

BETWEEN THE LINES

July
August
September
2015



NTEU Chapter 46 Quarterly

Serving IRS Employees of North Texas

By: Candis Cardenas, President



Labor Day acknowledges the contributions and accomplishments of American workers, created by the labor movement in the late 19th century as the trade union and labor movements expanded. Trade unionists pushed for a day to celebrate labor and in 1894, the federal holiday was enacted.

Labor Day spawned when the Industrial Revolution reached the United States amid an economic depression,

a boycott and deadly railroad strike. The discontented workers joined the American Railway Union. After the Industrial Revolution spread from Europe to America and peaked, the average workday was 12 hours seven days a week. In spite of restrictions, young children around 5 and 6 labored in factories, mills, and mines nationwide earning mere crumbs in comparison to adult counterparts.

A labor union or trade union is an organized group of workers who unite to make decisions about workplace conditions. Labor unions strive to bring economic and social justice to the workplace and our nation. NTEU is always fighting for better wages, increased employee benefits, and safer working conditions. NTEU negotiates fair and strong contracts, provides representation and offers numerous benefits. NTEU is dedicated to protecting members' interests and the overall work environment.

Our union is strong because of your help and support.

"People don't care how much you know--until they know how much you care."

Labor Recognition Week

By Michelle Powell, VP of Membership and Swing-Chief Steward

Hello NTEU Chapter 46 family!

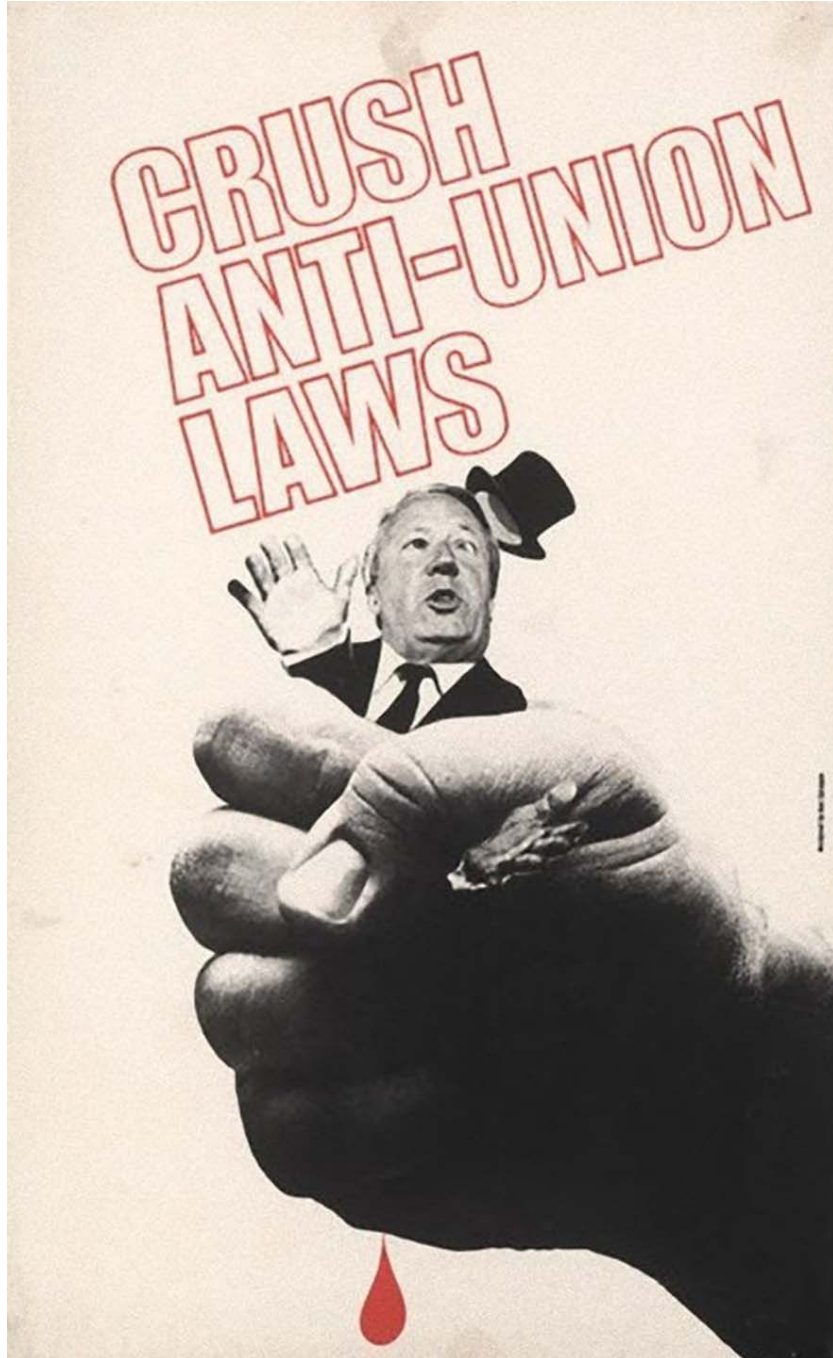
Another Labor Recognition celebration has come and gone. And it's official, celebrating our 80th year has been out of this world. Thanks to strong member participation at all our PODs we had another successful event.

