

Lobbying on Behalf of All Federal Employees
By: Candis Cardenas, President



In February, nearly 500 NTEU leaders representing 121 chapters stormed our nation's capital at the 34th Legislative Conference to lobby Congress on issues key to federal employees. The 2017 priorities are Affordable Healthcare, Fair Pay, Ensuring Workplace Fairness, Protecting Retirement Benefits, and Achieving Agency Missions. The theme was NTEU for a Stronger Union!

Reps. Mike Quigley of Chicago and Joseph Crowley of

New York were special guest speakers who displayed the same amount of energy and passion as we do on the issues that impact us as public servants.

The speakers focused on the need for an efficient government as well as the value of the workforce. The Congressmen noted that their colleagues knew the I.R.S. collects 93% of the nation's revenue. However, it's obvious that they are oblivious to the fact that anymore budget cuts will be deleterious to the agency mission. Since 2010, 17,000 full-time jobs have been lost, in addition to the \$1 billion in budget cuts with another 14% proposed for an overall \$54 billion in cuts from federal agencies. It appears that a few of the agenda items this new administration should not be considering are to further downsize the workforce, institute layoffs and hiring freezes, prohibit bargaining and due process rights (union representation), on top of overriding government protections. Consequently, the agency will end up with an unsubstantive budget and an inadequate workforce.

Congress is still trying to raise federal retirement contributions, subsequently reducing the pay of all employees by 6%. Increase the base retirement annuities on the highest 5 years of services versus the existing 3 years of services plan. There's also a bill out to extend the probationary period.

This new administration is full of lawmakers that aren't supporters of the federal workforce and are in favor of abolishing vital federal agencies such as the Environmental Protection Agency, the Consumer Financial Protection Bureau, and the I.R.S. We must remember that these are **elected** officials. These officials elected to federal office control **eve-**

rything about the lives of federal workers. We have been under attack and these attacks are expected to worsen.

Your silence places your fair pay raises, the retirement system promised, the workplace rights relied upon, the resources to accomplish your job, you and your family's affordable healthcare, and even your job at risk.

As public servants, some of our responsibilities include protecting not only the taxpayer, but seniors, children, national parks, our ports, air, food, and water. NTEU has been fighting to make a difference in the work life of federal workers for 80 years and needs your help more than ever.

The fight didn't stop in D.C. and we don't have to scream from here for our voices to be heard. Go to NTEU.org for a convenient means to contact your members of Congress. We must join together and continue to demand dignity, fairness, justice and respect! Joining with NTEU





The 115th Congress (2017-2018)

Texas is a U.S. state with **two senators** in the United States Senate and **36 representatives** in the United States House of Representatives.

The Legislature of the State of Texas, operating under the biennial system, convenes its regular sessions at noon on the second Tuesday in January of odd-numbered years. The maximum duration of a regular session is 140 days.

Texas has 36 U.S. Congressional districts, as determined by apportionment following the 2010 census. Included below are the district representatives and the number of federal employees represented.



District 1- Gohmert	3,863 (Tyler /Longview/ Marshall)	District 13- Thornberry	6,119 (Amarillo/ Wichita Falls)	District 25- Williams	11,612 (Austin)
District 2-Poe	5,780 (Kingwood)	District 14-Weber	5,626 (Beaumont)	District 26- Burgess	5,904 (Lake Dal- las)
District 3-S. Johnson	5,119 (Plano)	District 15-Gonzalez	8,869 (Edinburg)	District 27- Farenthold	9,312 (Corpus Christi)
District 4- Ratcliffe	7,327 (Rockwall/ Texarkana)	District 16-O'Rourke	19,740 (El Paso)	District 28- Cuellar	11,586 (Rio Grande City)
District 5- Hensarling	3,875 (Dallas/Athens)	District 17-Flores	6,173 (Waco)	District 29-G. Green	3,037 (Houston)
District 6- Barton	8,167(Arlington/Ennis)	District 18-Jackson Lee	3,989 (Houston)	District 30-E.B. Johnson	7,358 (Dallas)
District 7- Culberson	5,072 (Houston)	District 19-Arrington	4,819 (Abilene/ Lubbock)	District 31- Carter	15,537 (Round Rock)
District 8-Brady	3,821(Conroe/ Huntsville)	District 20-Castro	15,229 (San Anto- nio)	District 32- Sessions	5,372 (Dallas)
District 9-A. Green	4,639 (Houston)	District 21-Smith	14,229 (Kerrville)	District 33- Veasey	2,799 (Dallas/Ft Worth)
District 10- McCaul	4,721 (Austin)	District 22-Olson	4,642 (Sugar Land)	District 34-Vela	5,561 (Brownsville)
District 11- Conaway	4,245 (Midland/San Angelo Odessa)	District 23-Hurd	13,659 (San Anto- nio)	District 35- Doggert	13,041 (Austin)
District 12- Granger	8,019 (Fort Worth)	District 24-Marchant	6,157 (Irving)	District 36- Babin	5,151 (Deer Park)

The Washington Post

Federal Insider

Feds wage uphill fight against Trump's budget cuts

By Joe Davidson

National Treasury Employees Union President Tony Reardon in 2015. (Courtesy of NTEU) When President Trump describes his ascension to power his self-absorption sounds almost biblical.



