

BETWEEN THE LINES

July

August

September

2017



NTEU Chapter 46 Quarterly
Serving IRS Employees of North Texas

Editorial

By: Candis Cardenas, President



Emergency Assistance

*NTEU Chapter 46 is hosting a resource drive to assist our coworkers impacted by Hurricanes Maria and Irma in Puerto Rico. We are accepting the following items (NEW & UNUSED ONLY!) in **all NTEU chapter46** union offices.*

If there is no union office physically present in your POD don't let that prevent you from gathering supplies... We are providing direct-delivery contact information, for two separate locations, in two separate cities and they are as follows:

<i>1)</i>
<i>LUZ I. ORTIZ</i>
<i>P.O. BOX 1506</i>
<i>OROCOVIS, P.R. 00720</i>

<i>2)</i>
<i>CASA DEL VALLE GUEST HOUSE</i>
<i>405 CALLE LUNA</i>
<i>SAN JUAN, PR 00901</i>

This is an exigent situation so we ask that you donate what you can as soon as you can. We will continue our relief efforts!

The process to recovery is just beginning with several more transitional phases to come. Let's do what we can while letting them know we care and that they have our support.

Note that the island is still predominately without power meaning there is limited, or no refrigeration, air conditioning, ATMs, credit card merchant access, or the like.

Highlighted are some of the priority items needed in addition to food and water!!!

- 1) First aid kit*
- 2) Antiseptic solution i.e. Alcohol, peroxide, Tichenor's, etc.*
- 3) OTC medication (adults/children) i.e. Tylenol, Advil, Midol, Aspirin, Bayer, etc.*

- 4) Rain gear
- 5) Trash bags
- 6) Manual can openers
- 7) Liquid soap, cleaning supplies for clean-up, disinfectants, washing detergent, laundry soap
- 8) Feminine hygiene items
- 9) Toiletries (Bar soap, tooth brush, tooth cleaner, floss, razor, shaving cream, shaving oil, shampoo, hair conditioner, comb, hair brush, deodorant, nail clippers, toilet paper, paper towels, etc.)
- 10) Mirrors
- 11) Wash cloths/towels
- 12) Shower shoes
- 13) Insect-repellent sprays
- 14) Clothes, underwear, and socks (women/girls, men/boys, toddlers/infants)
- 15) Diapers/wipes
- 16) Baby formula
- 17) Blankets/Sheets/Pillows
- 18) Coolers
- 19) Non-perishable food items and water
- 20) Bottled water/juice
- 21) Dry pet food
- 22) Pet carrier
- 23) Batteries (C & D)
- 24) Baby Wipes
- 25) Gasoline containers (red ones)
- 26) Solar chargers for cellulars
- 27) Canned goods
- 28) Water purifying tablets
- 29) Toiletries
- 30) First aid items



October 6, 2017

MEMORANDUM

TO: IRS Chapter Presidents

RE: Emergency Leave Transfer Program for
Hurricane Maria

SUMMARY: Attached is a message for all bargaining unit employees on the Emergency Leave Transfer Program (ELTP) for Hurricane Maria.

NTEU will soon send the attached message informing all IRS bargaining unit members that the IRS now has an ELTP in place for Hurricane Maria. This joins the programs previously established for Hurricanes Harvey and Irma.

I encourage you to share this information with your colleagues.

Anthony M. Reardon
National President

A Message from **NTEU**
The National Treasury Employees Union

Hurricane Relief
Leave Transfer Fund Established for Harvey, Irma and Maria

At NTEU's urging, IRS has established an emergency leave transfer program to benefit employees affected by Hurricanes Harvey, Irma and Maria.

Details on the Emergency Leave Program

The **OPM Form 1637**, Application to Become a Leave Recipient under the Emergency Leave Transfer Program and **OPM Form 71**, Request for Leave or Approved Absence **both** must be approved and signed by your supervisor. A personal representative may complete these forms on your behalf if you need leave but are unable to complete the application.

