

BETWEEN THE LINES

October
November
December
2016



NTEU Chapter 46 Quarterly
Serving IRS Employees of North Texas

"Happy New Year"

By: Candis Cardenas, President



When you hear the term election you automatically associate it with change, whether good or bad. Change is a constant and is inevitable. Just like for every action there is a reaction. Responding by making the most of change is what matters. Our nation is transitioning to a different administration and it is human nature for some of us to be fearful of the unknown. We need to transform that fear into courage and focus on conscious action. Fear is a deterrent that takes away our power, extinguishes motivation and stifles our ability to cope with

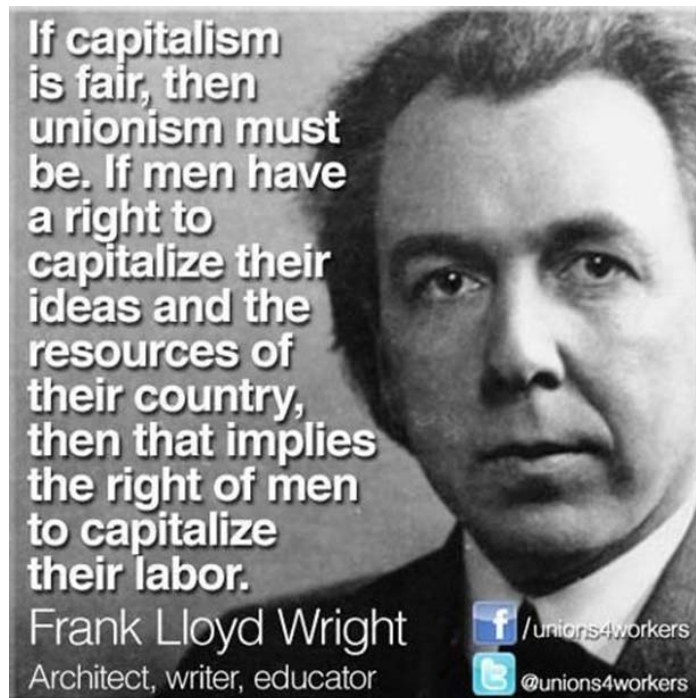
work/life challenges. Focus should always be on your personal/professional mission, your reliable allies in accomplishing that mission, while all the while envisioning winning. Thoughts are waves of energy that can be manifested into a physical reality. The effort comes in using the mind's own creative power to channel thought toward a person's desire and then persisting with regular and long term focus of those thoughts. Negativity appears to be a stronger attractive force than positivity. Failure doesn't need any encouragement to enter your life. But success and plenty needs to be worked at very hard if it is going to feature in your life. This is where the law of attraction comes into play. Andrew Carnegie once said "Any thought that is held in the mind that is emphasized; that is either feared or revered will immediately begin to clothe itself in the most appropriate physical form available."

NTEU is constantly committed to focusing on key issues that impact federal employees such as adequate agency resources, benefits, fair pay, employee rights and protections. NTEU actively voices these and other federal employees' concerns on Capitol Hill. All members are encouraged to visit the Action Center at NTEU.org or NTEU46.org to take more of an active role in matters that impact us all professionally as well as personally. There's a lot at stake! We must stand together and need your help in acting to bring our goal of improving the working lives of federal employees into reality.

Locally, a great deal of our members experienced significant remedies from increased appraisal ratings due to the accurate and fair reflection of performance to reversing proposed wrongful terminations. Our focus in

NTEU chapter 46 is on upholding the 2016 National Agreement and any addendums affiliated along with ensuring every employee is treated with dignity and respect. Together we can accomplish so much more. Contact the main office if you are interested assisting the legislative committee, membership committee, or communications committee. Right now, we all need to focus on the state of our future. The NTEU National President Tony Reardon recently reminded us that as federal employees we are not powerless. "By standing with their union, federal employees have a strong, unified voice when it comes to decisions that will impact their working lives".

"What the mind can conceive and believe
it can achieve." --



November 18, 2016

MEMORANDUM

Transition

SUMMARY: Now is a good time to remind prospective members of the importance of joining a union. It's also a good time to remind your members how important a union is to their future and to facing whatever challenges lie ahead.