On behalf of our chapter leaders, we would like to thank all parties that were involved. To our vendors Pizza Patron, Subway, Pizza Hut and Wingfield, thank you for being on time and supplying good food. To our members thank you for your participation and for some of the most positive overall feedback to date. To our liaisons at the distant PODs, we could not have done it without you. Thank you so very much for all your efforts.


Congratulations to our many members who were the recipients of a variety of great give-a-ways.

As always, we look forward to any suggestions or ideas for next years labor recognition. Thanks again for allowing us

"Followers who tell the truth, and leaders who listen to it, are an unbeatable combination."



SPEAKING VOLUMES



For Yourself

You ever get your appraisal and think, “Wait a minute! Now, I know I did better than this!” So, what happened? What did you do that you feel was better than what your manager put on your 6850-BU? Do you remember? Did you write down what you did to contribute to the group? Were you recognized with a time off award or 59 minutes of admin leave? Did you receive a certificate of gratitude? If you can’t remember, what makes you think your manager will? You are the only one who can pat yourself on the back better than anyone else. So why not complete a Self-Assessment?

Self-Assessments help your manager to remember all the wonderful things you have done throughout your performance rating period and how you are an asset to the overall efficiencies of the IRS. So, you want to write one to remind them of your greatness. How do you do that? Simple:

First, save all emails and documentation you receive commending a job well done. If you receive a certificate in the mail, scan that in. Start creating an electronic folder that shows you receiving “kudos” for a

job well done throughout your appraisal period.

Next, during the final month of your appraisal period, take the 4 hours allotted to you per National Agreement 2016, Article 12 Section 4.B.6 and write your self-assessment. Start by listing out your CJE's. Next to each CJE, write up how you'd score yourself. If you have examples from any accolades you received during the year, be sure to reference them in the appropriate area. Suggest what you think your rating should be.

Finally, submit your self-assessment to your manager by the last day of your rating period. Now, make sure how you score yourself can be supported, management can reject the assessment.

For more tips on writing your self-assessment search for Document 11948 in the Forms section of IRS Source or click on the link: [Performance Appraisal Self-Assessment](#)



"It's called 'reading'. It's how people install new software into their brains."



"I see here you're a professional writer. That explains the touch of whimsy in your return."

*The only sure things in life
are death and taxes.
Too bad they aren't
in that order.*





**November 6, 2018 -
Uniform Election Date**

Last Day to Register to Vote **Tuesday, October 9, 2018* (First business day after Columbus**

First Day of Early Voting by Personal **Monday, October 22, 2018**

Vote early in person.