How to Donate to the ELTP

Employees may donate a portion of your unused annual leave effective immediately. If you are interested in donating leave, you:

- May donate unused annual leave only, including restored leave;
- May not donate to a specific individual;
- Must donate a minimum of 1 hour but not more than 104 hours in a leave year; and
- Complete **OPM Form 1638**, Request to Donate Annual Leave under the Emergency Leave Transfer Program along with **OPM Form 71**, Request for Leave or Approved Absence and submit them to your supervisor.

Any unused annual leave donated to the ELTP must be returned by the agency to emergency leave donors, and if any annual leave was donated by a leave bank, it must be returned to the leave bank.

NTEU Disaster Fund Can Help

Employees struggling to recover from any of the hurricanes can get financial help from the NTEU Disaster Fund. Generous NTEU members have contributed to help their colleagues in need and NTEU has matched those donations.

To apply for assistance, [click here](#).

To donate so NTEU can help as many employees and their families rebuild, [click here](#).

October 2017

NTEU and IRS Mid-Term Reopener Negotiations Update

Bargaining Opens Next Week on Several Contract Articles

On Monday, NTEU and the IRS will begin five weeks of mid-term negotiations over several key issues including merit promotions, hours of work and telework. The NTEU team is committed to making improvements for employees on the following:

Article 13 – Merit Promotion

NTEU is advocating for a variety of issues, including the often overlooked bargaining unit "first consideration" rights and the validity of the ranking process.

Article 15 – Reassignments

NTEU questions the timing of bargaining over changes to the NPAA awards pools resulting from many IRS realignments and reorganizations each fiscal year. Other goals are to eliminate geographical restrictions on voluntary reassignments and increase the time an employee can work in a temporary telework situation.

Article 23 – Hours of Work

The IRS wants to greatly restrict the earning and use of credit hours, eliminate 4–10 compressed work schedules for certain positions, change the start time for Field Assistance employees, and significantly reduce the number of TAS CCI employees who could have a regular day off (RDO) on the same day.

Article 36 – Excused Absences

NTEU proposed language to expand the entitlement to admin leave for both telework ready and non-telework ready employees. The IRS proposed language to reopen Article 36 once OPM finalizes rules implementing a recently passed law that restricts the number of administrative days off employees can take each year.

Article 50 – Telework

NTEU believes the rule stating employees must report to their POD twice per pay period at a telework site that is within the locality pay area of the official duty station should be removed. NTEU also proposed to increase the number of occupations considered for frequent telework, including Case Advocates in TAS.

The IRS proposed a set of stringent new rules on teleworkers, including requiring all frequent telework employees to stay at their POD for the entire day when they report to the office. The IRS also wants to expand the grounds on which it may terminate or suspend telework; and make any requirement to provide teleworkers with the equipment to perform their work conditional, with the right to “recall” teleworkers’ equipment “as necessary.”

NTEU and the IRS agreed to mediation if an agreement cannot be reached and will keep you updated on progress.

Reversing IRS Budget Cuts Key to Tax System Integrity, NTEU Testifies

Budget reductions totaling nearly \$1 billion since FY 2010 coupled with other legislative mandates from Congress have prevented the IRS from upgrading a majority of its aged hardware, jeopardizing the security of taxpayer data, diminishing its ability to provide customer services, and negatively impacting employees, said National Treasury Employees Union National President Tony Reardon told Congress on Oct. 4.

Citing data from the government’s own Treasury Inspector General for Tax Administration, Reardon warned lawmakers that the IRS is using information technology (IT) well behind the industry standards.

[Reardon’s testimony](#) was submitted to the House Ways and Means Subcommittee on Oversight, which conducted a hearing about the IRS’ efforts to modernize its IT infrastructure.

Reardon expanded his testimony to remind Congress of the damage done by more than seven years of severe budget cuts at the IRS. There are now 18,000 fewer employees than in 2010, a more complicated tax code and a larger number of returns.

“NTEU strongly believes that only by providing the IRS with additional resources will the IRS be able to meet the rising workload level, stabilize and strengthen tax compliance and customer service programs, and allow the Service to address the federal deficit in a serious and meaningful way,” Reardon said.

October 12, 2017

MEMORANDUM

SUMMARY: The House of Representatives has passed three bills having to do with the Whistleblower Protection Enhancement Act of 2012.