The recent election results have created uncertainty among federal workers. A number of employees I have talked with expressed apprehension about what happens when the new administration and new Congress take office.

Tight budgets will continue and the federal workforce will continue to face staffing and resource challenges. And, we will likely see proposals in Congress, similar to those in the past, to alter federal employee rights, benefits and pay systems.

The best defense is a strong offense and the best offense for any federal employees is to join and get involved with their union. NTEU has significant experience in dealing with transitions and will be standing with it's members in times of change and uncertainty.

Anthony M. Reardon
National President



Reasons why you should *Thank* a **Union**

1. Weekends
2. All breaks at work, including your lunch breaks
3. Paid vacation
4. FMLA [Family and Medical Leave Act]
5. Sick leave
6. Social security
7. Minimum wage
8. Civil Rights Act/Title VII
(Prohibits Employer Discrimination)
9. 8-Hour work day
10. Overtime pay
11. Child labor laws
12. Occupational Safety & Health Act (OSHA)
13. 40 Hour Work Week
14. Worker's Compensation (Worker's Comp)
15. Unemployment Insurance
16. Pensions
17. Workplace Safety Standards and Regulations
18. Employer Health Care Insurance
19. Collective Bargaining Rights for Employees
20. Wrongful Termination Laws
21. Age Discrimination in Employment Act of 1967
22. Whistleblower Protection Laws
23. Employee Polygraph Protect Act
(Prohibits Employer from using a lie detector test on an employee)
24. Veteran's Employment and Training Services (VETS)
25. Compensation increases and Evaluations (Raises)
26. Sexual Harassment Laws
27. Americans With Disabilities Act (ADA)
28. Holiday Pay
29. Employer Dental, Life, and Vision Insurance
30. Privacy Rights
31. Pregnancy and Parental Leave
32. Military Leave
33. The Right to Strike
34. Public Education for Children
35. Equal Pay Acts of 1963 & 2011
(Requires employers pay men and women equally for the same amount of work)
36. Laws Ending Sweatshops in the United States



By: Michelle Powell, VP of Membership and Chief Steward (Swing Shift)

Progressing into 2017

As 2016 draws to an end, we at NTEU would like to take a moment to reflect the closing year. This year we have had simultaneous challenges and growth. Many of our business units posted job openings and welcomed new hires. Wage and Investment (W&I) Accounts Management (AM) had 4 classes this year. We also welcomed new Revenue Officers (RO's) and Revenue Agents (RA's) in many offices of the jurisdiction of NTEU chapter 46. While this does not represent our ever growing need, it is a step in the right direction. NTEU welcomes you to Chapter 46!

As 2017 knocks on our doors, it will be a new challenge and regime we will be facing. At this time the nation as a whole is facing the unknown, and hoping for the best. Our national office in Washington, DC will continue to fight for our rights, protection and raises. While we are thankful for the 2.1% increase this year, it is not nearly enough. Our health premiums are going to rise more than that, so our fight continues. We recognize our members and appreciate being able to remain a constant with our "Strength in Numbers", which gets our representatives attention.

In closing, NTEU Chapter 46 wishes everyone Happy Holidays and a safe New Year.



Congratulations to the NTEU Chapter 46 Executive Board Members that were either newly elected or re-elected unopposed for 2016-2019.

President; Candis Cardenas

Executive Vice President; James Rucker

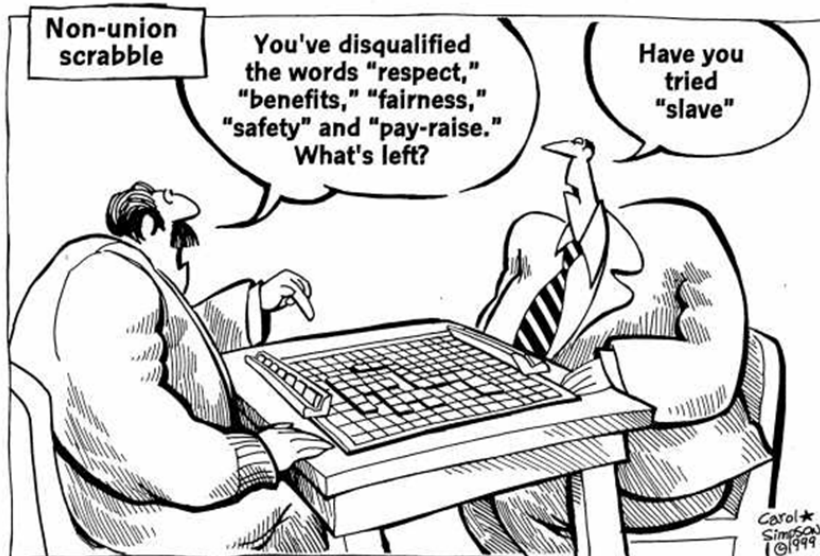
First Vice President, Legislation; Fount Rowel