“Finally, the chorus became an earthquake,” he told a joint session of Congress Tuesday, “and the people turned out by the tens of millions, and they were all united by one very simple, but crucial demand: that America must put its own citizens first. Because only then can we truly make America great again.”

Clearly the people were not united in his popular vote defeat, but it is true many are quaking following his electoral college victory.

Among those are federal employees who will twice pay the cost of his governing by deconstruction.

Trump wants to cut domestic discretionary programs by \$54 billion and increase the defense budget by the same amount. That plan was a focal point during the opening session of the National Treasury Employees Union (NTEU) legislative conference Wednesday. In addition to suffering service cuts affecting Americans generally if Trump's severe budget slashing is implemented, the workers also worry about their jobs — the ability to do them and keep them.

"Our concern is two-fold," NTEU President Tony Reardon said after Trump's plan was announced.

"The very missions of these government programs would be jeopardized by such drastic cuts and thousands of federal employees around the country would likely lose their jobs."

Feds might be fearful of what Trump means for them, but they aren't cowering in fear.

Indeed, NTEU legislative conference participants are fired up and eager to push against plans that Trump and congressional Republicans have for federal agencies and the workforce.

"Today we fight for our agency missions and for the service we provide the public," Reardon said. "We need to fight harder, to defend our work and our rights."

It will be a difficult political battle.

For years, House Republicans have advocated what Reardon calls "negative legislation." That category

includes retirement changes that amount to pay cuts and attacks on due process among other measures. Those bills now stand a better chance of approval because Republicans control the White House and Congress. Reardon hopes Democratic filibusters will come to the rescue. “We’ve won in the past,” he said, “and I think we’ll continue to win.”

He listed a five priority issues — securing fair pay, protecting retirement benefits, preserving health care benefits, safeguarding workplace fairness and achieving agency missions.

Saving jobs is not on the list, but it is a very real concern among workers and their organizations. They know Trump cannot cut \$54 billion from domestic programs without putting federal jobs at risk.

“It’s a double whammy for us,” said Candis Cardenas, an Internal Revenue Service (IRS) employee in Dallas. Like others at the conference, she spoke in her capacity as a union member. “We are anticipating further layoffs because of these cuts.” Over the last few years, the IRS was the target of punitive budget reductions by Republicans angry over agency misdeeds. About 17,000 IRS jobs have been eliminated since 2010, NTEU said. The Trump administration plans a 14 percent IRS cut, The New York Times reported.

How can federal employees “adequately or effectively serve our taxpayers if you cut us down at the knees and you say we’re not valuable?” asked Nicholas Pegues, a Treasury Department employee and NTEU member from St. Louis.

Pegues and NTEU members were quick to note the folly of cutting the nation’s breadwinner.

“The IRS collects 93 percent of our nation’s revenue,” Reardon said. “You cannot increase defense spending and cut IRS funding at the same time. It does not add up.”

It does if you take an ax to the workforce and agency programs.

“Remember, the \$54 billion cut proposed by the administration is not savings for the taxpayer: It simply shifts the money, dollar-for-dollar, to an increase in military spending,” Reardon said. “These across-the-board cuts do not reduce the deficit and are so deep as to make government less efficient, not more.”

That is a big worry.

“When I see all of these cuts,” he added at a press



Managers



Good Boss	Bad Boss
Great listener	Blank wall
Encourager	Doubter
Communicator	Secretive
Courageous	Intimidating
Sense of humor	Bad temper
Shows empathy	Self-centered
Decisive	Indecisive
Takes responsibility	Blames
Humble	Arrogant
Shares authority	Mistrusts

"Great leaders are willing to sacrifice the numbers to save the people. Poor leaders sacrifice the people to save the numbers."

- Simon Sinek



BYOD—Bring Your Own Device

By Tammy Walton

How did this come about and what exactly does this mean for me?

First, how did this come about?

This is the direct result of Executive Order 13571.

*The Mobile Enterprise Strategy, Executive Order (EO) 13571, “Streamlining Service Delivery and Improving Customer Service” requires **government** agencies to use innovative technologies to streamline their delivery of services to **lower costs**, decrease delivery times, and improve the customer experience. The **BYOD** initiative has been identified by the agency as a strategy to meet the requirements of EO 13571.*

Basically, they are mandated as a means to lower costs and the way they have determined to cut the cost is by shifting the cost of the technology on to the employees! I don't know about YOU, but I do not intend to foot the bill for the IRS to operate. I pay enough in taxes to do my part. No private sector employer would EVER get away with this. The Service is using the fact that we as field agents desperately need this technology as bait in order to convince us to pay for the technology that they have been mandated to provide. PLEASE do not blindly fall for this. Review the information below before you decide as to whether or not this program is for you. If we all take a stand together, they must cover the costs because they

have been mandated to do so.