You will recall that NTEU was one of the lead proponents of the Whistleblower Protection Enhancement Act when it passed in 2012. One of the provisions in the bill provided a pilot program to allow whistleblowers access to any Circuit Court of Appeals, rather than the U.S. Court of Appeals for the Federal Circuit, which had a dismal record of victory for whistleblowers. That pilot was a success and the House has now passed H.R. 2229, which would provide whistleblowers with permanent access to all circuit courts of appeals.

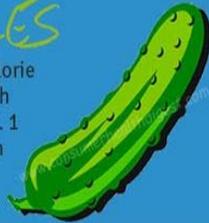
The House has also passed H.R. 2196, which expands the list of individuals to whom a whistleblower may disclose information evidencing a violation of law, gross mismanagement, waste of funds, abuse of authority, or danger to public health or safety to include intelligence community agency heads and others.

Finally, the House has passed a third whistleblower bill, S.585. However, this legislation is not without controversy as there are serious, remaining constitutional concerns with the bill and federal manager due process rights are severely curtailed. Under this bill, supervisors who retaliate against whistleblowers receive a three-day suspension for their first offense and would be removed from their positions for a second offense. There would be no recourse for either action. NTEU is of the position that Congress passed a meaningful whistleblower enhancement bill just a few years ago, and while we are supportive of discipline for federal managers who commit prohibited personnel practices, in general we support due process rights for all federal employees. This bill has already passed the Senate, and will now head to the President for enactment.

TOP 6 FOODS TO AVOID WITH HIGH BLOOD PRESSURE

PICKLES

Pickles are low calorie but it contains high amount of sodium. 1 medium pickle can have 570 mg of sodium.



NOODLE SOUP

Chicken noodle soup is also a comfort food, but it contains 880 mg of sodium in a one cup of soup.



ALCOHOL

Alcohol is full of calories. It also damages the walls of the blood vessels as well as increases risks of complications.



SALT

According to the Dietary Guidelines for Americans, too much sodium directly damage to the heart, arteries and increases blood pressure significantly.



RED MEAT

A healthy diet plan should include a small amount of saturated fats. But, fatty foods are bad for heart as well as blood vessels.



SUGAR

Foods with high calories and full of sugar causes to weight gain. The extra weight places surplus strain on the heart and slows down the blood flow.



ConsumerHealthDigest
Your Trusted Source For Good Health

www.consumerhealthdigest.com



Coping with the Holiday's and Avoiding Stress

With the holiday season underway, so will the pressures that go with it. Negative stress can be harmful to one's well-being. Here are some coping tips provided by to help you keep a smile on your face, however, don't be afraid to speak with a doctor or mental health professional if you're having too difficult a time.

Set a Spending Budget. Although spending money during the holiday season may be unavoidable, you can control how much you spend. Some of the stress you feel over the holidays may have a lot to do with financial pressure. To help prevent stress over money, plan ahead, review your finances, and come up with a realistic budget for gifts. Buying gifts shouldn't affect your ability to pay your bills, nor should it result in costly credit card debt.

Get Plenty of Exercise. Being active can elevate your mood and help you cope with stress. Exercise and other types of physical activity stimulate the production of endorphins in the brain. Endorphins are brain chemicals that function as a natural painkiller. Aim for at least 30 minutes of physical activity a minimum of three times each week. Activities to consider are walking, jogging, swimming, biking, playing sports, and/or aerobics.

Keep It Simple. The holiday season is particularly stressful when you have too much on your plate. Make sure you're not setting unrealistic expectations for yourself. Everything

doesn't have to be perfect, and you don't have to do everything yourself. Get your family involved and delegate. For example, instead of taking on the responsibility of preparing an entire meal alone, ask everyone to bring a dish. Or, if you feel that hosting an event at your home is too much, don't feel obligated to entertain relatives and friends. Know your limitations and learn how to say "no."

Take Time for Self. Setting aside time for yourself is another great way to cope with stress during the holidays. It's important to make time for yourself so you can take a breather and clear your mind. Even spending as little as 15 minutes alone might make a world of difference. Doing activities you enjoy can help you maintain your sanity as you juggle family obligations, social events, and holiday shopping. You can try going for a walk, listening to relaxing music or binaural beats, or getting a massage to take your mind off your to-do list.

