment line (ask the air traffic controllers in 1981). If [you] think that management will, out of the goodness of their heart, give us the rights fought for in the contract, [you] are dangerously mistaken.

Please understand,

⇒ **Our support and/or endorsement of any political candidate is done with tunnel vision. The only factor we look at is federal work issues and how they have voted or advanced our agenda. In this particular instance, that decision was made easy by comparing party platforms, where one wants to cut our pay and benefits. In essence, a member's withdrawal for that reason is a vote to support that cut in pay and benefits. I would ask them, "So then you agree that we are being paid too much and you are ready to sacrifice your salary and benefits."**

⇒ **No dues money goes into any political campaign, ever! We have a PAC for that purpose. Our dues do NOT support any candidate, in any office, nor any political party.**

⇒ **One's withdrawal of membership hurts ALL of our platforms. Politicians do not care about the reason one quits from the union. They take it as a blanket approval to continue with anti-labor legislation. Does this member support the attack against union representation? If the major component of Congress has their way, the union will cease to function when they eliminate all bank and official time. Is that member prepared to defend themselves in all matters?**

⇒ **We only make endorsements. One can always vote their conscience, or not vote, as they so deter-**

mine. However, look at everything the union has won that IS binding: telework, AWS schedules, credit hours, performance awards, among others. None of these programs were an easy win, even those that IRS now supports. It took a lot of negotiating and arbitrations to get these benefits, and the struggle continues.

⇒ If you are a non-member, you will continue to be represented in all actions that we are contractually bound to. However, where we are not required to do so, we will not. For instance, in a proposed disciplinary action where IRS wants to suspend one for 15 days or more, or terminate your employment, an employee is entitled to have their representative of choice, so we are not required to do so. In that instance, I'm happy they saved money by not paying dues, because they will now need those funds, and probably more, to hire an attorney.

⇒ No one gets it for free. Colleagues who are union members are paying the nonmembers share of the tab.

⇒ Members pay dues which cover the cost of bargaining and contract support for all bargaining unit employees. It costs money to negotiate contracts, lobby Congress, and represent employees. All who benefit should share the expense.

⇒ Few people agree 100 percent with the actions any group or organization that they are a member of. All representatives, in organizations, as well as nations, depend on people who 'pay their dues' and who participate in decision making. If you don't agree with some direction the union is taking, join, become active and voice your opinion.



By Daniel G. Gonzalez

One of the supposed “benefits” of working for the Agency is that you get free public transportation, which we all know can be a tremendous relief from the expense of commuting and navigation of the bustling maze entering downtown Dallas from virtually any place in the DFW metropolitan area. However, some employees received neither the benefit nor any compensation for out-of-pocket costs.

The Contact Representatives (GS-0962) hired on as seasonal employees beginning in November of 2015 for the Dallas Call-Site struggled with misinformation provided by the Agency regarding the Public Transportation Subsidy Program (PTSP) and its mess of instructions. Furthermore, the situation was exacerbated when the (little) information they were given led them in the wrong direction. After being told that they would be reimbursed for their public transportation expenses, all of their applications were denied.

NTEU chapter 46 was initially informed of the predicament by a few employees and launched our own investigation. A mass grievance was filed and as a result of the employee’s speaking up, and notifying NTEU, we



Stable leadership and supervision are expected along with maintaining a standard of consistency. In order to build successful relationships that foster effective employees, teamwork and personal growth it is imperative that management as a whole recognizes interpersonal difficulties, remains attuned to employees and group dynamics, ensures that engagement is collaborative, and that all communication is expressive and friendly. Managers can avoid unnecessary repercussions by incorporating the following traits into their work style.