Generally, early voting in person begins the 17th day before Election Day (if that's a weekend, early voting starts on Monday) and ends the 4th day before election day. (**EXCEPTION:** Early voting for elections held in May starts the 12th day before Election Day and ends on the 4th day

before Election Day.) Vote at a location in your political subdivision that's close to where you live or work. All other voting rules and procedures apply – e.g., eligibility and polling hours.

Vote early by mail.

You may vote early by mail if:

You will be away from your county on Election Day and during early voting;

You are sick or disabled;

You are 65 years of age or older on Election Day; or

You are confined in jail, but eligible to vote.

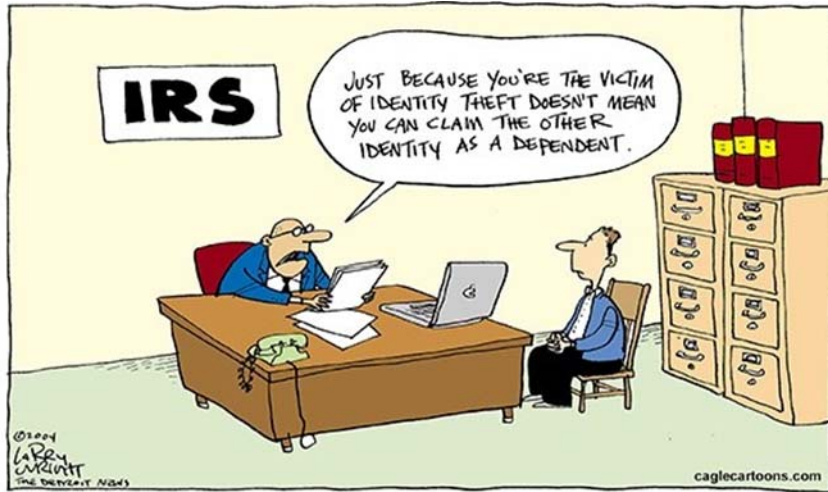
You can get a formal application for a ballot by mail from:

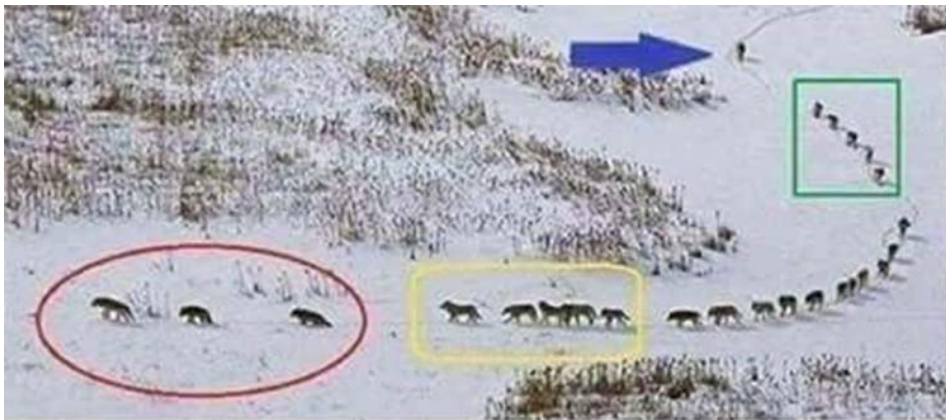
[The Secretary of State's office](#)

[The Early Voting Clerk in your county](#); or

[Download an application for a ballot by mail here. \(PDF\)](#)

"The greatness of a leader is measured by the achievements of the led. This is the ultimate test of his effectiveness."





We can all learn an invaluable Leadership Lesson from this pack of wolves:

The 3 in front are old and sick. They walk in front to set the pace.

The next 5 are the strongest. They protect the front side from an attack.

The middle group is fully protected.

The 5 behind them are also among the strongest. They protect the back side.