Pick Your Battles. Being in close quarters with some of your family members for long periods of time can be stressful in itself. You all have your own personalities. Because of your differences, it may be easy to rub each other the wrong way. Remember that if you let every remark get under your skin, you'll be miserable and stressed out the entire time. Set aside your differences, and agree to disagree. This is easier said than done. But if you can learn how to let go and pick your battles, you'll have less anxiety. Don't let the actions of others rob you of your joy.

—Higuera

October 12, 2017

MEMORANDUM

TO: NTEU Chapter 46 Members

RE: Weichert Workforce Mobility Benefit Program

SUMMARY: NTEU offers assistance with home buying and selling through Weichert Workforce Mobility. They provide cash incentive bonuses and preferred discounts on U.S. interstate moves. These benefits are offered at no cost to members.

NTEU has a relationship with Weichert Workforce Mobility, a global relocation services company. Weichert Workforce Mobility will provide NTEU members and their families with a “cash incentive” bonus when buying or selling a house, townhouse or condominium through National Real Estate Services. Members will be eligible to receive up to a **\$6,000 bonus or up to a \$12,000 Cash Incentive** if buying *and* selling. Please note that the cash incentives may be modified or prohibited in some states.

Under the program, whether members are moving across town or across the country in the United States or Canada:

Buyers will be provided with a leading real estate broker and agent in their destination area. Services may include a relocation package with local community data, area tours and sample listings of homes that may be of interest to you.

Sellers will be provided with a leading broker and agent in their area who will complete a market analysis of their property to determine how to assist them with pricing and suggestions on how to market their home to get the best price. All applicable multiple listing systems will be provided.

Members will receive preferred discounts on interstate U.S. household goods shipments and for those shipments between the U.S. and Canada. Intra-state U.S. and intra-Canada shipments will be separately quoted on a per-move basis.

All these services are offered fee-free to NTEU members anywhere in the United States and Canada.

For members to receive a cash incentive when selling or buying a home, you must call Weichert **before** talking to any realtors to list or purchase a home. Members should log in to the NTEU web site and visit the "Home and Moving Discounts" page under "Benefits" to obtain the toll-free number to call. You must mention your NTEU membership, as NTEU membership will be verified before any of these services are rendered. *This program is not available in: Alabama, Alaska, Iowa, Kansas, Louisiana, Mississippi, Missouri, Oklahoma, Oregon or Tennessee.*

Candis M. Cardenas
Chapter 46 President





Beware of an Inaccurate Appraisal

Did you get your appraisal and find out that you have a Not Ratable or Minimal Successful? This WILL affect your career ladder promotion. If its during your probationary period you may not get a rating due to the last digit of your social security number. Per Article 12 Section 4 (9), employees on career ladder positions beginning at the GS-5 level or higher, who are new to Federal employment and their annual appraisal is due prior to the completion of six (6) months of service with the IRS and the supervisor is prepared to issue a rating of record of minimally successful, the Employer has determined that the supervisor will extend the rating period to extend the employee to complete 6 months of service. Thereafter the employee will be evaluated in accordance with Exhibits 12-1 and 12-2 of this article. Do not let management get away with not doing their job and giving you a non-ratable or a minimally successful appraisal that you will be stuck with for a year until your next appraisal. A rating of fully successful is what you need to get the grade increase that you are entitled to and so justly deserve.

—Angelica Lidberg

FMLA and Your Right to Privacy

By Angelica Lidberg

I know some people around here have DM after their name but they do not have MD! It has been brought to NTEU's attention that some members feel uncomfortable with management and department managers not only having access to their medical information but having the ability to interpret, approve and deny FMLA. Article 33 Section 3 states; Once an employee has invoked his/her entitlement to FMLA leave the employer will provide the employee an appropriate form to obtain medical certification. The employee may use the form provided by the Employer or may use any other format to submit the medical certification to either the Employer or **Federal Occupation Health Service (FOH)** consistent with subsection 3F1.

Article 33 Section 3F1 on page 111 further states that an employee may elect to submit the required medical certification either directly to his/her supervisor (or higher-level supervisor, such as Operations or Territory manager) or directly to FOH, the Employer's designated medical professional (i.e., employees may choose to provide a required medical certification such as WH-380, only to those medical professionals designated by the Employer). Employees **will not be required to reveal** the details of their medical condition to their supervisors or managers.

