

NTEU-Chapter 46

Serving North Texas

April, May, June 2019



NTEU

- > Wonderfully Diverse Organization
- > Represents Employees from 31 Federal Agencies
- > At the Bargaining Table
- > In the Courts
- > In the Media
- > On Capital Hill
- > Experienced and Highly Trained Staff

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I wonder...

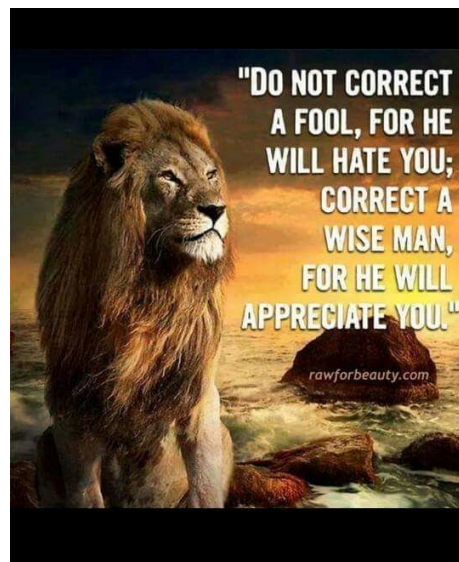


Candis Cardenas
President

Why does this make so much sense!

Do you ever get into an argument with someone and find yourself unable to speak for a moment because you're just so blown away by how utterly wrong and ignorant the other person is being and you can't understand how anyone could actually believe the things they are saying.

Candis



New employee: So whats it like here?

Me: It's a bit like a merry-go-round

New employee: Ahh not too bad then

Me: I'm not finished....



National Background Investigations Bureau may contact you for an interview

Since May 2018, Personnel Security has released more than 22,000 periodic reinvestigation requests to the Office of Personnel Management's National Background Investigations Bureau (NBIB).

If you're going through a periodic reinvestigation and you've completed your paperwork, you may be contacted by an NBIB investigator to schedule an interview. The interviewer will get any missing information and resolve any discrepancies.

You can confirm the identity of investigators through NBIB's Security and Safety Team by phone: 888-795-5673, option 1; or by e-mail: FISST@opm.gov.

Learn more about the interviews and what to expect on the [triggered interview](#) page and the [periodic reinvestigations](#) page.

For more information visit these resources:

[Investigation process](#),
[Reinvestigation forms and resources](#) and

[FAQs](#).

(Submitted by HCO - Human Capital Office)

NTEU NEWS

Chapter 46 North Texas

Published Quarterly

Website: www.nteu46.org

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Dallas, Texas 75242
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Fax: 972.308.1645

Editorial Staff: Adrian Henry, Editor (SBSE) *Candis Cardenas (W&I)



Due to the tax law changes negative impact on countless members we anticipate an increase in employee tax compliance (ETC) cases. If you are a NTEU Chapter 46 member, please contact the main office at 214.413.5555 immediately if you receive a letter from the ETC office.

This is another one of those times where it pays to be a member. **NTEU does not have to represent a non-member** in alternative discipline, disciplinary actions, oral replies or unacceptable performance which are the first and often most common issues an employee comes to the union to resolve.

Membership has its privileges!

Below is a list of things to consider regarding tax compliance as an employee...

- ✓ *Be mindful of the changes to tax laws as well as the direct effect.*
- ✓ *Monitor withholdings to ensure enough is held.*
- ✓ *Know the number of pay periods in the tax year. This fluctuates.*
- ✓ *If a balance is incurred try to pay in-full, in 120 days or setup payroll deduction. Caution: all installment agreements are subject to default for no reason so stay on top of it!*
- ✓ *Seasonal employees may consider placing accounts in CNC during furlough to avoid default.*
- ✓ *If possible, do not create additional debt.*
- ✓ *Attend paycheck checkup workshops.*
- ✓ *It is best to contact NTEU to assist with any responses to ETC letters.*
- ✓ *If you have any prior ETC issues you should contact NTEU.*
- ✓ *Secure a steward to attend fact-finding meetings with management.*
- ✓ *If you respond to ETC and your case is referred to LR/HR, you should contact NTEU.*
- ✓ *Have documentation to substantiate any credits and/or deductions.*
- ✓ *TSP withdrawals affect retirement and tax filing.*
- ✓ *Defaulting on installment agreements, filing late, paying late, and exam credit reversals are just a few items on a long list of actions that can trigger conduct cases.*

For more information on the basis and range of punishments, review the **INTERNAL REVENUE SERVICE MANAGER'S GUIDE TO PENALTY DETERMINATIONS Effective Date: August 1, 2012** (Revision of IRM 6.751.1-1 Guide to Penalty Determinations dated August 13, 2007).

