



Candis Cardenas, President



The beginning of a new year brings change and challenges. The residual effects from the holidays emotionally and economically can be stressful. In a high-strung and demanding atmosphere basic communication can cause anxiety. Prior to responding negatively, remember to Stop! Be calm. Think about how you feel. Decide whether to talk it out, work it out or drop it. Learn to respond not to react.

Leo Babauta posted in *Zen Habits* that mindfulness means watching ourselves when something happens that might normally upset us or trigger some kind of emotional reaction. Pay close attention to how our minds react.

Then pause. We don't have to act immediately, just because we have an internal reaction. We can pause, not act, breathe. We can watch this urge to act irrationally arise, then let it go away. Sometimes that takes a few seconds, other times it means we should remove ourselves politely from the situation and let ourselves cool down before we respond.

Pause.

Watch the reaction go away.

Now consider what the most intelligent, compassionate response might be. What can we do that will help our relationship, teach, build a better team or partnership, make the situation better, calm everyone down, including ourselves?

At first, you might mess up. But in time, you'll learn to watch this reaction, and you'll get better at the pause. Don't fret if you mess up — just resolve to be more mindful when it happens next time. Take note of what happened to trigger your reaction, and pay attention when something like that happens again.

Be mindful, pause, then consider a thoughtful, compassionate response.

It is important to take time out for self. Make sure to do something you enjoy. Your well-being is critical.

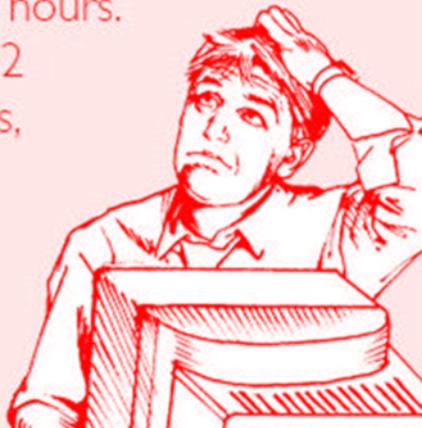
Be careful not to overbook. You don't have to say yes to everything, give yourself space.

Keep in touch with your support system-your go-to people in times of need and fun times.



Don't like unions? Fine. Tomorrow  
go to work for 16 hours.  
Do it for 6 days, 52  
wks/year. Congrats,  
you're now living  
like workers did  
before unions  
came along.

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**RE: IRS – W&I Taxpayer Protection Program (TPP)  
Application**

**SUMMARY: NTEU has raised with AM concerns by chapters over the Taxpayer Protection Program (TPP) application.**

Recently, NTEU had a discussion with the Accounts Management leadership to raise concerns NTEU has regarding the Taxpayer Protection Program (TPP) application. Various chapter presidents advised us that AM employees had been informed that TPP calls would be the primary focus this filing season even though the TPP application had not been worked before by employees in some of the campuses and call sites. Consequently, the chapter presidents indicated that AM campus and call site employees had concerns about receiving appropriate training on the TPP application before they are required to work that application, and the impact the TPP calls might have on their reviews, and what the expectations would be for call handle times and error rates. AM leaders advised NTEU that the TPP application has been a longstanding AM application and, while it has not been worked by all sites, due to workload demands, additional CSRs were needed to be trained on this application.

NTEU pointed out that Part II, Section 3A2 of the CSA requires the Employer to solicit volunteers for training on a deficit application from a pool of equally qualified employees. In response, AM indicated that, where there is a shortage of employees to work a certain application, Section 3A1 of the CSA permits it to identify the number of employees it needs. Section 3A1 states “To improve coverage in a deficit application, the Employer will select from the pool of employees certified as qualified by the Employer . . . Prior to making changes to an employee’s assigned application or agent group, the Employer will determine the number of employees needed for each application based on forecasted workload.” AM states that it determined that all equally qualified employees were needed to improve the coverage in the deficit application. NTEU has concluded that, based on the language of the CSA and the fact that the TPP is not a “new application” in AM, a solicitation was not needed and AM leaders acted in accordance with the negotiated provisions of the CSA. That said, if any employees have any issues with TPP, such as the training they are provided to get up to speed on the application, please let your local Chapter 46 steward know so we can address it with AM.