This is how the service is presenting it to you:

*BYOD allows approved SB/SE BU employees secure access to IRS systems, including email, tasks, calendar, business contacts and the IRS Intranet using their personal handheld devices. Currently, BYOD only supports Apple and Android devices (smartphones and tablets). The program is **voluntary** and participants are **not reimbursed for any expenses**.*

*During the initial roll-out, the IRS and NTEU Memorandum of Understanding (MOU) gives designated employees a two-week opportunity, **beginning March 31, 2017**, to enter an OL5081 request to participate in BYOD. Due to the limited number of licenses, SB/SE will process the requests on a first-come, first-served basis for qualified employees.*

This makes it sound so inviting, doesn't it? How long have we been begging for this access because it would make our work so much more efficient and convenient? It really makes you want to jump on the band wagon and sign right up so that you can be one of the "first-come/first-served." **NOT SO FAST!**

Let's think about this. Below are some of the rules:

Sharing your device

You must ensure that you are the only person who has access to your device when used to view or process information. Do not share the IRS-provided mobile access solution (e.g. Good for Enterprise business software) password with anyone.

In other words, if you allow your children/grandchildren/significant other to play games, watch shows, etc. on **YOUR** “personal” device and they accidentally access this app, then you will have a TIGTA issue.

Troubleshooting

“Since the BYOD program is designed for use with personal devices, end-user support is primarily self-service.” Also, known as, any and all technical difficulties are **YOUR** problem and responsibility.

GFD (Government Furnished Devices) i.e. cell phones

*“When the agency is able to mask personal employee smart phone numbers from taxpayer view, employees participating in BYOD (via Smartphone) will be expected to **return** their GFD within 60 days of masking implementation. **Employees entering this program understand that they are not guaranteed the return of their GFD.**”*

This is what will happen, you will turn in your **NECESSARY** government issued cell phone to **NEVER** have it returned and will be responsible from that point on to supply your own.

Failure of Personally-Owned Device

*“If a BYOD **participant’s** personally owned device stops functioning for any reason, including if an employee inadvertently loses, damages or otherwise causes malfunctioning of the device, employees must contact their **manager** as soon as possible and is **responsible** for the repair/replacement of the device.”*

Q: What happens if my mobile device is damaged or destroyed in the performance of my official duties? A: The Government will not be liable for damages to your personal property that may occur during the course of performing IRS-related duties, except to the extent that the Government is held liable under the Federal Tort Claims Act or the Military Personnel and Civilian Employee's Claims Act.

Employee cost

“BYOD participants will be responsible for **all costs** to participate in the BYOD program required by their provider for example; these include but are **NOT LIMITED** to Software Application fee and additional minutes and/or data to their mobile plans. For example, Verizon charges a \$5.00 per month enterprise data fee for using the Good for Enterprise BYOD app. This fee is not reimbursable.”

Q & A Highlights

Q. What happens if the BYOD (**your personal device**) is lost or stolen?

A: If your device is lost or stolen, you are **required** to report the theft immediately. The BYOD administrators, only under the direction from **CSIRC** or **TIGTA** have the ability to **remotely delete (wipe)** all IRS data or remotely delete (wipe) all the data.

Basic guidance on how to handle loss or theft is available at the Data Protection and Inadvertent Disclosures web page maintained by PGLD. For a device registered in BYOD, after reporting to your manager, use the **SAMC Incident Reporting Form** described on that page. Reporting to CSIRC is not



Rpt. By *Shawn Thomas*. Dallas/Ft. Worth: *CBS Local CBS Broadcasting Inc.* 2015, April 8. *Web*.

For many, Earth Day is simply a day that comes and goes, but the meaning behind the day is about much more than just planting a few trees. The day represents a future for generations to come and keeping the environment we all occupy healthy and sustainable.

Earth Day is always held on April 22, no matter the year, no matter the country, and is marked by leaders, citizens, organizations, companies, and agencies coming together to celebrate the planet earth. Events are usually held worldwide in support of environmental protection ranging from ceremonies and community service to educational seminars and parties.

To its credit, the day has brought some major change in policy such as the creation of the U.S. Environmental Protection Agency and passage of the Clean Air, Clean Water, and Endangered Species Acts. Not too shabby, Earth Day.

But Earth Day didn't just occur on its own.

It was founded in 1970 by U.S. Senator Gaylord Nelson after the massive Santa Barbara oil spill in 1969 that saw approximately 90,000 barrels of crude oil spill into the Santa Barbara Channel, killing an estimated 3,500 sea birds as well as other marine animals like dolphins, seals and sea lions.

As a result of this, Senator Nelson sought to infuse the same energy of Vietnam riots to draw attention to water and air pollution. Posing a "national teach-in on environment,"

Senator Nelson was able to persuade others to join him, and on April 22, 1970 over 20 million Americans stepped up to demonstrate for environmental protection.