The last wolf is the LEADER. He ensures no one is left behind. He keeps the pack tight and on the same path. He is ready to run in any direction to protect his pack.

Being a leader is not about being in front.

It's about taking care of your team.

PIC-COLLAGE



Highlights of Articles 36 and 50 in the 2019 National Agreement between IRS and NTEU

Article 36 - Administrative, Weather and Safety, and Other Leave

80 hours of excused absence per calendar per full time employee; prorated for part-time employees

Section 15- Weather and Safety Leave- B: "The Provisions below apply to employees who may be eligible to receive weather and safety leave and who are not participating in a Telework program. Provisions concerning weather and safety leave applicable to Telework are contained in Article 50, Section 7."

Documentation may be required for employees who are away from their POD for personal reasons and are prevented from returning to work due to weather or other safety-related conditions.

Employees on official travel who are prevented from safely traveling to or safely performing work at the

temporary duty location may be eligible for weather and safety leave. In such circumstances, the employee must contact the manager as soon as practicable to receive further instructions.

Employees may cancel leave and be granted the same amount of weather and safety leave as other employees when its intended purpose is frustrated by the same weather and safety-related condition forcing the office closure. The manager may request information of documentation to show that granting weather and safety leave is appropriate.

Article 50- Telework

Employees on frequent Telework are required to report to their assigned POD at least 2 days per pay period for the full TOD and may be removed from Telework if they fail to do so. However, managers have discretion to waive the reporting requirement and must do so in writing.

Approved leave does count towards the reporting requirement. Mobile employees can meet this requirement when reporting to the field.

Employees who telework for a portion of the day must use non-duty hours (unpaid lunch or meal period) or take time off for commuting between their POD and approved Telework site.

Frequent teleworkers should prepare to continue in the program for a period of at least 12 months given the

impact it may create regarding office space. 30-day notices are needed unless it is an emergency.

New Occupations have been added as Telework approved (please check new agreement once available). Employees on Telework who experience conditions that prevent them from working but does not impact their POD will notify their manager ASAP. They may be granted leave or required to report to their POD.

Section 7- This section covers telework employee (ad hoc, recurring, frequent) requirements during weather and safety-Related Conditions. The general rule is, you are required to be telework ready. In the event that your telework location is unaffected by the conditions, you will be required to telework.

Employees may telework while family or dependents are in the home. If there's a need to stop work to take care of the family member or dependent, appropriate leave or time off should be requested.

These are general updates to Articles 36 and 50. Please see National Agreement 2019 or check with your local NTEU Steward for additional information. HCO has a link to the major changes <http://hco.web.irs.gov/lrer/negotiations/natagree/2019NationalAgreementMajorChanges.pdf> . We will continue to highlight different articles of the new contract in future newsletters.

By: Angel Middleton, Day-Chief Steward





NTEU Chapter 46 Leaders

NTEU Chapter 46 Dallas Office (Room 833)
 NTEU NWSAT Office (Room 311)
 NTEU National Office