<http://core.publish.no.irs.gov/docs/pdf/d11500--2012-08-00.pdf>



The election of Chapter Officers was held on July 18, 2019. These offices will become effective October 1, 2019 and will last for a three-year period ending September 30, 2022.

Chapter President	Candis Cardenas
Executive VP	James Rucker
Legislative VP	Fount Rowel
VP Distant PODs	Julie Samples
VP Membership	Michelle S. Powell
Secretary/Treasurer	David Hines

A special congratulations to the newest elected NTEU Chapter 46 board member, Julie K Samples! Julie has been a tremendous asset locally and looks forward to focusing on our outlying sites.

When your co-worker asks a question that makes the meeting go on for 25 more minutes.



When you're about to leave work and the boss says "before you go..."



Boss: This is the third time you've been late to work this week. Do you know what that means?

August 14, 2019

MEMORANDUM

TO: Chapter Presidents

RE: Executive Order Litigation Update

SUMMARY: The D.C. Circuit has denied the government’s motion to immediately dissolve the federal district court’s injunction in our Executive Order case.

I recently told you about a motion filed by the government in the Executive Order litigation. See chapter presidents’ memorandum dated July 24, 2019. That motion asked the D.C. Circuit to immediately dissolve the injunction that was issued by the federal district court. NTEU and the other unions involved in the Executive Order litigation opposed the government’s request.

Today, the D.C. Circuit denied the government’s request. This important victory means that the district court’s injunction will stay in effect until NTEU’s request for rehearing of the case before the full D.C. Circuit is decided. NTEU will file this request on August 30. There will be no deadline for the Court’s decision on the request.

I will keep you informed of further developments in this matter as they occur.

Anthony M. Reardon
National President



August 16, 2019

MEMORANDUM

TO: IRS Chapter Presidents

RE: IRS – IT – Unilateral Implementation of User and Network Services Annual Leave Solicitation Process

SUMMARY: IRS has notified NTEU that it will unilaterally implement an annual leave solicitation process in the User and Network Services area of Information Technology.

In February 2017, the Information Technology (IT) Division, User and Network Services (UNS) area provided NTEU notice of a proposed annual leave solicitation process that would group employees by grade and create three (3) different solicitation periods throughout the year. Copies of the IRS's notice and briefing document are attached. NTEU's position since we received the notice has been that Article 32 expressly contains the process for employees to request and be granted annual leave, and as such, we do not have a duty to bargain over an additional solicitation process.

The FLRA case law is clear: once a union and an employer in a collective bargaining relationship reach an agreement on a subject during contract negotiations, neither side has a duty to bargain any further over that subject during the term of that collective bargaining agreement. Among other things, Article 32 of the 2019 NA contains the procedure for granting all bargaining unit employees' annual leave; what factors the Employer considers when granting annual leave ("workload and staffing needs"); the procedure for when annual leave is denied; what increments in which annual leave can be taken; the procedure for requesting and granting "use or lose" annual leave; the procedure to resolve conflicts in requests by employees in the same occupation for scheduled annual leave; and the procedure for granting advanced annual leave. It is therefore clear that the 2019 NA expressly contains all of the negotiated procedures governing the annual leave process, and thus NTEU has no obligation to bargain over the agency's proposed change.