- Resist the inclination to rely on generalizations rather than specifics. (Some provide valid insights into human behavior, but many are erroneous).
- Gather facts in an attempt to argue rationally and unemotionally.
- Use metrics and situational variables rather than “hunches” to explain cause-and-effect relationships.
- Work on your interpersonal skills to increase your leadership potential.
- Improve your technical skills and conceptual skills through training and staying current with organizational behavior trends like big data.
- Organizational behavior can improve your employees’ work quality and productivity by

NTEU

The National Treasury Employees Union



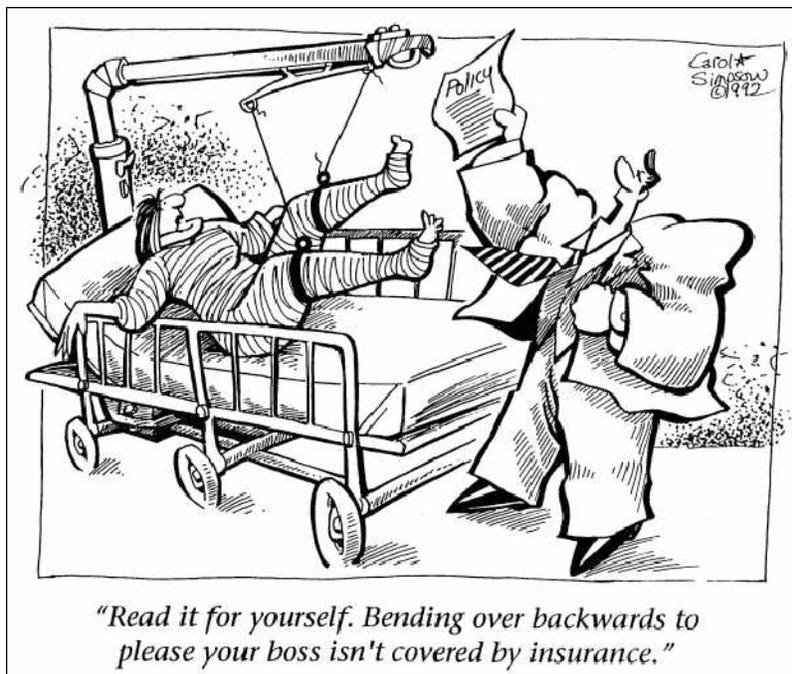
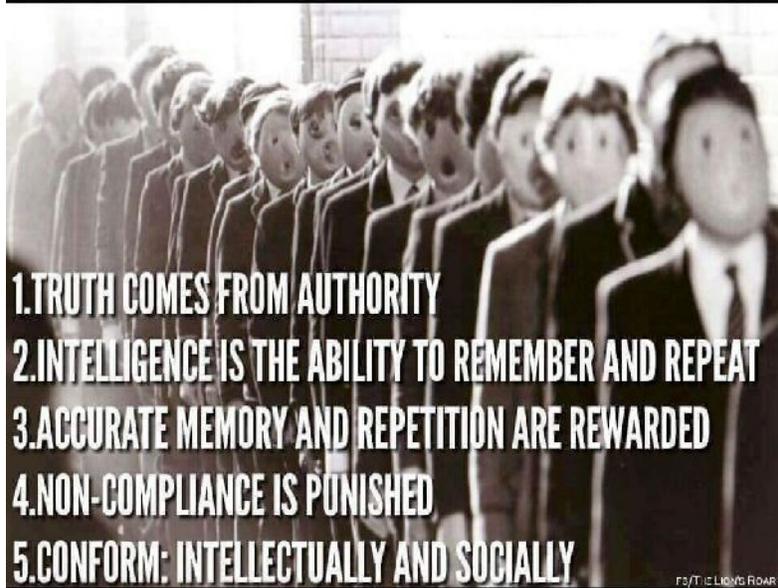
OUR VOICE ISN'T NEARLY AS POWERFUL WITHOUT YOU...

To learn more about how you can help shape your own work life,
contact any chapter officer or steward.

www.nteu.org



WHAT DOES SCHOOL REALLY TEACH CHILDREN?



Why Pay Dues...?