**Second Vice President, Distant Posts-of-Duty;
Rodney C. Pradier, Sr. (Day-Shift Chief Steward)**

**Third Vice President, Membership; Michelle S.
Powell (Swing-Shift Chief Steward)**

**Fourth Vice President, Secretary/Treasurer;
David Hines**

The Chapter 46 Executive Board looks forward to effectively serving the members and chapter leaders throughout the next term.



NTEU Member Benefits

From protecting your workplace rights to protecting your wallet, there are great benefits to being an NTEU member. Along with these benefits, NTEU members are backed by the collective strength of a union.

Money-saving Benefits

Discover the array of money-saving benefits exclusively for NTEU members.

Insurance—Life happens. NTEU members can choose from a variety of insurance products including life, accident, disability, cancer and critical illness. There are also group discounts on auto, homeowners' and renters' policies.

Travel/Car—Save money on hotel stays and rental cars. Time for an oil change? Save at participating Jiffy Lube locations.

Wholesale Clubs—Save money with discounted membership fees and free gifts from Costco.

Health Care Services—Get discounts on health screenings provided by Life Line Screenings at convenient locations in your community.

Professional Services—NTEU has a special discount for members looking to become Certified Public Accountants or needing attorney services.

Home and Moving—Don't put up a "For Sale" sign without first checking out NTEU's home-moving discounts. NTEU members can receive a cash rebate from Weichert Relocation Resources, Inc. and save on National Van Lines services.

Get an overview of our benefits in the [Member Benefits Guide](#).

Members: [Click here](#) and log in for exclusive discount codes and detailed benefits information.

Workplace-improving Benefits

Having a say in decisions affecting your work life is one great benefit that nonmembers do not have. Here are other workplace-improving benefits you have as an NTEU member:

You can influence workplace decisions. With NTEU, your opinions matter. You can vote to elect your chapter leaders and play an active role in your chapter's affairs. You can influence and ratify new contracts NTEU has bargained on your behalf.

You can be part of - and vested in - a powerful organization that fights for your rights. The many rights and benefits enjoyed by federal employees didn't come easily. No one handed them to us, not Congress, not the White House, not any federal agency. NTEU members won them, at the bargaining table, through legislation and by having a voice in the workplace.

Increasingly, union members are also lawyers, CPAs, bank examiners, IT experts, scientists, doctors and analysts. Your voice is strengthened with NTEU. NTEU gives white-collar employees expertise and power at the bargaining table. In the workplace, you often don't get what you deserve, you get what you negotiate. It's a myth that unions are only for blue-collar workers. The reality remains that unions are the linchpin a positive workplace and satisfying work life.

You get news on important issues in your workplace and throughout the federal sector. The union's flagship publication, the NTEU Bulletin, provides in-depth coverage of federal employee news as well as columns on retirement



Available for **ALL**
ALL FEDERAL EMPLOYEES

Voluntary Benefits



Guarantee Issue Disability

- Guarantee Issue Up To \$3,000 per month
- Helps Pay Bills When Out Of Work Due To Sickness or Injury



Family Life Insurance

- No Physicals Required
- Member, Spouse, Children and Grand Children



Hospital and Accident Plan

- Hospital Confinement Up To \$5,000 For 6 Days
- Emergency Accident Benefit Up To \$1,800



Cancer Care Plus

- Money Paid Directly To You
- Yearly Screening Benefits



Dental & Vision Benefits

- \$3,000 Max With TWO Free Teeth Cleanings
- \$10 Vision Co-Pay with \$25 Co-Pay on Lenses And Contacts

For More
Information
Contact:

Kim Petty
817-846-8637
kim@unitedfedbenefits.com



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With the change in administration and a likely change in your agency's leadership,
what will happen now?