The employer will provide you with either Form WH-380-E (employee) or Form WH-380-F (family member) and form 9611. NTEU strongly encourages employees to submit their medical documentation directly to FOH. If you choose to send your information directly to FOH, you must attach to the certificate Form 14256 (Federal Occupational Health Case Transmittal) for processing purposes. As a reminder, there are several fax machines available for use in your work area or NTEU office to submit your FMLA documentation directly to FOH.





Fount



NTEU Chapter 46 is proud to announce that the National Vice President of the newly restructured District 4 is our very own Fount Rowel who was recently elected at the national convention in August. It has been over a decade since one of our chapter leaders has held an office on the National Executive Board. Fount was elected by and will represent the Chapters in the Mid-states Region which includes Texas, Missouri, Kansas, Oklahoma, Arkansas, Illinois, North and South Dakotas. National Vice Presidents have the authority to assist with all organizational work of the Chapters within the respective district and to carry out the policies and objectives of NTEU.

Congratulations!

Kimberly Ards
United Benefits TV Give-A-Way

Winner



What Difference Does A Union Make?

Union

1. Wages, benefits and working conditions are protected by a legal contract.
2. A contract spells out how much each worker earns.
3. Unions negotiate raises for every one. Members vote on it, and if they feel it's an unfair, they can vote it down.
4. If you are unfairly disciplined, unions provide due process to protect against unscrupulous supervisors.
5. If you don't like something at work you can work together with your union to change it.



@unions4workers

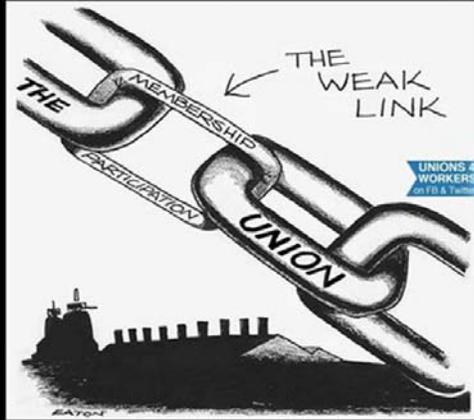
Non-Union

1. Management can change wages, benefits and working conditions unilaterally.
2. No one knows how much anyone else earns. Disparate treatment/favoritism exists.
3. If you want a raise you must plead your case to a supervisor or manager.
4. If you are unfairly disciplined, you are on your own (at-will employee). You're subject solely to policy.
5. If you don't like something at work, you are at the mercy of management.



/unions4workers

PARTICIPATION IS THE KEY



MEMBERS MAKE A UNION STRONG
LIVE BETTER. WORK UNION.
f unions4workers



"TO WORK HERE, YOU HAVE TO WEAR THIS METAL COLLAR!"

For working people and union members, Labor Day stands for something special and profound. It's a day to honor the deep commitment each of us has to serve the children we teach, the families we heal, and the communities we love.

– Randi Weingarten



"Power concedes nothing without a demand. It never did and it never will" -Frederick Douglass

THANKS TO THE LABOR MOVEMENT

**THE WEEKEND
OVERTIME PAY
8-HOUR WORKDAY
MINIMUM WAGE
PAID VACATION
SICK DAYS
SAFETY STANDARDS
CHILD LABOR LAWS
HEALTH BENEFITS
RETIREMENT SECURITY
UNEMPLOYMENT COMP**

UNIONS

Our life would suck
without them.

Politifake.org

Labor Recognition Day At Alpha Rd

Article by: Angel Middleton



Employees were greeted, checked in, and then provided with a “Thank You” bag of goodies. Employees stand waiting for good food.



NTEU Steward, Dominique Bradley, came in just in time to grab the last 2 baked potatoes for himself and another coworker!

This Labor Recognition Day, NTEU Chapter 46 provided a choice of a traditional Dickey's lunch to include a Chicken, Pulled pork or Brisket sandwich with chips, and a cookie. In addition, there was the option of a huge loaded baked potato. Employees showed up in anticipation.