Later, in 1990, leader Denis Hayes would go on to take Earth Day to the global stage, making the environmentally-conscious holiday an international one. Before then, it was mainly celebrated in the United States.

After Hayes' introduction of the day to other countries, Earth Day became a celebrated holiday worldwide in 184 different countries with the Earth Day Network.

And like other holidays, Earth Day can be enjoyed in a variety of ways depending on where you live. Many cities have community service initiatives in place for this day, bringing people out in huge droves to plant trees, cultivate landscapes and clean up wildlife areas riddled with litter and pollution.

Numerous organizations around the country hold large-scale block parties and learning experiences to educate others about the importance of the holiday.

Regardless of whether you go to an event or not, anyone can celebrate Earth Day everyday by being more aware of his/her carbon footprint and doing anything in their power to limit their impact on the environment. Turning off lights and appliances in empty rooms, turning off running water, recy-

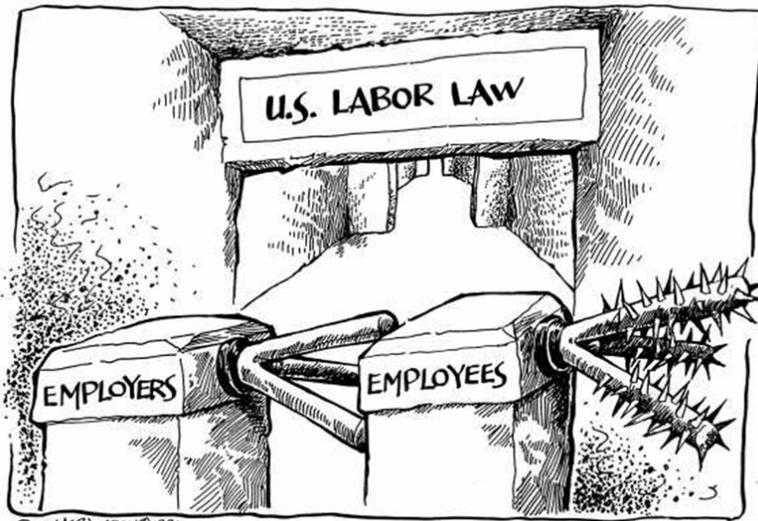


**We do not inherit the earth from our
ancestors, we borrow it from our children.
-Native American Proverb**

“

It's not just happenstance.
We have a strategy: Don't
hold union reps at arm's
length.

”





It is one of the characteristics of a
free and democratic nation that
it have free and independent
labor unions.

Franklin D. Roosevelt

Dr. Sebi's Electric Foods List

<u>FRUITS</u> Tree/vine ripened best	<u>SEEDS</u> Always Sprouted is best	<u>VEGETABLES</u> Fresh picked best	<u>HERBS</u> Dehydrated at Low Temp	<u>MINERALS</u> Plant/Earth Extract
<p><u>Sweet</u> <i>no canned or seedless fruits</i> Apples Bananas (the smallest one or the <u>Burro/mid-size</u> original banana) Berries - all varieties- Elderberries in any form (<i>no cranberries</i>) Cantaloupe, Cherries, Currants Dates, Figs, Grapes - seeded Limes (key limes preferred with seeds) Mango, Melons - seeded, Orange (Seville or sour preferred, difficult to find) Papayas, Peaches, Pears, Plums Prunes, Raisins-seeded(Monukka) Soft Jelly Coconuts, Sour sops Sugar Apples (cherimoya)</p> <p><u>Non-Sweet</u> Avocado, Asparagus Bell Peppers, Cucumber, Okra Olives, String beans, Tomato - cherry and plum only Tomatillo Squash, Zucchini, Chayote (Mexican Squash)</p>	<p><u>Nuts</u> <i>Nut butters also</i> Raw Almonds and Almond butter Raw Sesame Seeds Raw Sesame "Tahini" Butter Walnuts Hazelnut</p> <p><u>Grains</u> Amaranth, KaMut, Quinoa, Rye, Spelt, Tef, Wild Rice(black)</p> <p><u>Legumes</u> Garbanzo beans (chick peas) optional</p>	<p><u>Greens</u> Amaranth greens (same as Callaloo, a variety of Spinach) Izote (cactus flower/ cactus leaf- grows naturally in California) Kale, Turnip, Dandelion Mustard greens Lettuce(all, except Iceberg) Nopales (Mexican Cactus) Poke salad - greens Spinach (use sparingly)</p> <p><u>Root</u> Jicama Onions (green tops are best like scallions not the bulb)</p> <p><u>Plant like Animal</u> Mushrooms (all, except Shitake)</p>	<p><u>Teas</u> Alvaca, Anise, Chamomile Cloves, Fennel, Ginger Lemon grass, Red Raspberry, Sea Moss Tea</p> <p><u>Mild Flavors</u> <i>Eat fresh as greens also</i> Basil Bay leaf(Cooking Only), Cilantro, Dill, Marjoram, Oregano, Sweet Basil, Tarragon, Thyme</p> <p><u>Pungent & Spicy Flavors</u> Achiote, Cayenne Cumin, Coriander Onion Powder, Sage</p> <p><u>Salty</u> Powdered Granulated Seaweed (Kelp/Dulce/Nori) Sea Vegetables (wakame, dulse, arame, hijiki, nori)</p>	<p><u>Salty Flavors</u> Pure Sea Salt</p> <p><u>Sweet Flavors</u> 100% Pure Maple Syrup (Grade B Only) Maple "Sugar" (from dried maple syrup) Date "Sugar" (from dried dates) 100% Pure Agave Syrup (from cactus)</p>