It would be an understatement to say that these are awful times. Changes in the IRS are coming and likely will be very painful. But the fact is our wellbeing during those changes – potentially changes in our workplace conditions that could affect us and our families – will be better served as a group than as individuals. We all enjoy many benefits that we would not have if we had not made NTEU strong long ago. The primary reason we enjoy these benefits is that a group is always more effective than single individuals in obtaining compromises or concessions.

Consider that without NTEU, we would have no procedures for fair evaluations and promotions, no dental and vision plan, no Flexible Spending Accounts and long-term care insurance, no alternative work schedules or telework or parental leave. Moreover, we have a say against arbitrary reassignments, reductions-in-force and unfair firings; we have a strong voice in the courts, on Capitol Hill and in the media; we have grievance procedures and impartial (and binding) arbitration; and career ladder and within-grade pay increases.

Consider also, that around 2004, there were very serious attempts to reassign federal employees anywhere nationwide without bargaining; devise mandatory removal lists similar to 1203(b); restrict bargaining to discussions after changes have been made; remove authority of arbitrators to undo actions; and replace the quasi-judicial Merit Systems Protection Board with in-house systems. Around 2006, when our contract expired, the IRS bypassed the union in an all-employee email telling us contract provisions had terminated and we could now drop from the union more easily. There

were many rumors and fears that everything from telecommuting to representation was being thrown out by the IRS. That did not happen.

Here's how one of our retired Chief Counsel attorneys, who helped to organize Counsel and add them to NTEU's rolls, put it: We all need to remember we are stronger together than we are apart. She used the example of a single pencil being easily broken but a bundle of twenty pencils massed together being strong enough to stand against the pressure. Singly we may fall, but together we stand tall and strong.

For [over] 75 years, NTEU has helped us to weather storm after storm. Now is not a time to turn away from the union that has stood by us for so long. Without "U", there will be no NTEU.





NTEU Has Saved You Thousands of Dollars

Members of Congress have recently proposed legislation that would cost federal employees and retirees thousands of dollars each year. NTEU's legislative efforts on Capitol Hill have been successful in stopping them.

Congressional Proposal	Potential Impact on Employees	Per Year
H. Con. Res. 125 (T. Price, GA-16) would have required federal employees to contribute roughly 6% more of their salaries toward their retirement , with no increase in benefits	A GS-9, Step 1 employee's take home pay reduction to cover the increased pension contributions	= \$2,500
H. Con. Res. 125 (T. Price, GA-16) would also have capped the government's share of FEHBP premiums at the rate of inflation rather than the current amounts that reflect the actual cost of premium increases	FEHBP premium increase for an employee enrolled in BCBS Standard Family Plan	= \$3,800
H.R. 1230 (B. Westerman, AR-4) would calculate retirement benefits based on the average of the highest five years of an employee's salary versus the current highest three	Pension benefit loss for a GS-9 FERS covered employee	= \$485
H.R. 22 (R. Davis, IL-13) passed by Congress in 2015 considered lowering the TSP's G Fund's rate of return as a way to help fund the measure	Average FERS employee's TSP account loss	= \$2800

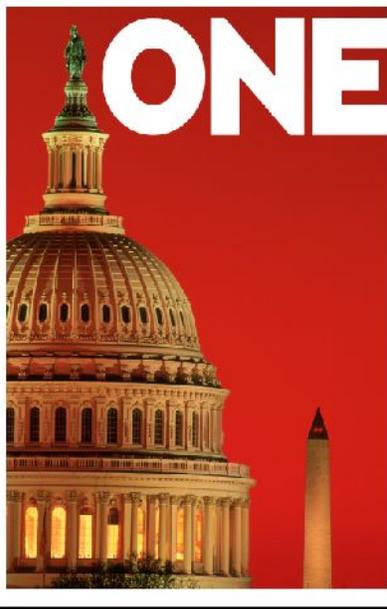
Total Annual Pay and Retirement Losses Stopped by NTEU = \$9,585