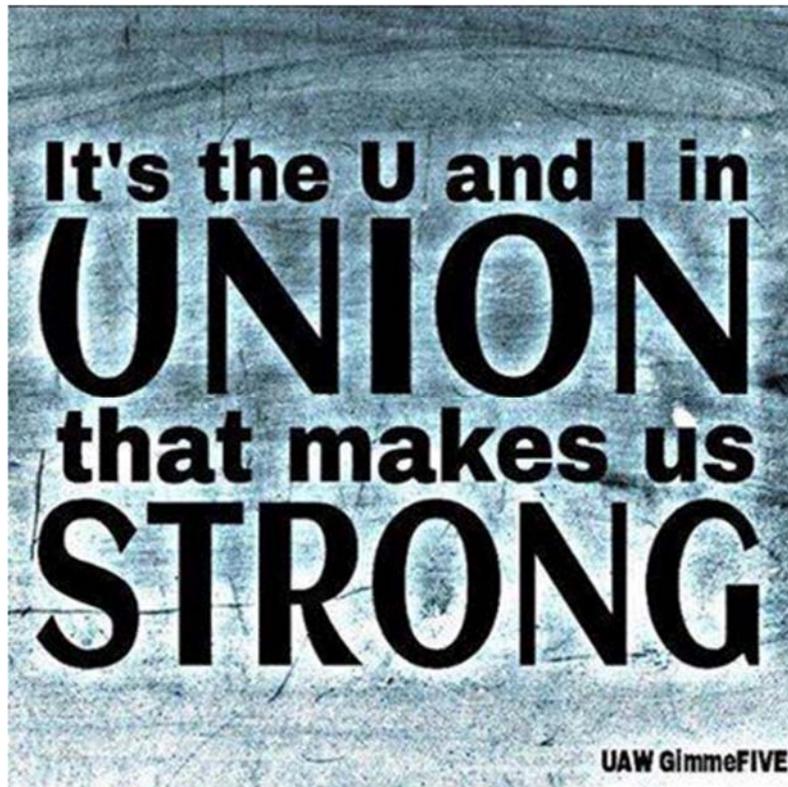


## **IRS — National Grievance over the Violation of the Rehabilitation Act – BRAVA System**

**SUMMARY: NTEU has filed a National Grievance against the IRS for failure to comply with the Rehabilitation Act with regard to the implementation of the new BRAVA system.**

NTEU filed a national grievance against the IRS because the newly implemented BRAVA system employed by the agency is not compliant with Sections 508 and 501 of the Rehabilitation Act. Visually-impaired employees at the IRS use a computer program called Job Access with Speech (JAWS), which has speech recognition and a Braille display to enable them to do their job, and/or a computer program called ZoomText, which is a magnifying system. This new BRAVA system is not compatible with JAWS and/or ZoomText and thus, visually-impaired employees are not able to access or use information and data that is comparable to the access and use by federal employees without disabilities, as required by Section 508 of the Rehabilitation Act. These bargaining unit employees have repeatedly requested the IRS to make the program(s) compliant with the Rehabilitation Act. The IRS, however, has failed and refused to rescind the implementation of the technology or fix the technology so that it is useable or accessible by the visually-impaired bargaining unit employees. These failures to comply are continuing violations of the Rehabilitation Act.

In addition to a Section 508 claim, NTEU alleges that the IRS violated the Rehabilitation Act by failing to provide impacted bargaining unit employees with a reasonable accommodation with regard to noncompliant technology. We will keep you posted on the status of this national grievance.





### **Bill Introduced to Gather Data on Employees Furloughed During a Shutdown**

**SUMMARY: Information is provided about new federal employee legislation that would require a report of furloughed individuals.**

In early March, Representative Ted Budd (R-NC) introduced a bill, H.R. 5091, to require the head of an agency to submit a report regarding employees furloughed during a shutdown.

This bill would require a report no later than 120 days after a government shutdown due to a lapse of appropriations. Each agency head would be required to report to the Office of Management and Budget the names, job description, and rate of basic pay for each non-excepted employee.