Alpha Road is host to over 200 bargaining unit employees. A little more than 25% of them turned out. Most employees are on bargained Frequent Telework schedules and may not have been in attendance, but a 25% turn out is a success! Those who enjoy the spoils of the union's hard work may not have been there in person, but were there in spirit! We smile knowing that those employees currently have those rights and options to decide if they want to work from the office or from the house. For those members who did show up, this was just a small token of our appreciation.

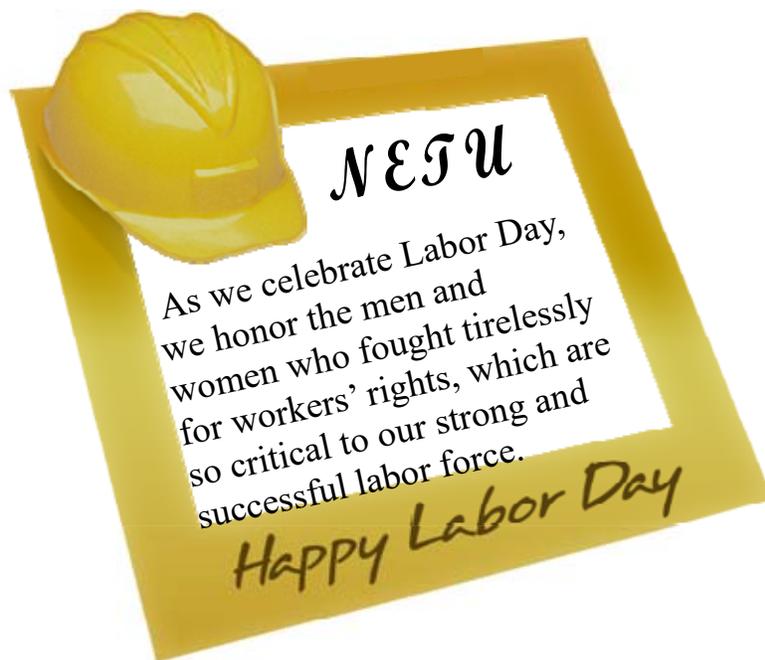
Our strength is in numbers... Continue to show up, continue to report unfair treatment of management, continue to fight for your rights by supporting your union Chapter 46. You are truly awesome and for that, NTEU appreciates you!



Chief Steward, Rodney Pradier and Steward, Angel Middleton geared up to show employees they are who we fight for. Ready to serve!

NTEU's Annual Employee Labor Recognition Celebration

Chapter 46 Labor Recognition Week was as a success as usual. This year's theme was ***NTEU for a Stronger Union.*** The work of our members contributes to a stronger country and your membership contributes to a stronger union. Labor Recognition day is a chance for us to celebrate your commitment to NTEU and to public service. Labor Recognition Day was celebrated September 14th once again at all 12 PODs simultaneously with NTEU chapter 46 providing lunch. All employees received a special thank you and goodie bag. We want to thank you all for your support and participation.



Some of the NTEU District 3 leaders from Oklahoma, Kansas, Houston and Dallas.



REMINDER!!!

MEMORANDUM

TO: NTEU Chapter Members

RE: Address Change Notification

SUMMARY: It is important to note that NTEU is **not informed by an agency when a member submits a change of address to that agency. Unless the member or the chapter contacts NTEU or updates the address on www.NTEU.org using the instructions below, all mail from NTEU will continue to be addressed to the “old” address.**