Phone: 214-413-5555
 Phone: 469-801-0446
 PHONE: 202-572-5500

September 24, 2018

Fax: 214-413-5560
 Fax: 972-308-1645
 Fax: 202-572-5641

	LAST NAME	FIRST NAME	DIVISION	FUNCTION/TITLE	TOD	MAIL CODE	PHONE #	IRS E-MAIL
1	Abor	Karen	W&I	Intake Advocate	0800-1630	MC 1005 DAL	214-413-6862	karen.l.abor@irs.gov
2	Anderson	Kevin D.	W&I	Contact Representative	Mon-Thur 11:00a-9:30p 4/10 Fri Off	6620 DAL Opr 3 Dpt 3 Tm 305	214-413-6795	kevin.d.anderson@irs.gov
3	Bodey	Vivian	Counsel	General Attorney (Tax)	0830-1700	MC 2000 NDAL	469-801-1902	vivian.bodey@irsconsult.treas.gov
4	Bonilla	Faustina R.	W&I	Contact Rep. (Spanish)	Mon-Fri 12:00p-9:30p 5/4/9 2nd Thur Off/2nd Fri Sh	6620 DAL Opr 3 Dpt 3 Tm 304	214-413-6756	faustina.r.bonilla@irs.gov
5	Bradley	Dominique	Appeals	Appeals Officer	M-TH 700- 1730	MC 8000 NDAL	469-801-0680	dominique.l.bradley@irs.gov
6	Bradley	William D.	SBSE	Revenue Agent	0730-1600		214-413-5167	william.d.bradley@irs.gov
7	Cardenas	Candi M.	W&I	Chapter President	0700-1530	MC 1700 DAL	214-413-5557	candis.m.cardenas@irs.gov
8	Collins	Allen	SBSE	Revenue Officer	0600-1430	MC 5402 NFTW	817-232-6409	allen.collins@irs.gov
9	Ellin	Claribel	SBSE	Revenue Officer	0800-1630	MC 5401 ABIL	325-690-6764	claribel.ellin@irs.gov
10	Farias Tapia	Farry A.	W&I	Contact Rep. (Spanish)	1300-2130	6620 DAL Opr 3 Dpt 4 Tm 403	214-413-6843	farry.a.fariastapia@irs.gov
11	Gonzalez	Daniel G.	W&I	Dir. Of PR/Cont. Rep (Spanish)	0830-1700	MC 1700 DAL	214-413-5559	daniel.g.gonzalez@irs.gov
12	Harvey	Venus L.	TEGE	Tax Analyst	0800-1630	MC 4920 DAL	214-413-5412	venus.l.harvey@irs.gov
13	Henry	A.D.	W&I	Contact Representative	M-TH 1100-2130	6620 DAL Opr 3 Dpt 1 Tm 108	214-413-6795	adrian.henry@irs.gov
14	Hines	David	TEGE	Secretary/Treasurer	0800-1630	MC 4923 DAL	214-413-5516	david.hines@irs.gov
15	Hubbard	Charya (Shae)	SBSE	Revenue Officer, Advisor	0830-1700	MC 5028 DAL	214-413-5003	charya.Hubbard@irs.gov
16	*Jackson	Justin T.	W&I	Contact Representative	Mon-Fri 12:15p-8:45p	6620 DAL Opr 5 Dpt 3 Tm 507	214-413-6749	justin.t.jackson@irs.gov
17	Keller	Jeff	SBSE	Revenue Agent	0800-1630	MC 4250 NFTW	817-232-6314	jeffrey.m.keller@irs.gov
18	Kinlaw	Lloyd D.	SBSE	Revenue Agent	0800-1630	MC 4129 LONG	903-291-2236	lloyd.d.kinlaw@irs.gov

19	Krueger	Jason	SBSE	Tax Specialist	0800-1630
20	Mackey	Charlotte A.	Appeals	Appeals Officer	0700-1530
21	Manning Bailey	Roseann	LB&I	Revenue Agent	0800-1630
22	Mayfield	Phyllis L.	W&I	Contact Representative	0800-1630
23	Middleton	Angel L.	PGLD	Chief Steward	0800-1630
24	Miller	Donna S.	W&I	Contact Representative	0930-1800
25	Powell	Michelle S.	W&I	VP Membership/Chief Steward Swing Shift	1300-2130
26	Pradier	Rodney C.	LB&I	VP, Distant POD	0700-1530
27	Raney Jr.	Gary (Neal)	AWSS	Supply Technician	0630-1700
28	Rowel	Fount	W&I	VP Legislation/National VP District 3	0900-1730
29	Rucker	James		Executive VP	
30	*Samples	Julie	W&I	Assistant Chief Steward	1200-2130 5/4/9 2nd Fri Off/2nd Thur Short
31	*Smith	Angela	W&I	Contact Representative	0800-1630
32	Stillwell	Ladusta J.	SBSE	Revenue Officer	0600-1430
33	Wallin	Jeannie A.	SBSE	Tax Examining Tech	0630-1500
34	Walton	Tammy E.	SBSE	Revenue Officer	0800-1630
35	Williams	Shan	SBSE	Revenue Officer	0800-1630
36	Williams	Roberta D.	SBSE	Assistant Chief Steward	0630-1500