The bill's title (*Essential Act of 2018*) and language incorrectly refers to furloughed employees as "non-essential." NTEU will be monitoring this legislation to ensure that the intent is neither to determine that these employees are not necessary to government operations, nor to create an impetus to not pay these individuals following a shutdown

**History is a great teacher. Now everyone knows that the labor movement did not diminish the strength of the nation but enlarged it. By raising the living standards of millions, labor miraculously created a market for industry and lifted the whole nation to undreamed of levels of production. Those who attack labor forget these simple truths, but history remembers them.**

**-Martin Luther King, Jr.**



Born: January 15, 1929, Atlanta, GA

Died: April 4, 1968, Memphis, TN

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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.

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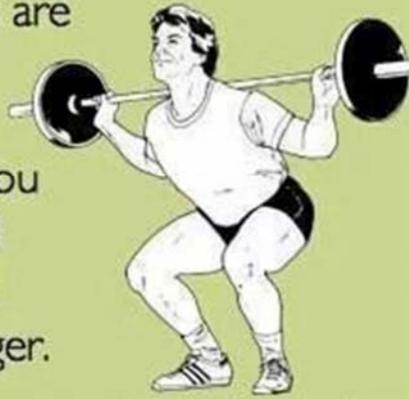
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[www.nteu.org](http://www.nteu.org)

**NTEU**  
The National Treasury Employees Union

Union membership is like a gym membership. Dues are necessary to operate. And, just like a gym, if you don't show up and participate, you do not become stronger.



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## Article 18 — Election of FY 2018 Awards

**SUMMARY: NTEU has requested a meeting with the IRS about its decision to eliminate award elections from ePerformance System.**

Recently, several chapter leaders notified NTEU national office that they had been advised by members that the IRS had eliminated the “Award Election” page from the ePerformance system. Hearing this, they immediately reached out to the agency to request a meeting to discuss this change. They had previously requested a meeting with the IRS Workforce Relations office to find out how the IRS planned to handle employee award elections; when those elections had to be made this year (FY 2018) and the date and process by which employees could change an election that they previously made. HR Connect is a Treasury-wide program. When the IRS-NTEU QSI program was ultimately eliminated by the agency from the 2016 National Agreement, the HR Connect function for electing a QSI (or a 3% in lieu of QSI award) was turned off because the IRS was not able to change the options on the election page. However, since that time, some divisions continued to use the system to track elections made by bargaining unit employees for a NPAA cash award or a Time Off Award (in lieu of the cash award). Other divisions required managers to manually track award elections by individual employees. Consequently, due to this change there is much confusion on the part of managers and employees as to what the rules are.

The NTEU national office has requested a meeting with the IRS to find out what the process will be going forward. Typically, employees have until the end of August to make an award election. If the IRS seeks to implement a new awards election process, then that could constitute a change to the existing practice, and NTEU would have a right to be notified of the change pursuant to Article 54 of the 2016 National Agreement, and bargain over it before it is implemented. Once the meeting with the IRS is held, and we find out exactly what the policy and process will be for award elections, we will immediately let you know. We will also likely issue an employee message to ensure that all of our members are aware of the policy and process, so they may make the best award election for their situation.



### **Not Yet Registered?**

NTEU members must complete the free and easy registration process in order to access exclusive members' only information and discounts on this web site. [Click here](#) to create your free account.

### **Already Registered?**

**If you have already registered and wish to log in to the site or you have been brought to this page because the page you are requesting is for registered members only, enter your user name and password in the red "member log-in box" above (next to the NTEU logo).**

### **Subscribe to the NTEU e-Bulletin**

Members must be registered on the web site to subscribe to the *e-Bulletin*, NTEU's free electronic newsletter. Once you have registered, log in above and visit the *e-Bulletin* subscription management page in "Union Office."

### **Forgot Your User Name or Password?**

[Click here](#) if you have previously registered and need to delete and reset your log-in user name and password.

### **Not a Member?**

[Join NTEU today](#) or [click here](#) to learn more about the many benefits of NTEU membership.