Because Article 32 is not open for negotiation, bargaining over the agency's proposed change to Article 32 is permissive. As NTEU has done in this case, a party may withdraw from the negotiation of a permissive matter at any point prior to agreement. The agency has recently informed NTEU that it plans to unilaterally implement its proposed annual leave solicitation process shortly, despite our insistence that doing so would violate Article 32 and constitute an unfair labor practice under the Statute. As a reminder, any individual employee issues that arise from the unilateral implementation, such as the denial of annual leave based on the illegal solicitation process, will need to be challenged locally by filing a grievance pursuant to Article 41 of the 2019 National Agreement. Pursuant to Article 32, Section 1.A.2, if annual leave is denied then the agency must provide a statement of the reason(s) for the denial upon request by the employee. If a workload-related reason is given in a call site for denying an annual leave request, the agency must provide the information relied upon to support the leave denial upon request of the impacted chapter. If and when the agency unilaterally implements, NTEU will also file a national grievance and unfair labor practice charge.

If you have any questions regarding this issue, please contact Tim Seidman, National Negotiator, via e-mail at tim.seidman@nteu.org.

Anthony M. Reardon, National President

A graphic featuring the words "Annual Leave" in a large, white, sans-serif font. The text is centered within a dark, oval-shaped area that has a subtle, repeating pattern of the words "UNITED KINGDOM" and "GREAT BRITAIN" in a smaller, gold-colored font. The oval has a slight 3D effect with a light gray border.

A reminder of one of the benefits your employer provides, but your front-line manager may misinterpret.

Q1: What is annual leave?

A: Annual leave is a category of leave with pay used for absence from work for things like vacations, rest and relaxation, personal business, or emergencies. You may request to use annual leave any time you are absent from work, including for illness.

Q2: Do I need approval before I use my annual leave?

A: Yes. You must request annual leave in advance and receive approval before you use it. Managers must ensure that the use of annual leave does not impact business operations while at the same time, balancing employee needs. Generally, annual leave is scheduled and approved or disapproved at the time you request it.

Q3: Do I have a right to annual leave?

A: Yes. You have a right to annual leave, subject to the right of your manager to schedule your leave at a time that is acceptable for all parties.

Q4: Do I have to use annual leave in one-hour increments?

A: No. While annual leave is earned in 1-hour increments, you may request and if approved, use it in 15-minute increments.

Q5: When is my accrued annual leave available?

A: By regulation, your annual leave is available to use on the first day of the pay period. Even though the hours may not show up in SETR, technically, the hours are yours to request.

Q6: I am a bargaining unit employee; do different rules apply to me?

A: Yes, approval of annual leave is subject to provisions stated in the most recent Negotiated Agreement, Article 32, Annual Leave.

Q7: What is the SETR code to record annual leave?

A: The most common reporting code for annual leave is 990-59501. See the OFP Leave Codes for other codes to record leave, including additional types of annual leave (e.g., advance, restored, etc.)

REMINDER

July 17, 2019

MEMORANDUM

TO: Chapter Presidents and Benefit Coordinators

RE: Workers' Compensation Representation Member Benefit

SUMMARY: This is a reminder that NTEU entered into an arrangement with a firm to provide representation to NTEU members in workers' compensation matters at reduced rates.

This is to remind you that several years ago, NTEU entered into a formal arrangement with the law firm of Shapiro, Shapiro and Shapiro, L.P.A., (Shapiro), based in the Cleveland, Ohio area, to provide reduced rate representation of NTEU members in workers' compensation appeals under the Federal Employees Compensation Act. Shapiro represents federal workers' compensation claimants nationwide.

Shapiro will discount its regular hourly fee by 25% for any NTEU member who presents a valid membership card and enters into a representational agreement with them. Under the 25% discount, Shapiro's current publicized hourly fee will be reduced by 25% for NTEU members. In addition, NTEU members will not be charged a retainer fee and will be required to pay attorney fees or costs of litigation to the firm only if there is a recovery. If there is a recovery, NTEU members will be responsible for the discounted attorney fees and costs but in no event will members be required to pay attorney fees and costs that exceed 20% of the recovery.

If you receive inquiries from NTEU members needing representation in workers' compensation matters, feel free to refer them to the Shapiro firm at (216) 927-2030 or (216) 991-6890. They can also be reached at www.injuredfederalworker.com or attorneysshapiro@aol.com.