Join NTEU to help us keep your pay, benefits, and financial future secure.

www.nteu.org







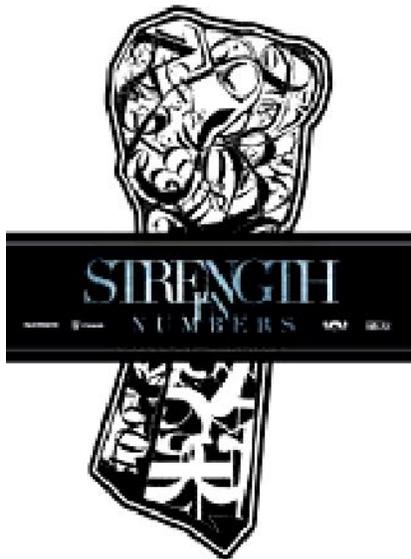
ONE VOICE PROTECTING MY
WORKPLACE RIGHTS.

ONE ADVOCATE FOR
FEDERAL EMPLOYEES
ON CAPITOL HILL.

ONE FORCE FIGHTING FOR
INNOVATIVE CONTRACTS AT
THE BARGAINING TABLE.

ONE SOURCE FOR IMPORTANT
AND TIMELY NEWS AND
INFORMATION.

ONE UNION.
NTEU
The National Treasury Employees Union





Reposting from **cyberFEDS®**

Subject: Feds must steer clear of social media links to partisan fundraisers

Key points:

- **Solicitation includes suggestions to make a donation**
- **Feds may not post contribution page links even when off duty or away from work**
- **Further restricted employees may not re-tweet posts from partisan campaigns**

By Anjali Patel, Esq., **cyberFEDS®** Legal Editor Washington Bureau

DID YOU KNOW? To avoid inadvertent [Hatch Act violations](#), all federal employees must think twice before using social media to ensure they are not promoting a partisan political fundraiser.

The Hatch Act prohibits both [further](#) and [less restricted](#) federal employees from soliciting, accepting, or receiving political contributions. The prohibition also encompasses less direct ways of asking for political contributions, such as suggesting someone make a donation, according to the Office of Special Counsel.

OSC specifically instructs federal employees not to provide links to any partisan group or candidate's political contribution page. This seems simple enough, but employees can get in trouble if they even inadvertently post a link to a webpage that solicits contributions.

For example, it would violate the Hatch Act if an employee posted a link to a wine tasting so his Facebook friends would buy tickets but the event was a fundraiser for a specific candidate's presidential campaign.

OSC also advises employees not to like, share, or re-tweet partisan solicitation posts received on social media, such as an invitation to a political fundraising event. And even an after-the-event post about attending a political fundraiser could be a violation if the employee linked to a still active partisan contribution page.

Keep in mind this rule applies at any time and should not be confused with the prohibition against engaging in political activity while on duty or at the federal workplace. Employees may not post links to partisan contribution pages in any form, even while off duty or at home.

It's also important to remember that any type of hyperlink counts as a link, including email links, links on Facebook walls, or Twitter message links.

Permitted social media

Even though most activities involving partisan contribution page links are prohibited, the Hatch Act does allow employees to accept an invitation to political fundraising events via Facebook or Twitter, according to OSC.

Federal employees also may express their opinions about a partisan group or candidate in a partisan race, such as by posting, liking, sharing, and tweeting on their social media pages. However, they may not do so while on duty, at a federal workplace, wearing official insignia or apparel, or using a government vehicle.

While expressing political opinions on social media, employees must also take care not to use their official positions to bolster their statements, nor direct their statements toward subordinates. Less restricted employees may post a link to the website of a partisan party, candidate, or campaign, but only if the link does not lead directly to a contribution page.

Further restricted employees may not post links to partisan pages, or share or re-tweet posts from a partisan political campaign or group's social media accounts.