MC 4246 FTW	682-707-0209	jason.k.krueger@irs.gov
MC 8000 NDAL	469-801-0696	charlotte.a.mackey@irs.gov
MC 4510/NDAL	469-801-1453	roseann.manning@irs.gov
6620 DAL Opr 3 Dpt 4 Tm 406	214-413-6823	phyllis.l.mayfield@irs.gov
MC 1700 NDAL	469-801-0446/ 214-413-5083	angel.l.middleton@irs.gov
6620 DAL Opr 3 Dpt 4 Tm 405	214-413-6783	donna.s.miller@irs.gov
MC 1700 DAL	214-413-5556	michelle.s.powell@irs.gov
MC 4045 NDAL	469-801-0446/ F:469-801-0608	rodney.c.pradier@irs.gov
MC 1600 DAL	214-413-5118(TDD)	gary.n.raney@irs.gov
6620 DAL Opr 3 Dpt 2 Tm 207	214-413-5556	fount.rowel@irs.gov
MC 1700 DAL	214-354-4523	james_Rucker@tx.r.com
6620 DAL Opr 3 Dpt 1 Tm 101	214-413-6581	julie.k.samples@irs.gov
6620 DAL	214-413-6783	angela.l.smith@irs.gov
MC 5401 NFTW	817-232-6439	ladusta.j.stillwell@irs.gov
MC 5028	214-413-5214	jeannie.a.wallin@irs.gov
MC 4151	214-413-5475	tammy.e.walton@irs.gov
	214-413-5131	shan.williams@irs.gov
MC 4246 FTW	682-707-0208	roberta.d.williams@irs.gov

*These are seasonal employees

**Ever been looking through the
National Agreement
and couldn't find what you were
looking for?
Look no further!
The Memorandum of Understanding
is what you've been missing.**



**[Memorandum of Understanding
Covering Customer Service
Operations Between The IRS And
NTEU.PDF](#)**

**(For occupational series
303,501,503,592,599,962,987,1169.)**



must be more than doing a job
efficiently and honestly.
It must be a complete dedication
to the people and to the nation.”

--Margaret Chase Smith

"Leadership is the creation of an environ-
ment in which others are able to self-
actualize in the process of completing
the job."



Due to various elements, that we may or may not have had control over, our tax reporting will be impacted next filing season. One of the most prominent aspects is an underpayment penalty. According to IRS.gov, if you didn't pay enough tax throughout the year, either through withholding or by making estimated tax payments, you may have to pay a penalty for underpayment of estimated tax. Generally, most taxpayers will avoid this penalty if they owe less than \$1,000 in tax after subtracting their withholdings and credits, or if they paid at least 90% of the tax for the current year, or 100% of the tax shown on the return for the prior year, whichever is smaller. If your previous year's adjusted gross income was more than \$150,000 (or \$75,000 for those who are married and filing separate returns last year), you will have to pay in 110 percent of your previous year's taxes to satisfy the "safe-harbor" requirement. The safest option to avoid an underpayment penalty is to aim for 100 percent of your prior year's taxes. If either test is satisfied, no estimated tax penalty is required, no matter how much tax you owe with your tax return.

WITHHOLDING CALCULATOR

The new tax law impacts everyone. Take advantage of the tools available so you have the right amount of taxes withheld and avoid any unwelcome surprises at tax time next year.