NTEU members are free to retain the services of other firms practicing in this area, but they should compare those firms' fee arrangements with that offered by Shapiro to NTEU's members.

Anthony M. Reardon
National President

MEMORANDUM

TO: Chapter President - Chapter **046, IRS DALLAS**

RE: POWER Program: Quarterly update on your chapter's grassroots action

SUMMARY: Your chapter sent 813 letters to Congress last quarter. Please see the information below regarding your chapter's grassroots efforts.

NTEU works to ensure that all NTEU members are tuned in to real time legislative updates. We also want to ensure that members can be contacted at a moment's notice and are responding accordingly on NTEU's legislative calls to action.

In the first quarter of 2019, **813 letters** to Congress were sent by the members of your chapter.

The top 3 issues on which members sent letters were:

- **Asking Congress to re-open the government and for federal employees to be paid on time and to receive a pay raise.**
- **Asking Congress to pay Federal Employees.**
- **Asking Congress to oppose proposed cuts to take-home pay and retirement.**

I will continue to send these letter updates out every quarter, so you can see the progress your chapter is making. If you have not done so already, I am asking that you personally engage and empower your membership today by educating them about legislation that impacts them and how they can take action.

Please share this information with your members and ask them to [take action](#) on the issues that affect their pay, benefits and agency funding. *Please note, that you may email your members of Congress while onsite through NTEU's Legislative Action Center as long as you are on your own time and use a personal email address. And, remember, you can always use your personal device to share your thoughts with Congress.*

Every effort you make, large or small, to increase the number of letters being sent to Congress from your chapter matters and can make all the difference.

Together, we can ensure that the voice and agenda of federal employees is heard loud and clear in Congress.

REMINDER

August 9, 2019

MEMORANDUM

TO: Chapter Presidents and Benefit Coordinators

RE: Office Depot/OfficeMax NTEU Member Discount Program

SUMMARY: NTEU members can save up to 80% on over 93,000 preferred products sold by Office Depot/OfficeMax. Office Depot is a great supplier of your printing, cleaning, and office supply needs. Members can shop online or in any Office Depot or OfficeMax location. Members can also enjoy FREE, next-day delivery on online orders over \$50 (excludes furniture).

As a result of an alliance with Office Depot via Affinity Marketing Group, NTEU members are eligible to save up to 80% on over 93,000 products sold online by Office Depot and in Office Depot and OfficeMax locations. Members can also enjoy FREE, next-day delivery on online orders over \$50 (excludes furniture). There is no cost or application to use this new member benefit. Members can visit the link that is provided in the Office Depot/Office Max benefit language to shop online or to print a free store purchasing card. When visiting the link to shop online, members will be asked to create a username and password. There are Office Depot and/or OfficeMax locations in all states except CT, NH, RI and VT. Of course, members in these states are still able to take advantage of the member benefit by ordering online.

Attached is a flier that can be posted on chapter bulletin boards or desk dropped at the chapter's discretion. If you have any questions about this or any other NTEU benefits, you may contact Talita Grayton via e-mail at talita.grayton@nteu.org or 202-572-5500, extension 7023.

Anthony M. Reardon
National President

NTEU

The National Treasury Employees Union

Save on Professional and Personal Supplies With **Office DEPOT.**

- ✓ **NO COST**
- ✓ **NO APPLICATION**
- ✓ **NO OBLIGATION**
- ✓ **SHOP ONLINE OR IN-STORE**

Get Up to  Preferred Products



93,000 Products Discounted Below Retail



FREE Next-Day Delivery on Orders Over \$50



Conveniently Shop Online or Visit One of Our Local Stores



Exclusive Low Printing Costs



Keep This Card for All Future Purchases

To learn more please visit: www.nteu.org



UNITED BENEFITS

In partnership with NTEU Chapter 46, United Benefits invites our members to take part in an exclusive one-on-one annual review of your benefits. This opportunity spent with United Benefits representatives is covered by the IRS/NTEU contract. Article 5, Section 11 of the 2019 National Agreement, permits bargaining unit employees one hour of administrative time yearly to review benefits and receive counseling.