Penalties

If employees don't pay attention to the Hatch Act, they could face severe penalties, an OSC investigation, and even the possibility of an action in front of the Merit Systems Protection Board.

An OSC investigation into a potential violation raises the possibility of a reprimand, suspension, reduction in grade, removal, debarment from federal employment for up to five years, or civil penalty not exceeding \$1,000.

For example, OSC recently brought an action in front of the MSPB against a GS-15 Commerce Department employee for inviting more than 100 people to an annual political party fundraiser and directing them to send him a check if interested. The employee had already asked for and received guidance from a senior ethics official, who advised him not to solicit contributions at any time or

OS GetServices

Situations that affect your working conditions must be reported via an ERC ticket in OS GetServices in order to have your problems addressed and resolved. This may be a bit taxing {no pun intended}, but it is the established process that must be followed to track the issue and connect with the proper agent (i.e. FMSS, GSA, Security, IT, Custodians, etc.) responsible for handling the issue. It is not enough to simply alert your manager, hoping that he or she will take care of it unless they take the initiative to submit a trouble ticket relative to the problem. The unwillingness to put in a ticket is human nature and understandable, but unless you do it, it is highly likely that your issue will go unresolved.

On the following page is a screen shot from the OS Get Services job aid from the IR Web that gives you an idea of the many services provided, which includes pest extraction and clean-up.

OS GetServices - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Back Forward Stop Search Favorites

Address http://kams.enterprise.ts.gov:11188/oa/login.jsp

[Home](#) | [My Career](#) | [My Technology](#) | [My Workplace](#) | [Other Services](#) | [Restricted Use](#) | [Password Mgt](#) | [My Request Status](#) | [Asset Lookup](#)

My Technology

- My Technology Home
- Links
- FAQ
- Tutorial
- Privacy Policy
- Index of Services
- Feedback

MY TECHNOLOGY

For problems, select the appropriate "Fix Existing" icon. For requests for products/services, select the appropriate "Get New" icon.

	Fix Existing Hardware/Printers Desktop, Laptop, Keyboard, Monitor, Mouse, Printer, Order a Network Toner Cartridge		Get New Hardware/Printers Desktop, Laptop, Looser equipment, Monitor, Printer
	Fix Existing Software COTS (MS Office, Email, etc) or IRS Application (ACS, ICS, ICP, IDRS, ISRP, etc.) software		Get New/Upgrade Software COTS (MS Office, Email, etc) or IRS Application (ACS, ICS, IDRS, ISRP, etc.) software
	Fix Existing Telephone/Faxes Fax machine, desk phone, cell phone, pager, VMS		Get New Telephone/Faxes Fax machine, desk phone, cell phone, pager, VMS
	Fix Other Missing print, PED/PDA, Password (NOT LAN), Other		Move-It Computer, Phone, VMS, Fax, Printer, Scanner, Furniture, Boxes.

Password Information
What to do and where to go for password issues

MITs Mission Statement:
"To deliver IT services and solutions that drive effective tax administration to ensure public confidence."
[MITs Core Values](#)

NTEU CHAPTER 46 MARDI GRAS BUS RIDE

You are invited to join the NTEU for our 2st 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. NTEU will not be responsible if you are left in New Orleans. The bus will leave New Orleans at 11:00 p.m. Saturday, 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 NTEU.

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 NTEU.

For more information please contact any of the following NTEU Board Members:

Fount Rowel 214-413-5556 Michelle Powell 214-413-5558

Donna Miller 214-413-5555

Stewardship in Action

Pat Visson was a loyal member and dedicated, hardworking steward. Pat exhibited the characteristics of unionism by doing:

- ⇒ Continuous recruit of members (strength in numbers);
- ⇒ Protection of employees' rights to ensure fair and equal treatment: and
- ⇒ "Right a wrong" through strong representation.