A Lack of Support and Services

There are two business industries, products and services. We at the I.R.S. are here to provide both products and services to external as well as internal customers. One would think that the internal customer is just as important, if not, more so, than the external customer. Why? Because if the internal customer is dissatisfied then it's highly likely that the external customer will also be dissatisfied. If the internal customer's needs are not met, then neither will the external customer's needs. Although the I.R.S. dabbles in both industries, our primary is services. In case it isn't obvious, we are public servants. Some of us don't seem to understand that... particularly, in facilities. They are supposed to provide agency-wide shared services.

NTEU chapter 46 is constantly working with all stakeholders to assist in smoothing out any kinks in the functionality of the work environment, but are often met with futile, unjustified, push back as is the case with facilities.

We did an article in a prior newsletter in regard to submitting trouble tickets for building issues via OSGet Services - as all tenants have supposedly been informed to do. Unfortunately, employees are still experiencing unresolved tickets. This is probably the reason the designated support services specialists and manager, whom work in the building, don't know the downtown Dallas office buildings are still experiencing regular rodent sightings.

Another issue is the exchange of shred bins in both buildings in downtown Dallas. The latest example was in the call site when employees were told that, due to the continuing resolution (budget) that expires at the end of April, support services could not pick up a full shred bin of sensitive data and replace it with an empty one after two trouble tickets were submitted between March 3rd and April 4th.

So why has it been like listening to a broken record skipping at “submit a trouble ticket - submit a trouble ticket-submit a trouble ticket” over and over and over again? Yet the trouble ticket isn’t worked timely, if at all. In addition to submitting a plethora of trouble tickets for various issues, safety inspections were successfully and expeditiously performed by the official safety inspector at all pods’. That information is elevated for resolution by designated facilities personnel. Why do we still have so many unresolved issues from the safety inspections in the call site alone such as dirty air ducts and vents, missing panels in work stations, bad odors/smells, excess broken furniture in the workplace (hazardous), and pests (after forcing only one set of employees to thoroughly clean their area, remove all plant-life and to take their food items plus beverages home on a daily basis for over three months, while all other tenants in the two buildings carried on as usual without any emphasis on sanitation in their filthy work spaces). We’ve had the City of Dallas, OSHA, and Orkin prescribe remedies, however without full implementation or follow through, progress has been slow and minimal over the past two years regarding recurring issues. The facilities management is aware of all the issues in AWSS that are negatively impacting the agencies internal customers, but has failed to effectively address and resolve any of the concerns due to a lack of drive, commitment and accountability that the job warrants. The rude, condescending, and narcissistic mentality demonstrated from specific individuals is redundant, offensive, and a deterrent from a business and professional viewpoint. Understand that there are issues at all pod’s, but this conversation is consigned to the Santa Fe and Earle Cabell buildings where managerial jurisdiction is local, but that seems irrelevant and nearly unbelievable.

Still, we are hopeful that other managers negatively affected will get involved to aid their facilities cohorts in doing their jobs efficiently and without that repugnant and repulsive attitude that is generally shown to any party that poses inquiries, suggestions, or assistance from other managers, NTEU, to OSHA, to employees.



Right-to-work cheerleaders believe that the proponents protect workers from being forced to join a union, however, federal labor laws already exist to protect workers who don't want to join a union or make political contributions. A consequence of right-to-work legislation is that employees are mute in the workplace and have no say allowing corporate greed to prevail. Right-to-work laws also obstruct unions abilities to advocate for all workers. Some other facts you probably don't know.

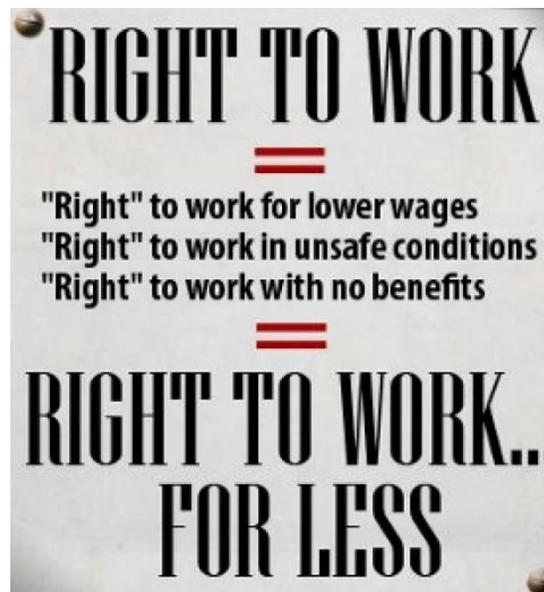
These laws drive down wages for all workers, including non-union members, women, and people of color. Workers living in right-to-work states earn about \$1,500 less per year than workers in states without these laws. The wage penalty is even higher for women and workers of color.