During your personal face-to-face meeting, you will receive lunch while United Benefits representatives do a full analysis of your existing government benefits, including your retirement package. Then United Benefits will show you how you can plan and prepare for a secure future. Plus, NTEU Chapter 46 members will receive custom gifts.

United Benefits has appointments available this upcoming Tuesday and Thursday, June 18 and 20, between 10:00 a.m. and 7:00 p.m. Two United Benefits reps will be available each hour, so **please use the interactive calendar link here** to choose the time slot that best fits your schedule (<https://www.signupgenius.com/index.cfm?go=s.signup&urlid=8050e4da8ad2ea4f85-membership&view=standard>).

In preparation for your review, please print off your Benefits Statement from MyEPP and your latest ELS in addition to any other relevant documents.

NTEU Chapter 46 and United Benefits are excited for this opportunity to partner to further serve federal employees in maximizing and protecting what you earn.

Candis Cardenas
President, NTEU Chapter 46
[NTEU46](#)

If you can't make any of the scheduled sessions, see the interactive calendar for more choices. If you need the voice of an interactive person, speak to Jeff.

Jeff Smith
District Manager
Cell: 256.710.7658
Fax: 251.281.2578
Office: 866.558.2121

Do you want to know more about what United Benefits has to offer? Check out the United Benefits video resource library by clicking on the following link: <https://blog.unitedbenefits.com/resources>

Worried about attacks on your **pay, benefits** and **workplace rights?**

Don't be silent.



Take these five steps to get your voice heard:

1. Visit NTEU.org and click on "Write Congress" in the Action Center.
2. Choose an action alert.
3. Enter your ZIP code.
4. A pre-populated message will appear that you can customize by clicking inside the text box. The message will automatically be sent to your representative(s).
5. Scroll down to sign your name, enter your contact information and click submit.

You're done!

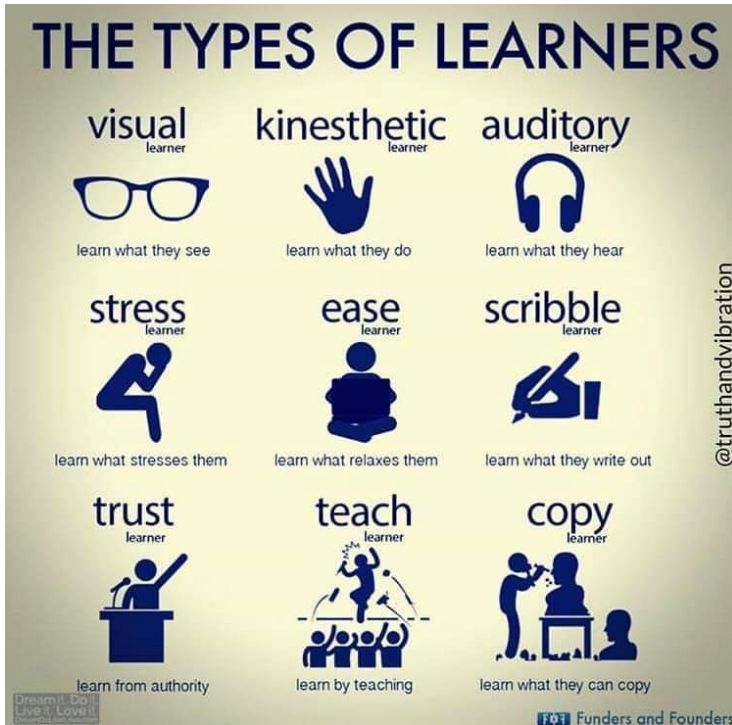
**MAKE IT
FASTER & EASIER
TO TAKE ACTION**

Check the
"Remember Me" box
and Bookmark
Action.NTEU.org.

Take action today for a better tomorrow.

Visit NTEU.org

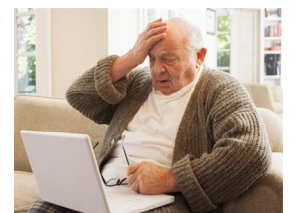
Caution: Don't use your government email address to send a message through NTEU's Legislative Action Center.