Tips for using the IRS Tax Withholding Calculator:

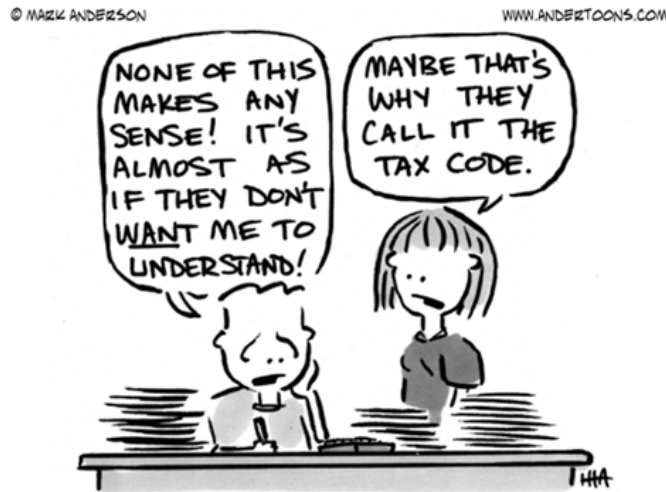
You will need your most recent pay stubs and income tax return. The calculator is only as accurate as the information you provide.

The Withholding Calculator DOES NOT ask you to provide sensitive personally-identifiable information, such as your name, Social Security number, address or bank account numbers.

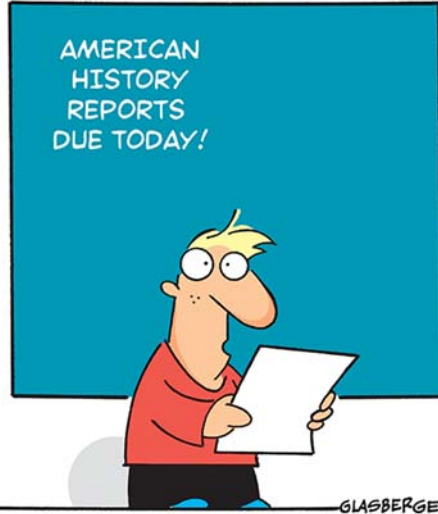
The IRS DOES NOT save or record the information you enter on the Calculator.

Access the calculator at

[irs.gov/withholding](https://www.irs.gov/withholding)



© Randy Glasbergen / glasbergen.com



“George Washington was called the father of his country, so he could write off every citizen as a dependent at tax time.”

©Marty Bucella

www.martybucella.com



Steward of the Year

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);
- Protecting employee' rights to ensure fair and equal treatment: and
- “Righting Wrongs” through strong representation.

Following in Pat’s footsteps, the Chapter 46 Steward of the Year is Angela Smith. We are grateful and thankful to have an intellectually insightful steward. Angela was presented with the Pat Visson Memorial steward of the Year Award plaque by National NTEU President Tony Reardon. Angela’s name has been engraved on the Memorial Award plaque that hangs on the wall in the main union office.



Angela Smith

Awarded the Pat Visson Memorial Steward of the Year Award



"I would, but I don't want to push you into a higher tax bracket."



"THE BOSS SAID WE DIDN'T NEED A UNION - HE'D TAKE CARE OF US...!"

Make Sure You're Getting the Credit You Deserve!



Important Reminder

Annual performance appraisals are to capture an employee's performance behaviors relative to the aspects under the critical job elements. Monitoring's, work load reviews, and other performance documentation are the official recordation's used in the annual performance appraisal. It is crucial that monitoring's and work load reviews create a thorough and accurate depiction of the employee's performance over the course of the year and must be incorporated in the 6850-BU. If your management chain is not including all relevant performance feedback, please contact your local steward to verify if your rights are being violated

WITHHOLDING CALCULATOR TIPS



The new tax law impacts everyone.

Take advantage of the tools available so you have the right amount of taxes withheld and avoid any unwelcome surprises at tax time next year.