Heard talk of a hiring freeze? More proposals to freeze your pay, increase your retirement contributions or downgrade your health insurance and pension?

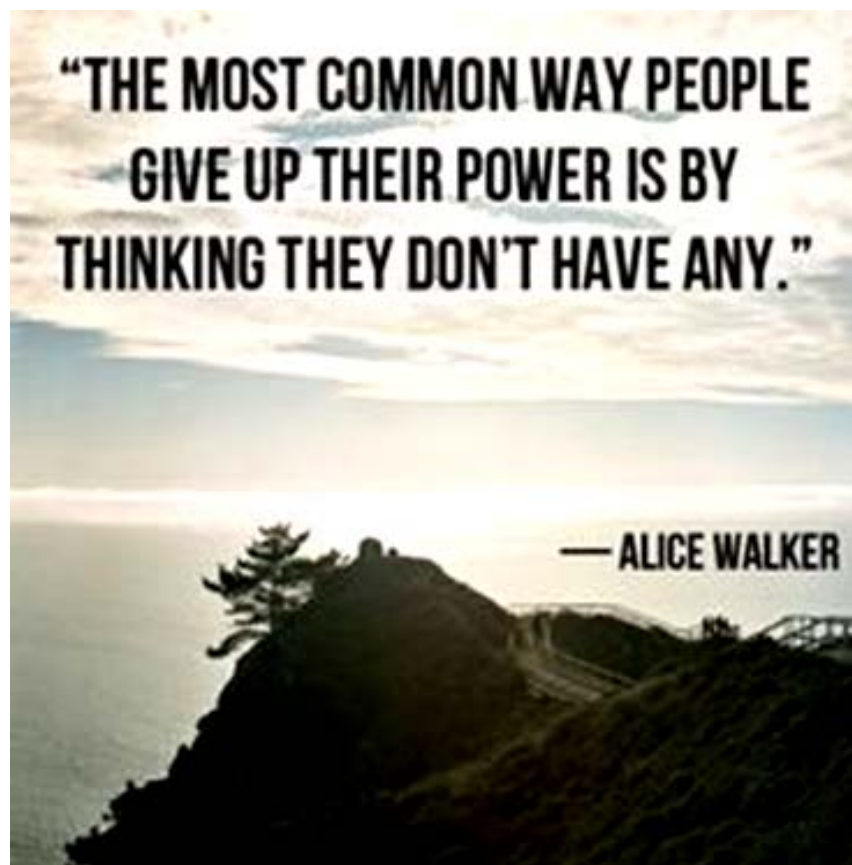
NTEU blocked similar proposals in the last session and we stand ready to fight for you again. But we need you to join us.

You need a strong union that will fight for you now more than ever before.

Stand with the union that stands with you.
Join NTEU.

NTEU The National Treasury Employees Union

www.nteu.org



**SALARY TABLE
 INCORPORATING THE 1% GENERAL SCHEDULE IN
 FOR THE LOCALITY PAY AREA OF
 TOTAL INCREASE
 EFFECTIVE JANUARY 1, 2017**

Annual Rates by Grade

Grade	Step 1	Step 2	Step 3	Step 4	Step 5
1	\$ 22,715	\$ 23,475	\$ 24,230	\$ 24,982	\$ 25,733
2	25,538	26,147	26,993	27,709	28,021
3	27,866	28,795	29,724	30,654	31,583
4	31,283	32,325	33,367	34,409	35,451
5	34,999	36,166	37,334	38,501	39,668
6	39,013	40,314	41,615	42,916	44,217
7	43,354	44,799	46,245	47,690	49,135
8	48,013	49,613	51,213	52,813	54,413
9	53,030	54,798	56,566	58,334	60,102
10	58,399	60,346	62,293	64,240	66,187
11	64,161	66,299	68,437	70,576	72,714
12	76,903	79,467	82,031	84,595	87,159
13	91,447	94,496	97,544	100,592	103,640
14	108,064	111,666	115,268	118,870	122,472
15	127,112	131,350	135,587	139,824	144,062