An organization is like a tree full of monkeys, all on different limbs at different levels. The monkeys on top look down and see a tree full of smiling faces. The monkeys on the bottom look up and see nothing but assholes.



Pappu: My internet is not working properly.
 Officer: Ok, Double click on “my Computer”.
 Pappu: I can’t see ur computer.
 Officer: No, no. Click on “My Computer” on ur computer.
 Pappu: How can I click on ur computer from my computer?
 Officer: Listen... There is an icon labelled “My Computer” on ur computer. Ok, double click on it.
 Pappu: What the hell, what is your computer doing on my computer?
 Officer: Double click on ur computer.
 Pappu: On which icon I have to click?
 Officer: “My Computer”.
 Pappu: Oh you idiot.....Tell me where is ur office...I’ll come there and click on ur “Computer”.





MathSphere

Sudoku



Fill in the puzzle so that every row across, every column down
and every 3 by 3 box contains the numbers 1 to 9.

Medium Puzzle 1

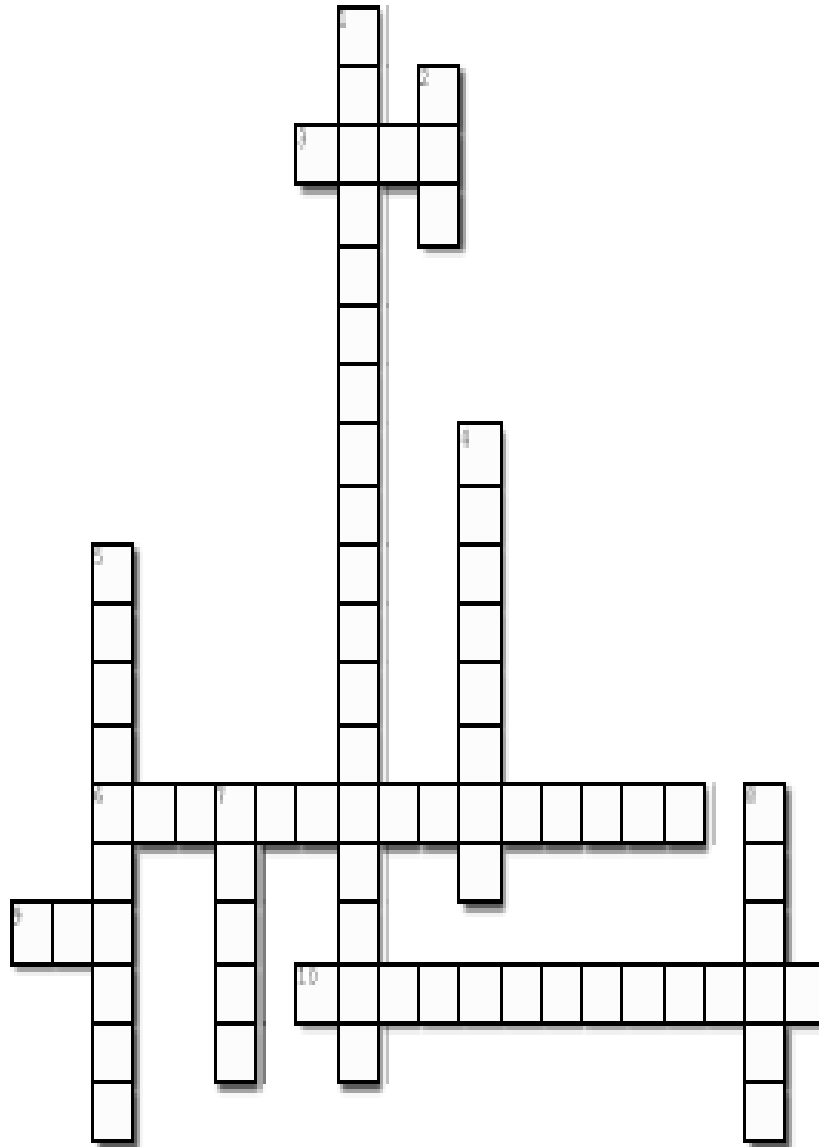
6	5	9		1		2	8	
1				5			3	
2			8				1	
			1	3	5		7	
8			9					2
		3		7	8	6	4	
3		2			9			4
					1	8		
		8	7	6				