This year was unique in that there was more than one steward that exhibited exemplary characteristics following in Pat's footsteps, the Chapter 46 Steward of the Year is Donna Miller AND William Bradley. Donna and William's names have been engraved on the Memorial Award plaque that hangs on the wall in the union office. Both Donna and William received plaques of their own to display in the office.



William Bradley and Donna Miller awarded the Pat Visson Memorial Steward of the Year Award.

Sufferance: An Effect of Change That Doesn't Have to Be.

Changes in the workplace, particularly change management, personally impacts both the supervisor and employee.

Change management is a structured approach for ensuring that changes are thoroughly and smoothly implemented, and that the lasting benefits of change are achieved. Part of that change sometimes involves individuals changing position. When that happens, it's either good or bad. For example, callsite management. Here's a situation where the upcoming change will be good, because the present situation is bad.

Inadequate workflow resources, neurotic management style, lack of technical knowledge, lack of management oversight, lack of accountability, lack of integrity, failure to team build, failure to follow protocols, communication failure, nepotism, and a subconscious effort to prevent constructive change are just a few of the priority problems that management needs to confront and resolve. Furthermore, there is a slight awareness (on their part) that these and many other issues exist, unfortunately, those with the power to address and improve the toxic conditions are extraordinarily reluctant to do so. Time and time again, inept, regressive individuals deficient of work ethic disguised as leaders are paid high salaries in return to only sabotage the work environment killing morale. These posers are perpetrating a fraud, a waste of investment, and abusive to us the internal customers, which ultimately effects the external customers.

I'm sure some of you are thinking, that's not just happening in the callsite. Of course it isn't. Fortunately, change is coming, so there's something to look forward too. Nevertheless, these behaviors coupled with condescendingly dejected attitudes, foster the toxic culture that currently exists. With that being said, I've included some helpful tips that management can use as an improvement tool for developmental purposes. We hope these "golden" rules of effective manage-

ment will be adopted into all managers strategic planning objectives and that they become inherent.

Be consistent. To be an effective manager, he or she must be consistent. You must reward the same behaviors every time they appear, discourage the same behaviors when they appear and treat every member of your team with an equal, level-headed view.

Focus on clarity, accuracy and thoroughness in communication. Communication is the most critical dynamic of management and can dictate organizational success. All communications in the form of any medium should be delivered with clarity, accuracy, and thoroughness, which significantly reduces miscommunication and errors.

Don't take the one-size-fits-all approach. The workforce is comprised of individuals with unique preferences, strengths, weaknesses and ideas. The exact same approach to motivate, encourage or mold all employees is ineffective promotes predisposition, disparity, and discrimination. Management should focus on individuals, and customize their approach to fit each one.

Remain as transparent as possible. Transparency shows integrity as a leader, and builds trust with the individual members of a team. If you lie about something, or withhold information, you jeopardize your relationships and the respect you command as a leader.

Encourage all opinions and ideas. The more people you have actively participating in discussions and attempting to make improvements to the organization, the better. Employees should never be chastised for respectfully expressing themselves