According to data from the Bureau of Labor Statistics, the rate of workplace deaths is higher in right-to-work states.

Right to work does not improve the employment rate. In fact, seven of the 11 states with the highest un-

employment rates have right-to-work laws on the books. According to a report from Ohio University, these laws actually led to a decrease in employment in certain industries. Why? Because it entices businesses to relocate to states where costs are low and rules are lax.

Jimmy Hoffa, the president of the Teamsters, has said that right-to-work proponents are waging a "war on workers," and Martin Luther King Jr. called right-to-work a "false slogan" and said the laws "rob us of our civil rights and job rights." A newspaper editor from Texas named William B. Ruggles who was anti-union reinterpreted the term to mean the right to work in a





72 Uses For Simple Household Products

	Home	Personal Care/ Beauty	Dietary/ Medicinal
Lemon Juice	<ul style="list-style-type: none"> · Clean glass & mirrors · Brighten your whites · Disinfect your cutting board · Brighten your toilet bowl 	<ul style="list-style-type: none"> · Remove sun spots · High-light your hair · Reduce wrinkles · Shrink your pores 	<ul style="list-style-type: none"> · Detox · Improve digestion · Sooth a sore throat · Strengthen immunity
Coconut Oil	<ul style="list-style-type: none"> · Polish wood furniture · Replace WD-40 · Remove shower scum 	<ul style="list-style-type: none"> · Hair serum · Lip gloss · Deodorant · Prevent wrinkles 	<ul style="list-style-type: none"> · Improve thyroid function · Reduce migraines
Apple Cider Vinegar	<ul style="list-style-type: none"> · Repel fleas · Clean your microwave · Deodorize laundry 	<ul style="list-style-type: none"> · Sooth Sunburns · Wash your hair · Treat acne · Aftershave 	<ul style="list-style-type: none"> · Weight-loss/Detox · Control high-blood pressure · Cure yeast infections · Prevent a cold
White Vinegar	<ul style="list-style-type: none"> · Polish Silver · Clean windows · Neutralize odors · Unclog your drain 	<ul style="list-style-type: none"> · Cure an upset stomach · Sooth a bee sting · Condition your hair 	<ul style="list-style-type: none"> · Tenderize meat · Boil better eggs · Eliminate garlic odor · Keep veggies fresh
Baking Soda	<ul style="list-style-type: none"> · Put out fires · Scrub toilets and tubs · Clean your oven or grill 	<ul style="list-style-type: none"> · Deodorant · Toothpaste · Relieve diaper rash · Treat heartburn 	<ul style="list-style-type: none"> · Leavening agent · Make fluffier omelets · Crispier chicken
Castile Soap	<ul style="list-style-type: none"> · All-purpose cleaner · Dish soap · Mop floors with it 	<ul style="list-style-type: none"> · Body wash · Pet shampoo · Toothpaste · Prevent eczema 	<ul style="list-style-type: none"> · Treat eczema and psoriasis · Cure acne
Castor Oil	<ul style="list-style-type: none"> · Discourage rodents · Lubricate kitchen scissors · Restore health of your plants 	<ul style="list-style-type: none"> · Strengthen eyelashes · Relieve cracked heels · Soften cuticles 	<ul style="list-style-type: none"> · Treat dry/itchy skin · Laxative · Induce labor · Relieve menstrual cramping

**SIDE LETTER AGREEMENT TO THE OCTOBER 7, 2016 MOU CONCERNING THE
W&I-SB/SE CSR/CR TELEWORK PROOF OF CONCEPT (POC)**

Introduction

The Internal Revenue Service (the Employer or Management) and the National Treasury Employees Union (NTEU or Union) (hereafter, the Parties) have reached an agreement to extend the CSR/CR Telework Proof of Concept (POC) memorandum of understanding (MOU) dated October 7, 2016 that applies to current teleworking participants in the Accounts Management (AM) and Automated Collection System (ACS) locations set forth in provision 2 of the MOU. Extending the MOU will allow Management time to, per paragraph 18 of the Telework POC MOU, negotiate over the expansion of Telework in a phased approach. Such notice will be provided to NTEU at any time but not later than ninety (90) days from the date on which this agreement is executed to extend the Telework POC. The bargaining will otherwise be conducted pursuant to Article 47, Sections 1 and 2. During the negotiations, the Bargaining Unit employees who are currently participating in the Telework POC will remain on telework, to the extent technology can continue to support the POC at their locations. The Employer will immediately notify National NTEU if it foresees any disruption in telework on account of technology for the CSRs and CRs who currently participate in the Telework POC, and take every reasonable step to address and cure the technology issue(s) at the earliest possible time so that the current participants may resume telework in accordance with the CSR/CR Telework POC.