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1))

Applicable locations are shown on the 2017 Locality Pay Area Definitions page: <http://www.nteu.org/pay-area-definitions/>

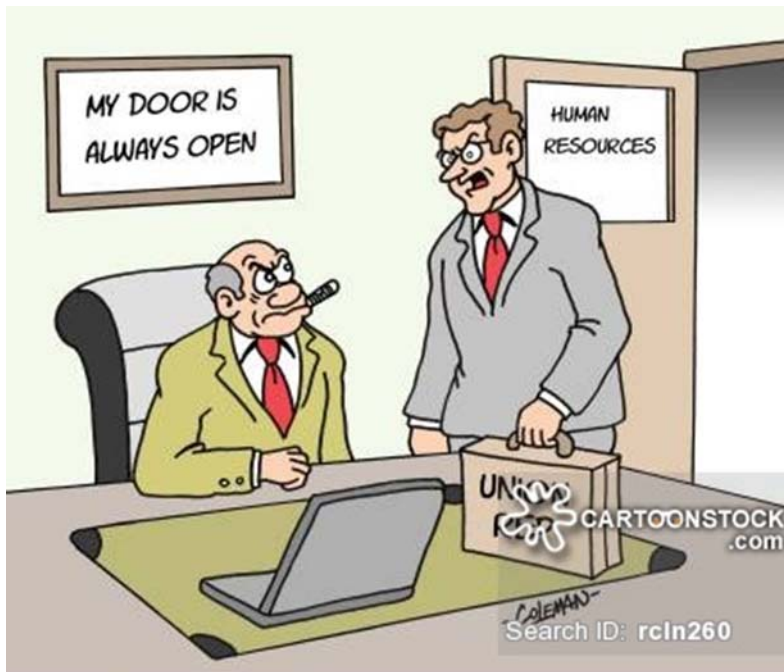
**TABLE 2017-DFW
 PERCENTAGE INCREASE AND A LOCALITY PAYMENT OF 22.61%
 OF DALLAS-FORT WORTH, TX-OK
 PERCENTAGE INCREASE: 2.31%
 AS OF JANUARY 2017**

by Grade and Step

Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
5,737	\$ 26,178	\$ 26,925	\$ 27,679	\$ 27,709	\$ 28,410
8,020	28,844	29,668	30,492	31,316	32,140
11,583	32,512	33,442	34,371	35,301	36,230
15,451	36,494	37,536	38,578	39,620	40,662
19,668	40,835	42,003	43,170	44,337	45,504
24,217	45,518	46,819	48,120	49,420	50,721
29,136	50,582	52,027	53,473	54,918	56,364
34,413	56,013	57,613	59,213	60,813	62,413
40,102	61,870	63,638	65,406	67,174	68,942
46,187	68,134	70,081	72,028	73,976	75,923
52,714	74,852	76,990	79,129	81,267	83,405
59,715	89,722	92,286	94,850	97,414	99,977
67,640	106,688	109,736	112,784	115,832	118,880
76,473	126,075	129,677	133,280	136,882	140,484
86,062	148,299	152,537	156,774	161,011	161,900 *

g(1).