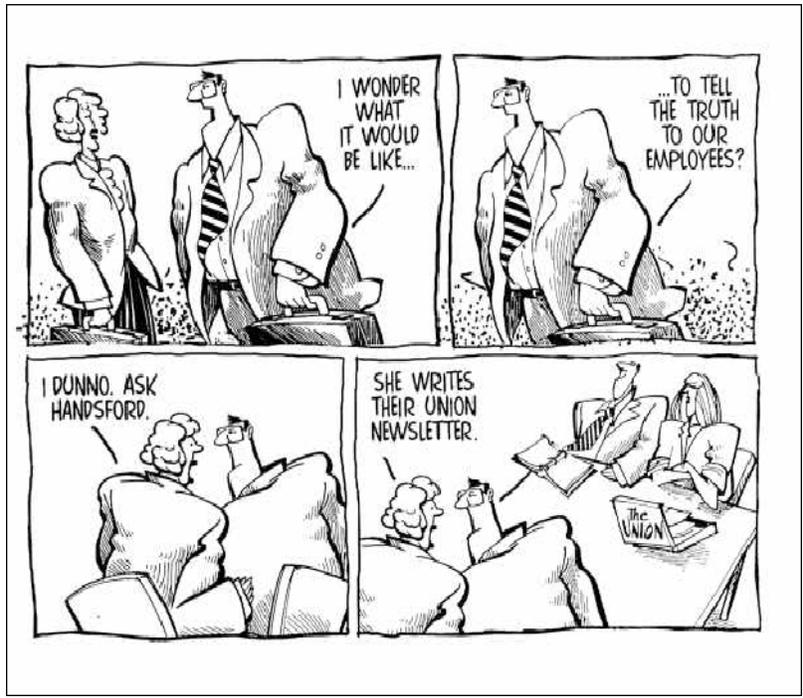
as vested stakeholders interested in the future of the organization as a whole. It may appear to go against the original company vision or may not be articulated well, however it deserves objective consideration. Cutting someone down for voicing an opinion builds resentment, and discourages people from sharing their own new thoughts.

Help make the workday more enjoyable. You can make the workday more enjoyable with such new elements as surprise lunch outings, a dedicated break room or even just casual respectful conversations free of condescension with your workers. Help your people enjoy coming to work, and they'll do their best work for you.

Listen, inquire and investigate. If someone doesn't agree with your management style or doesn't like the direction of the company, don't silence that person. Listen. And ask questions such as: *What do you think of this? How do you feel about that?* This open dialogue makes it easier to proactively identify problems and work together to create a mutually beneficial environment. It will also make your employees feel appreciated and acknowledged.

A wide-ranging human response is not necessarily to resist change, but rather a resistance to being changed. Change is inevitable and necessary, but it doesn't have to be unpleasant. For change to be successful, we have to work as a team. Managements leadership responsibilities include engaging and motivating its subordinates. It would behoove them to implement principles and activities that promote amity and improve labor and management relations.

Candis Cardenas, President-NTEU Chapter 46





A WORKPLACE WITHOUT NTEU

OR, THE HORROR!

Imagine your workplace without:

- proper overtime pay
- alternative work schedules, telework and parental leave
- representation in the workplace
- procedures for fair evaluations and promotions
- Flexible Spending Accounts
- a say in workplace decisions that affect you and your family
- protection against arbitrary reassignments and unfair firing
- protected political and legal advocacy rights
- a powerful voice at the bargaining table, on Capitol Hill, in the courts, and in the media



Good thing you don't have to.
Join NTEU today and ensure the coming attractions
for your workplace are good ones.

www.nteu.org

NTEU
National Teachers' Education Union

Does NTEU always have to represent nonmembers?

NO!

The Federal Labor Relations Authority has ruled that the union does not have to represent an employee in an oral reply in connection with a proposed disciplinary action such as a suspension, removal, or an unacceptable performance action such as demotion.

This means if you are a nonmember, NTEU can refuse to represent you in an oral reply if you are suspended, removed or demoted based on:

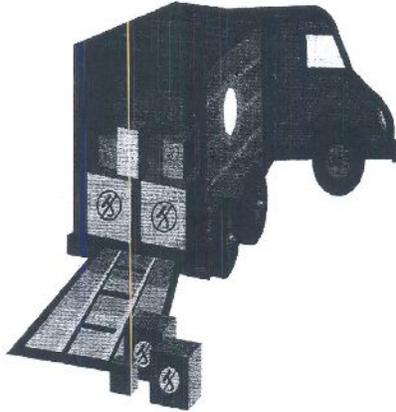
- Misconduct
- Insubordination
- Unacceptable performance
- OWB
- Errors on SF-171 employment application
- Errors on tax returns of IRS employees
- Misuse of a government vehicle
- And others

NTEU membership means more.