The parties agree as follows:

1. The Employer has determined that, at the present time, it is unable to expand the number of employees who may participate or current locations in the Telework POC due to system limitations of the ASPECT equipment and the capacity to expand further on a Memphis server that was established to support only the number of existing users based upon the participants identified to support the Telework POC. Employees currently participating may withdraw from the POC during the extended period. However, the Employer has determined that replacements will not be substituted because of technology and training restrictions.
2. Pursuant to this agreement, the Employer has determined that notice to NTEU will include a phased-in approach to expand CSR/CR Telework, which will increase the numbers of bargaining unit employees and business units within AM and ACS locations that will be eligible to participate in telework, subject to new technology capabilities in existing and future locations (such as system

infrastructure, bandwidth and other considerations needed to make telework viable).

3. The Employer agrees to discuss, in the next regularly scheduled team meetings, the parties' agreement to extend the telework POC with impacted bargaining unit employees and a Chapter Union steward, in accordance with Article 8 of the 2016 NA. A copy of this agreement will be provided to them prior to those formal discussions. Pursuant to paragraph 14 of the Telework POC MOU, the Employer will also provide a briefing to National NTEU within forty-five (45) days of the conclusion of the original Telework POC end date of March 4, 2017. Prior to the briefing, the Employer will transmit the data collected concerning the Telework POC and a discussion of the IUP initiative.
4. This Agreement will become effective upon approval under agency head review or upon the 31st day after execution, whichever occurs first. This Agreement will run concurrently with the Parties' 2016 NA.

For the Employer

Constance
Weaver

Digitally signed by Constance Weaver
DN: cn=Constance Weaver, o=IRS,
email=constance.weaver@irs.gov,
ou=IRS
Date: 2017.02.21 11:53:33 -0500

Constance L. Weaver
Acting Director
Workforce Relations Division
Human Capital Office

Date: _____

For the Union



Kenneth E. Moffett, Jr.
Director of Negotiations
National Treasury Employees
Union

Date: 2/21/17

Above is the fully executed Side Letter agreement. By its terms, IRS has ninety (90) days from February 21, 2017 in which to give NTEU notice that will open bargaining over



FOOD *for*
THOUGHT
an

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 who neither know victory nor defeat.





"CORPORATE WANTS YOU TO WRITE CONGRESS AND INSIST THEY VOTE 'NO' ON THE EMPLOYEE FREE CHOICE ACT!"



"IT'S THE UNION ON LINE ONE, MR LEGREE, AND OSHA ON LINE TWO..."

Reprinted from FedMill...

Posted on [February 22, 2017](#) by [AdminUN](#)

THE “HEBREW SLAVE” COMMENT

An employee and her supervisor were communicating via e-mail when the employee commented that federal employees generally work shorter hours than private sector ones. The supervisor responded, “Wow,... then I must be a damn fool...cause I’ve been working like Hebrew slave the last 9 years and don’t have enough time to take off...at least somebody got it right.” The employee was offended and soon filed an EEO charge alleging she had been subjected to religious harassment when the supervisor made that comment. The manager claimed it as a joke. But, the EEOC Administrative Judge...

found the comment to be “grossly insensitive, insulting and condescending.” The AJ stated that federal supervisors should know that Jews have been subjected to genocide, anti-Semitism, and slavery, and workplace jesting regarding slavery with reference to a specific protected group which has experienced slavery is “profoundly inappropriate.”

Not satisfied with that conclusion, the full Commission went on to note that “...that the word ‘Hebrew’ is often

used to refer to Semitic persons who identify as descendants of Abraham, the biblical patriarch of Judaism, Collins English Dictionary -Complete and Unabridged 2012 Digital Edition available online at <http://www.dictionary.com/browse/Hebrew>. Moreover, when used to generally refer to contemporary Jewish persons, it is sometimes considered archaic or offensive, *Id.* Coupled with the word 'slave' the term 'Hebrew slave' is particularly negative and offensive when used so flippantly. As such, we find that the use of the term 'Hebrew slave' is inherently unwelcome when uttered in this particular context, especially when communicating with a Jewish person. There is no evidence that Complainant welcomed such a comment. Therefore, we find that Si's comment was unwelcome."