<https://www.nteu.org/Secure/Register.aspx?ReturnUrl=%2fUnionOffice%2fFliers%2fFlier+Docs%2fIRS%2fHistory.pdf>



Employee work e-mail _____	Recruiter's Name _____					
Employee home e-mail _____	Recruiter's e-mail _____					
<p>Standard Form No. 1187 Revised June 1990 Office of Personnel Management FPM Chapter 550</p> <h3 style="text-align: center;">REQUEST FOR PAYROLL DEDUCTIONS FOR LABOR ORGANIZATION DUES</h3>						
<p><b>Privacy Act Statement</b></p> <p>Section 5525 of Title 5 United States Code (Allotments and Assignments of Pay) permits Federal agencies to collect this information. This completed form is used to request that labor organization dues be deducted from your pay and to notify your labor organization of the deduction. Completing this form is voluntary, but it may not be processed if all requested information is not provided.</p> <p>This record may be disclosed outside your agency to: 1) the Department of Treasury to make proper financial adjustments; 2) a Congressional office if you make an inquiry to that office related to this record; 3) a court or an appropriate Government agency if the Government is party to a legal suit; 4) an appropriate law enforcement agency if we become aware of a legal violation; 5) an organization which is a designated collection agent of a particular labor organization; and 6) other Federal agencies for management, statistical and other official functions (without your personal identification).</p> <p>Executive Order 9397 allows Federal agencies to use the social security number (SSN) as an individual identifier to avoid confusion caused by employees with the same or similar names. Supplying your SSN is voluntary, but failure to provide it, when it is used as the employee identification number, may mean that payroll deductions cannot be processed.</p> <p>Your agency shall provide an additional statement if it uses the information furnished on this form for purposes other than those mentioned above.</p>						
1. Name of Employee (Print—Last, First, Middle)	2. Employee I.D. Number (SSN <del>or Other</del> )	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  National President		Date (Month, Day, Year)				
<p><i>Anthony M. Pearson</i></p>						
<p><b>Section B—Authorization By Employee</b></p>						
I hereby authorize the above named agency to deduct from my pay each pay period, or the first full pay period of each month, the amount certified above as the regular dues of the (Name of Organization) <b>NTEU Chapter 46</b> and to remit such amount to that labor organization in accordance with its arrangements with my employing agency. I further authorize any change in the amount to be deducted which is certified by the above named labor organization as a uniform change in its dues structure.						
I understand that this authorization, if for a biweekly deduction, will become effective the pay period following its receipt in the payroll office of my employing agency; and that, if for a monthly deduction, it will become effective the first full pay period of the calendar month following its receipt in the payroll office of my employing agency. I further understand that Standard Form 1188, Cancellation of Payroll Deductions for Labor Organization Dues, is available from my employing agency; and that I may cancel this authorization by filing Standard Form 1188 or other written cancellation request with the payroll office of my employing agency. Such cancellation will not be effective, however, until the first full pay period which begins on or after the next established cancellation date of the calendar year after the cancellation is received in the payroll office.						
Contributions or gifts (including dues) to the labor organization shown above are not tax deductible as charitable contributions. However, they may be tax deductible under other provisions of the Internal Revenue Code.						
Signature of Employee		Date (Month, Day, Year)				
For Completion by agency only—The above named employee and labor organization meet the requirements for dues withholding. (Mark the appropriate box. If "Yes", send this form to payroll. If "No", return this form to the labor organization.)		<table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="width: 50px;">YES</td> <td style="width: 50px;">NO</td> </tr> <tr> <td style="text-align: center;"> </td> <td style="text-align: center;"> </td> </tr> </table>	YES	NO		
YES	NO					
<input type="checkbox"/> PERMANENT <input type="checkbox"/> WAE						



## NTEU Chapter 46

1100 Commerce Street  
MC 1700 DAL, Room 833  
Dallas, TX 75242-1027  
214-413-5555 of: 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 the few management officials that continue to work with NTEU to make the work environment less stressful, that show their employees they care and that are constantly trying to enhance themselves by developing their leadership qualities.



Thumbs down to those management officials neglecting to ensure their employees are able to elect the award they choose. The elections could have been made manually or a hardcopy of form 6850-BU or with the assistance of the employee resource center (ERC).



Thumbs down for W&I officials that didn't timely input the personnel action request (PAR) for employees performing a higher-graded detail.



Thumbs down at the SBSE management officials that continue to botch up the future state realignments and reassignments by failing to follow established guidelines, failing to cooperate with FMSS and failing to cooperate with NTEU 46.



Thumbs down to the various SBSE management officials that are showing a spike in disrespect, intimidation, bias, and disparate treatment. This behavior validates the existence of the union and forces employees to band together to overcome these oppressive responses.



[www.facebook.com/NTEU-Chapter-46-1126451128816/](http://www.facebook.com/NTEU-Chapter-46-1126451128816/)

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