Protect Yourself! Join NTEU!

NTEU
The National Treasury Employees Union
www.nteu.org

For more information, or to join NTEU, contact any chapter officer or steward.



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 DAL

Attn: Membership Coordinator

Employee work e-mail _____	Recruiter's Name _____					
Employee home e-mail _____	Recruiter's e-mail _____					
<p>Standard Form No. 1187 Revised June 1990 Office of Personnel Management FPM Chapter 550</p> <h2 style="text-align: center;">REQUEST FOR PAYROLL DEDUCTIONS FOR LABOR ORGANIZATION DUES</h2>						
<p>Privacy Act Statement</p> <p>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.</p> <p>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).</p> <p>Executive Order 9597 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.</p> <p>Your agency shall provide an additional statement if it uses the information furnished on this form for purposes other than those mentioned above.</p>						
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)					
<p>Name of Labor Organization (Indicate Local, Branch, Lodge or Other Appropriate Identification)</p> <p>National Treasury Employees Union</p> <p>Chapter No. _____</p> <div style="border: 1px solid black; padding: 5px; width: fit-content; margin-left: auto; margin-right: auto;"> <p>*--- % For Grade And Step On National Chart + Chapter</p> </div>						
<p>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.)</p>						
Signature and Title of Authorized Official		Date (Month, Day, Year)				
<p>National President</p> 						
<p>Section B—Authorization By Employee</p>						
<p>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.</p> <p>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.</p> <p>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.</p>						
Signature of Employee		Date (Month, Day, Year)				
<p>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.)</p>		<table border="1" style="border-collapse: collapse;"> <tr> <td style="width: 50px;">YES</td> <td style="width: 50px;">NO</td> </tr> <tr> <td style="text-align: center;"> </td> <td style="text-align: center;"> </td> </tr> </table>	YES	NO		
YES	NO					
<p><input type="checkbox"/> PERMANENT</p> <p><input type="checkbox"/> WAE</p>						

Your Right to Union Representation

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at this meeting.

Without union representation, I choose not to answer questions."

(This is my right under the 1973 U.S. Supreme Court Weingarten decision)



Public Announcement:

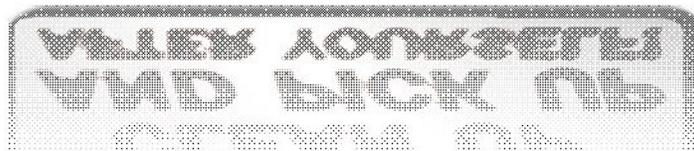
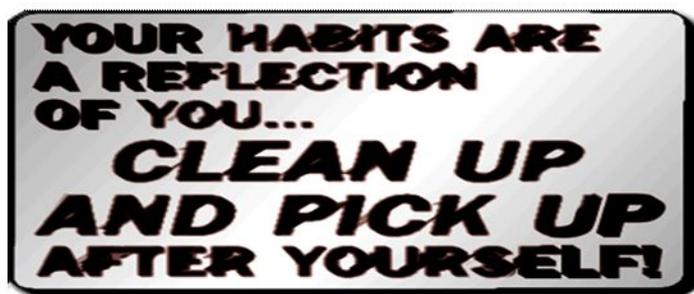
Restroom Etiquette

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 ALL of the employees that contributed resources to our back to school supply drive, with special thanks to United Benefits for their hefty donation. Thanks to everyone's efforts and support the drive was a success, providing over 500 backpacks to students filled with ISD school supplies. Honorable mention -None of this would have been possible without the supply drive committee; your unwavering



Thumbs down to all of the responsible agency representatives for their disorganized, maladministration, poor communication, unaccountability, apathetic attitude, and lack of occupational emergency preparedness in exigent situations like the recent Shelter-In - Place or lockdown and fire drill evacuations at the downtown Dallas POD.



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

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