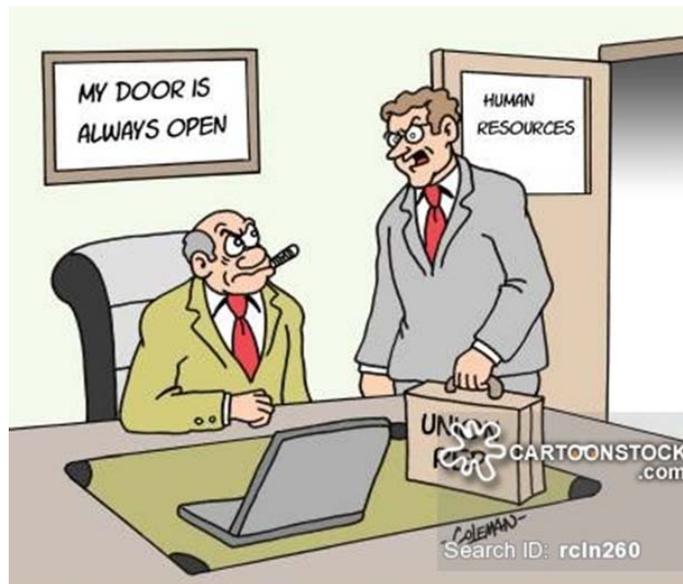
We have all experienced the chaos that ensues when moving. Even a local move entails a long list of address changes involving driver's licenses, utilities, and notification to friends, family, and your agency of your new address. Entering a change of address with an agency does not result in an address change in NTEU's records. Failure to notify NTEU of a new address will prevent members from receiving a membership card, the *Bulletin*, and other written communications from NTEU that get mailed via U.S. Mail.

Since the moving process is so hectic, we have devised a way for members to change their addresses directly in our membership records without having to call, e-mail, or complete yet another form. On the NTEU web site, the Manage Account link is located under your name in the yellow box in the upper right hand corner of every page. Be sure you are registered and logged in, and then click on the Manage Account link under your name. Note: This button will not appear until you have logged in and the

yellow box in the upper right hand corner has changed from “Log In” to your name.

Individuals will immediately see their own specific contact information. From there, one can make changes to his/her membership record. For addresses in the United States, the system will validate your home mailing address with the U.S. Postal Service for a deliverable address. Based on the address you provide, the system may suggest cosmetic changes to your address to be in line with the U.S. Postal Service’s regulations. The changes are immediately saved to our Membership Record System when the Update button is pressed. This is also a great way to submit your e-mail address to NTEU.

Your local chapter leaders can use the Chapter Administration button to change addresses for multiple individuals within the chapter, however, this is fantastic self-help method.



" YOUR DOOR MAY BE ALWAYS OPEN, BUT
YOUR MIND IS ALWAYS CLOSED. "



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> <h3 style="text-align: center;">REQUEST FOR PAYROLL DEDUCTIONS FOR LABOR ORGANIZATION DUES</h3>						
<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 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.</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)					
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.)		<table border="1" style="margin-left: auto; margin-right: auto;"> <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					
<input type="checkbox"/> PERMANENT <input type="checkbox"/> WAE						