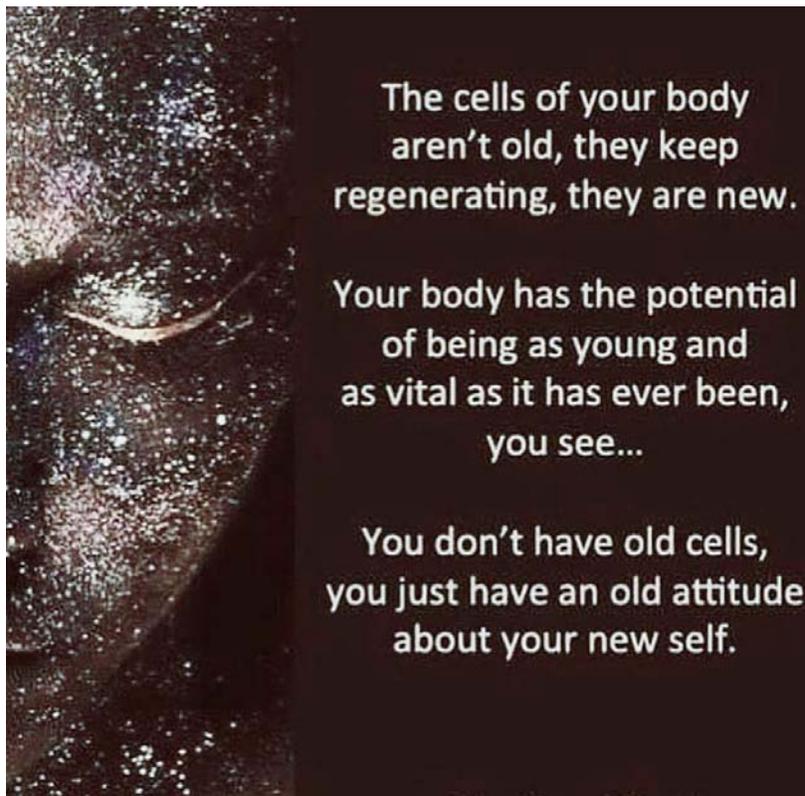
EEOC then pointed out that the fact that the supervisor "may have intended his comment to be a joke or a cliché does not soften the offense any more here than it would if he had uttered an equally offensive racial slur."

The Commission had no problem finding that a "single or limited number of epithets or slurs may constitute harassment.... Although [the supervisor] only made such a comment once, the comment packed a painful, potent punch. Specifically, [the supervisor's] comment made light of the long and painful history of Jewish persecution and genocide."

In the end the Commission determined that a reasonable person in the employee's circumstances would find the supervisor's comment was severe enough to create a hostile work environment based on her religion and that was religious harassment. It ordered the agency to pay the employee \$10,000 for damages and another \$10,000 to her attorney. (See *Lashawna, Complainant, V. Thomas E. Perez, Secretary, Department of Labor, Agency*. EEOC Appeal No. 0720160020 (2017))

We took the time to highlight this new case to make the point that even a single comment, if offensive enough, could be found to violate law and entitle the employee to corrective action. Slurs and epithets are not something to be avoided just because that is politically correct. Avoiding them is also legally correct, and







Anti-Union Card

I am opposed to all unions. Therefore I am opposed to all benefits unions have won through the years; paid vacations, sick leave, seniority rights, paid holidays, wage increases, pensions, and insurance plans, time and one half for overtime, unemployment benefits and job security.

I refuse to accept any benefits that will be won by the Unions and hereby authorize and direct the Company to withhold the amount of the Union-won-benefits from my paycheck each week.

Signed _____



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)

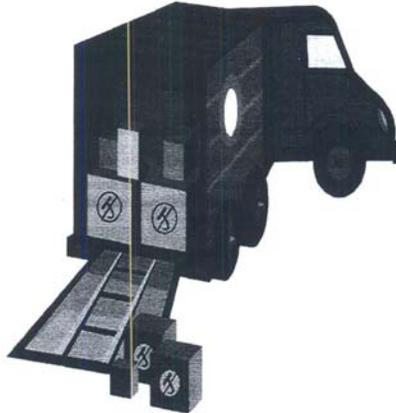
Current Home Phone: _____

Current Home E-Mail Address: _____

Current Work E-Mail Address: _____



Rev. 2015



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 _____

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

**REQUEST FOR PAYROLL DEDUCTIONS
 FOR LABOR ORGANIZATION DUES**

Privacy Act Statement

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

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

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

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

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

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

National Treasury Employees Union
 Chapter No. _____

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

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

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

Section B—Authorization By Employee

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

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

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

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

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

YES	NO

- PERMANENT
 WAE



To the new Field Director of Accounts Management in Austin, W&I Service Centers for keeping his word. During his initial talks with NTEU, each side shared its vision, strategy and commitment. Currently, this Director, is keeping his word. So far, it has been a pleasure working with him and we actually are looking forward to making significant progress in the right direction.



To Facilities management for regurgitating the same spiel and for fabricating incessantly about the severity and continual issues in regard to the pestilence in the Dallas call site. Also, thumbs down to the former AM Operation 3 Manager for not insisting that all tenants be subjected to the same restrictions that the call site employees experienced...that drove most of the rodents out, however they migrated to all other parts of both buildings that didn't practice the same hygienic/sanitary measures as the call site employees, from illegal desk searches for condiments to the seizure of canned goods and beverages.



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

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