Clues:

1. Seek a 2 in the centre block of squares
2. Finish the centre block of squares
3. Search for 2s everywhere

www.mathsphere.co.uk

Crossword Puzzle



Created using the Crossword Maker on TheTeachersCorner.net

Across

- 3. representative of 150,000 employees of 31 federal departments and agencies
- 6. to initiate a grievance in good faith without reprisal
- 9. (NTEU negotiated benefit) modified schedules for worklife balance such as Compressed Work Schedules and Flexitour
- 10. Official representative of the bargaining unit

Down

- 1. deal that protects and expands employees rights and benefits
- 2. Employees covered by the contract
- 4. (NTEU negotiated benefit) program that allows employees to work off site or from home
- 5. Body of individual members in support of an organization
- 7. paid time off
- 8. (NTEU negotiated benefit) quality step increase, time off, or money earned based on performance met

Word Search

There is strength in numbers

Search for union related words

N W X V C T C U I X O I U Q I O Q Z K R
 J N M J K J F T O G K N U M O S L V J Y
 B R F Z D R E F W S I V E Z E E N J M N
 C B Q T I Z Y K S O W J M V S O F Y K W
 U P F G L Q N U N O T I I J I S F W T W
 T L H R C S O E W F E T C T C E T O R P
 G T K I Z A O O G M A S A N X N Z R Y M
 S U E E G I R C G T O R U C H U K Y V O
 N N N V B G V X N L T T C O Y F C G Q L
 S I A A A C X E I I V Y U O Q B W I E V
 W O X N H Z S D B S A D S I F O J T J T
 Z N I C O E A R X Z S C N K J Z F F Q C
 S Z U E R R A G R E E M E N T O B E G A
 E H S P I A O U E V I S U L C X E L F R
 H S E T L L C J W P G N A H G R J S Q T
 G R Y N E G O T I A T I O N R A L U Z N
 X I U X B G S F O L Z F A Y V C P K O O
 R N J W F P J P F X W Y L B O H E W W C
 Y X M G T T V G H K R C Z O O U S K J R
 B I I I F S H Y H U J E N P G E B R M S

CAUCUS
 ORGANIZE
 AGREEMENT
 REPRESENTATIVE
 SOLIDARITY

UNION
 PROTECT
 RIGHTS
 NEGOTIATION
 UNION

CONTRACT
 ARBITRATION
 EXCLUSIVE
 GRIEVANCE

HAVE YOU MOVED LATELY?



NTEU Chapter 46 keeps its membership database updated. 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 MAIL THIS FORM TO: NTEU CHAPTER 46
MC 1700 DAL
ATTN: MEMBERSHIP COORDINATOR

Be Informed. Be NTEU Connected.

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 Political Insider

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

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)

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 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 Chapter 46 Newsletter

This quarterly newsletter features in-depth coverage of NTEU's Chapter 46 activities giving our members that personal touch.

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

NTEU chapter 46

We often find occasion to alert our members at a moment's notice of events occurring soon or we may need to contact you for a fast response and are unable to use Outlook. Oh these occasions we need your updated cell number or email address. Don't get disconnected and miss out on an opportunity! Keep you information up-to-date.





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: _____

Send your information:

BY Email: <*NTEU Chapter 46> nteu.chapter.46@irs.gov

In Person: 1100 Commerce St. Room 833

By Fax: 214-413-5560

Change of Address Form is also available at www.NTEU46.org

Rev. 2015





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

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

OF SHAME

CORNER

Important Information
You Need To Know

MANAGERS:

Cynthia N Nguyen
Jacqueline DeHart
Lorraine Marzan
Steven R Bonds
Frankie L Hedrick
Melody Boyd
Christopher Carroll
Mildred Arce
Steve Bonds
Jeff Jackson
...more to come!



W-what vulgar language!! Sit in the corner of shame and reflect on your actions!!!

These are **managers** that continuously fail to treat their employees with dignity and respect while exhibiting shameful bullying and harassing behavior. If you are a victim of one of these poor leaders contact the main union office immediately for advice.