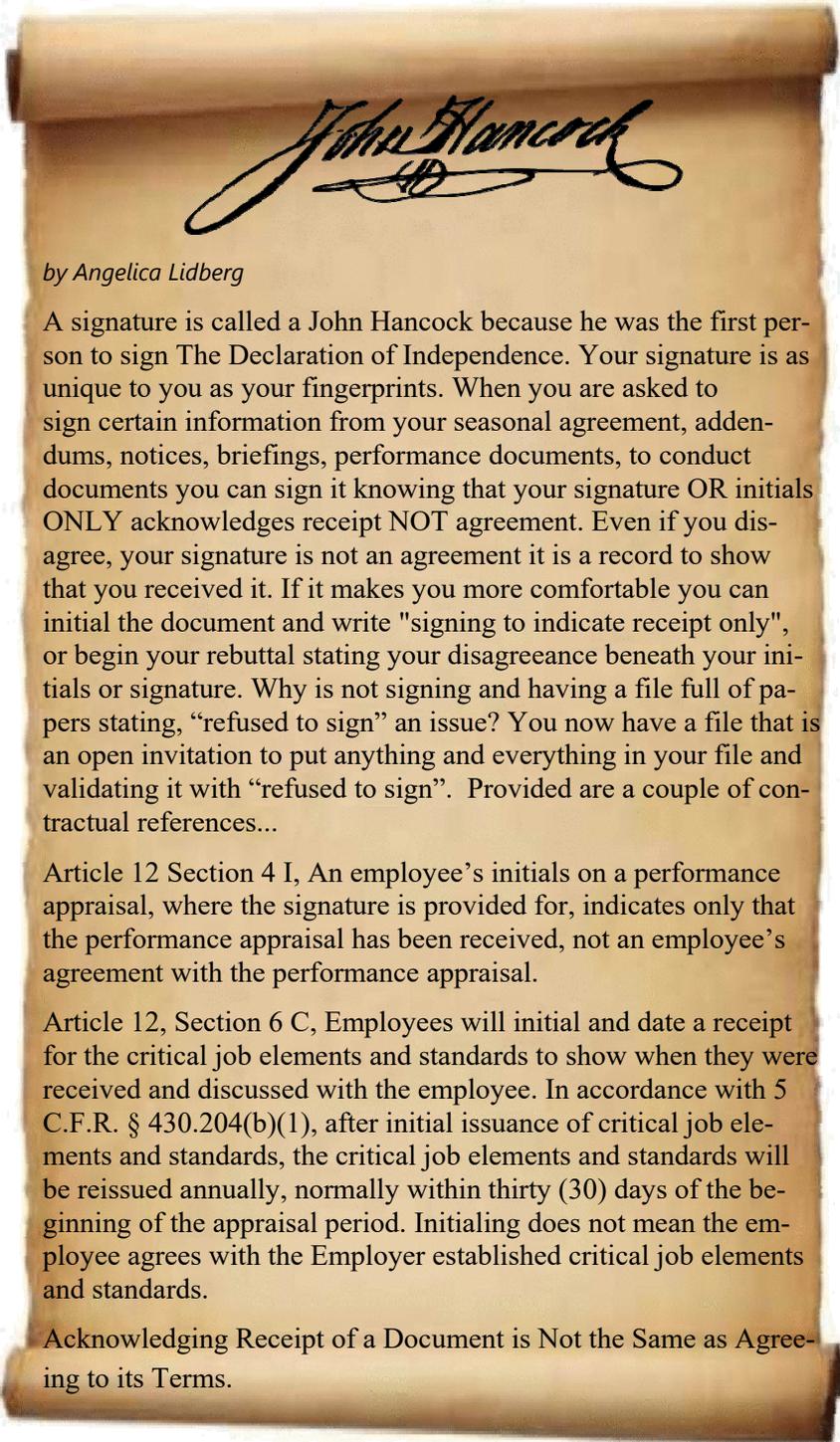
Your Right to Union Representation

"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)



A scroll with a signature and text. The scroll is unrolled, showing a signature at the top and several paragraphs of text below. The signature is in cursive and reads "John Hancock". Below the signature, the text is in a serif font and discusses the legal implications of signing documents, particularly in the context of performance appraisals and critical job elements. The scroll has a textured, aged appearance with some shadows and highlights.

John Hancock

by Angelica Lidberg

A signature is called a John Hancock because he was the first person to sign The Declaration of Independence. Your signature is as unique to you as your fingerprints. When you are asked to sign certain information from your seasonal agreement, addendums, notices, briefings, performance documents, to conduct documents you can sign it knowing that your signature OR initials ONLY acknowledges receipt NOT agreement. Even if you disagree, your signature is not an agreement it is a record to show that you received it. If it makes you more comfortable you can initial the document and write "signing to indicate receipt only", or begin your rebuttal stating your disagreement beneath your initials or signature. Why is not signing and having a file full of papers stating, "refused to sign" an issue? You now have a file that is an open invitation to put anything and everything in your file and validating it with "refused to sign". Provided are a couple of contractual references...

Article 12 Section 4 I, An employee's initials on a performance appraisal, where the signature is provided for, indicates only that the performance appraisal has been received, not an employee's agreement with the performance appraisal.

Article 12, Section 6 C, Employees will initial and date a receipt for the critical job elements and standards to show when they were received and discussed with the employee. In accordance with 5 C.F.R. § 430.204(b)(1), after initial issuance of critical job elements and standards, the critical job elements and standards will be reissued annually, normally within thirty (30) days of the beginning of the appraisal period. Initialing does not mean the employee agrees with the Employer established critical job elements and standards.

Acknowledging Receipt of a Document is Not the Same as Agreeing to its Terms.



Thumbs up To AM Ops 3 for trying to skill-up front-line managers, attempting to listen to the employees, and exercising a bit of transparency in communication. If we could only see more attention to details and con-



Thumbs down To the Area 3 Supervisory Appeals Officer that thinks its alright to bully and intimidate employees. Not on our watch!



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