Tips for using the IRS Tax Withholding Calculator:

- You will need your most recent pay stubs and income tax return.
- The calculator is only as accurate as the information you provide.
- The Withholding Calculator DOES NOT ask you to provide sensitive personally-identifiable information, such as your name, Social Security number, address or bank account numbers.
- The IRS DOES NOT save or record the information you enter on the Calculator.

Access the
calculator at
irs.gov/withholding

NTEU National Treasury Employees Union

nteu.org

Be informed. Be NTEU Connected.

NTEU is your single source for breaking news, workplace updates and everything you need to know as a federal employee.



NTEU.org

Members will find everything they need to know on pending legislation, negotiations, legal issues and workplace rights. There is also information specific to your agency and access to your contract.

NTEU e-Bulletin

Only for NTEU members, the e-Bulletin provides breaking federal employee news, the latest activity on Capitol Hill and one-click access to join our legislative efforts.

NTEU Political Insider

This periodic electronic newsletter focuses on politics and how incumbents and candidates stack up on issues important to federal employees.

NTEU Bulletin

This monthly newsletter features in-depth coverage of NTEU's legislative work, legal cases, grievances, arbitrations and more. It enriches your understanding of factors that influence and shape the federal workforce.

NTEU on Facebook and Twitter

For NTEU news as it breaks, follow NTEU at

www.facebook.com/NTEUnational and

[Twitter @NTEUnews](https://twitter.com/NTEUnews).

www.nteu.org

NTEU
The National Treasury Employees Union

Employee work e-mail _____ Recruiter's Name _____

Employee home e-mail _____ Recruiter's e-mail _____

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

REQUEST FOR PAYROLL DEDUCTIONS FOR LABOR ORGANIZATION DUES

Privacy Act Statement

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

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

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

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

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

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


National Treasury Employees Union

Chapter No. _____

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

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

Signature and Title of Authorized Official _____ Date (Month, Day, Year) _____

National President 

Section B—Authorization By Employee

I hereby authorize the above named agency to deduct from my pay each pay period, or the first full pay period of each month, the amount certified above as the regular dues of the (Name of Organization), **NTEU Chapter 46** and to remit such amount to that labor organization in accordance with its arrangements with my employing agency. I further authorize any change in the amount to be deducted which is certified by the above named labor organization as a uniform change in its dues structure.

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

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

Signature of Employee _____ Date (Month, Day, Year) _____

For Completion by agency only—The above named employee and labor organization meet the requirements for dues withholding. (Mark the appropriate box. If "Yes", send this form to payroll. If "No", return this form to the labor organization.)	YES	NO
<input type="checkbox"/> PERMANENT		
<input type="checkbox"/> WAE		



NTEU Chapter 46

1100 Commerce Street
MC 1700 DAL, Room 833
Dallas, TX 75242-1027
214-413-5555 ofc 214-413-5560 fax
NTEU46.org

Date: _____

I am requesting that NTEU change my current home address to reflect the following:

Member Name: _____

Current Home Address: _____
(Street)

(City, State and Zip Code)

Current Home Phone: _____

Current Home E-Mail Address: _____

Current Work E-Mail Address: _____



Rev. 2015



Thumbs up to our members that actually read the newsletter. In the last *BETWEEN THE LINES- NTEU Chapter 46 Quarterly* was a contest to spot the fake news story (p. 57 of April/May/June 2018 newsletter). Unfortunately, there were no winners. It was also unfortunate that we received an unusually low level of participation. We hope future editions will be more captivating. If there is something you'd like to see highlighted in your newsletter, let your local steward know.



Thumbs down To the TIGTA agent that berated and humiliated an employee in a classroom setting after the TIGTA agent was invited to the engagement to speak, he decided to abuse his authority by intimidating and bullying the employee to no avail.



Thumbs down To the managers that tried to use scare tactics on the Seasonal employees to get them to sign a new agreement when the IRM and the contract clearly state that an employee is not required to sign a new agreement.



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

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