<http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2017/locality->



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



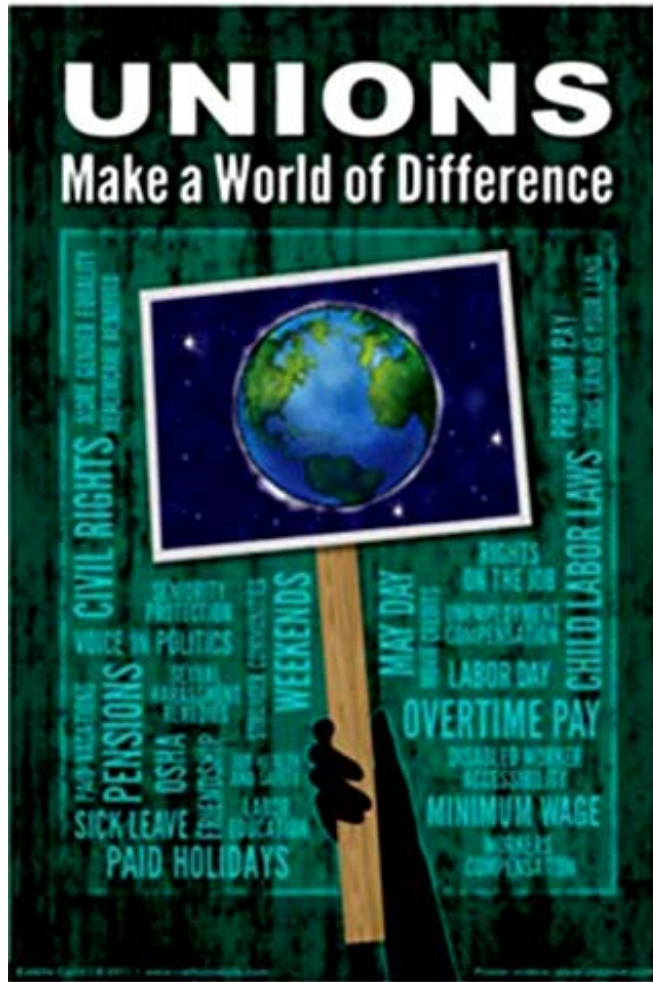
In times of change, the best defense is a good offense.

With NTEU you get a voice on Capitol Hill,
strong workplace representation and tens of
thousands of colleagues standing with you.

**Don't face uncertainty alone.
Take action.**

www.nteu.org

JOIN
NTEU
The National Treasury Employees Union





MEMBERSHIP makes you part of NTEU Chapter 46 and provides you with on the spot assistance and support in the workplace. Any new member that joins during January 11, 2017 and February 28, 2017 will receive the recruitment bonus of a \$25 Target gift card. A new member is one that has not previously been a member in the last 12 months, and is not a new hire. The form **1187** (*Request for Payroll Deductions for Labor Organization Dues*) must be submitted directly to NTEU chapter 46 or a union steward, signed, dated and complete no later than February 28, 2017 to be eligible for this promotion.

Don't miss Your Mark!



Join Today!

Dallas Area Rapid Transit



The New DART Pass Process

By Julie K. Samples and Phyllis L. Mayfield

Have you ever tried to put together a toy or install a device without a how-to-manual? That is how many of us feel about the new DART pass procedures. We were given notice of the change and a debit card without a complete set of substantive instructions. So we decided to make an attempt to simplify the critical steps. The first step is to secure your transit PTSP (**Public Transportation Subsidy Program Recertification for FY17**) benefits by recertifying.

As a Public Transportation Subsidy Program (PTSP) recipient, you are required to recertify for PTSP benefits annually using OS GETServices. The process ensures your transit fare amounts and personal information are accurate. The deadline for updating your information through OS GETServices is **04/03/2017**. Your PTSP benefits will be suspended if you do not complete the PTSP annual recertification form through OS GETServices by the 04/03/2017 deadline. Also, if you are no longer using the PTSP benefits, you should withdraw

from the program. You may enroll at any time.

If you need assistance with the PTSP –Annual Recertification Form or Other Procedural Questions: you may call ERC at 866-743-5748(TDD/ TYY: 866-924-3578) and select

- ERC
- Travel
- PTSP Recertification
- Pay Status

Or, you may create a ticket by going to OS GET-Services and follow the steps below:

- Select Order from the Product and Services Catalog
- Select Other Services
- Select Travel
- Select PTSP
- Select PTSP-Questions and Assistance
- Complete the required fields and submit your request
- A PTSP representative will respond to your request

Due to a lack of direction, some of us thought the new cards were to be swiped when getting on

the DART bus or train like the former DART pass. Unfortunately, one co-worker actually did just that. The DART bus driver told her that all her money was gone, because she wasn't supposed to slide the TRANServe VISA debit card and laughed (ha-ha). After further research, I realized the debit card is used to purchase a DART pass. So here goes a quasi-manual of how to purchase a DART pass.

The TRANServe VISA debit card is loaded on the 10th of each month with monies preloaded, available for you to purchase a DART pass. Any funds remaining on the card on the 9th of the following month will be returned to the Agency.

Funds are Downloaded to the card on:

Benefits for the Month of:

January	December 10
February	January 10
March	February 10
April	March 10
May	April 10
June	May 10
July	June 10
August	July 10
September	August 10
October	September 10
November	October 10
December	November 10

To check your TRANServe *Visa* Debit Card account balance visit www.myaccount.chase.com.

Activating your new TRANServe Debit Card

When you receive your TRANServe Debit Card, you should call JP Morgan customer service at 1-866-892-6951 to activate your card. When activating the debit card, you will need to:

- Enter the card number
- Provided the agency-assigned common identifier (your SEID)
- Enter the work phone number (for all IRS employees, this is 10 zeroes: 000-000-0000).
- Work zip code (this is the zip code at the POD where you work)
- Create a pin

Make sure you read the back of the TRANServe *VISA* debit card and enclosed pamphlet to adhere to the conditions for use. We are legally bound to abide by the terms of The Transit Benefit Program.

Getting a DART Pass

One option to obtain a DART pass is to physically go to DART. Back in December, I went inside to the DART location at 1401 Pacific Avenue in downtown Dallas, whose hours of operation are Monday- Friday from 7:30am-5:30pm. I got in line and proceeded to the window. The DART em-

ployee asked how she could assist me. I told her I needed a DART pass for the month of January 2017. She advised me the pass would be good for January 1-February 1, 2017. The price was \$80. She took my TRANServe VISA debit card and asked me for a picture ID, and swiped my card through a debit machine. I asked the DART employee if the pass was good for the express bus and she advised that it is. Now I simply slide my DART transit pass when I board the express bus or train.

Tickets may also be purchased at the DART Rail Station from a Ticket Vending Machine (TVM) located outside of the various train stations and you can use your TRANServe VISA debit card. The only drawback to this alternative is if you purchase your pass at the TVM, the pass starts that day, whereas if you go inside the DART building you can tell the DART employee when you want the pass to start. So, before the beginning of each month I will go to the DART station to purchase my monthly pass.

Another option is to purchase a DART pass via a mobile ticketing application by downloading the "free" GoPass app on your phone at Google play or the Apple App Store. It was very easy to access, setup, and operate. I found it very convenient to pull the ticket pass up on my phone and show the DART operator. Tickets may be purchased 60 days in advance. If available, you can scan the ticket on the fixed bar code reader located on some buses.

The app also includes other features that are helpful for your travel needs and event planning. However, the TRANServe *VISA* debit card and DART passes (tickets) are for commuting purposes only! More information and how-to videos about the GoPass® mobile ticketing application is available at www.GoPass.biz.

Please remember to make sure your phone is always charged.

Basically, the GoPass is DART's new method for mobile ticketing procurement used in conjunction with the TRANServe *VISA* debit card that contains funds provided by the Agency. We hope this information will be helpful for those that need it.



7 Shades Of Wisdom

By

Dr. Abdulminim Shakir

Professor of Muslim World Studies & Political Science

- He who knows not and STRIVES to know
is a SEEKER, AID him.
- He who knows not WHAT he should know
is a WANDERER, GUIDE him.
- He who knows not THAT he should know
is ASLEEP, WAKE him.
- He who knows not and FEARS to know
is ENSLAVED, FREE him.
- He who knows not and REJECTS to know
is DEAD, PASS him.
- He who knows not yet CLAIMS to

Tamar Perle is a psychology researcher at the university. So focus on whether you're satisfied with how often you're doing it, instead of trying to match other people's standards.

{ONE WORD}

RUDENESS

It's contagious! When you see people act discourteously at work, you start to perceive other work interactions as rude (even if they're not)—and are more likely to be obnoxious yourself.

SOURCE: *Journal of Applied Psychology*





To chapter 46 leaders and their great success this year in upholding the contract and defending employees' rights.



To Accounts Management for allowing the personal agenda (contradictory to the mission of the agency) of some managers to negatively affect the collaborative efforts of their peers in their feeble attempts to partner with NTEU chapter 46.



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