



# NTEU-Chapter 46

*Serving North Texas*

October, November, December 2018 - January, February, March 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

## Shutdown Shenanigans



**Candis Cardenas**  
President

*What a way to bring in the new year!*

There are 15 departments making up the major components of the executive branch of government with the Department of Defense, Department of Veterans Affairs, Department of Homeland Security, Department of the Justice and Department of the Treasury being the largest. Nine out of fifteen departments were closed during the shutdown while a great number of excepted employees continued to work without pay. The shut-

down negatively affected over 5 million federal workers and contractors directly and an unaccounted number of individuals and businesses indirectly from absent patrons. This irresponsible reaction by the nation's leadership forced many to beg, borrow, and seek employment elsewhere.

It was nice to see a few organizations stand in support by offering free goods and/or services to federal employees during and after the shutdown. On the other hand, there were a lot of mean-spirited folks that felt we are overpaid, lazy, financially irresponsible, and shouldn't return to work to just do away with the government altogether.

The most disheartening part of the shutdown was excepted employees. Forcing employees to

work without pay is illegal and NTEU filed several law suits. It is illegal to spend funds that have not been appropriated (working without a budget or continuing resolution) and the FLSA requires nonexempt workers be paid at least minimum wage in a timely fashion. It would be fair for essential workers to be paid twice their pay.

We all need to take heed to this eye-opening 35-day shutdown that could have lasted years by exercising our voting rights in support of congressmen that actually represent their constituents. Compulsory suffrage is requisite.

*Candis*

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### Best Dates To Retire 2019

**It's time** for our annual look ahead at the best dates to retire in the next year. As always, your retirement coverage under the Civil Service Retirement System (including CSRS Offset) or the Federal Employees Retirement System (including transfers to FERS) will be an important factor in choosing the best date.

*you can't  
Retire  
from being  
great!*

#### CSRS

Some of the best dates to retire for CSRS employees occur when the end of the month (or one of the first three days of the month) coincides with the end of a leave period. This allows a final leave accrual (remember, annual leave is paid in a lump sum after you separate) and also ensures that the day after your separation is the first day you begin accruing CSRS retirement benefits.

The best dates for CSRS in 2019 that will allow a retirement at the end of the month (or within the

first three days of a month) and also at or near the end of a leave period will be Jan. 3, Feb. 1, March 1, March 30, Aug. 2, and Aug. 31. Jan. 3, 2020, would also work, because it's within the 2019 leave year.

The following dates would also work for CSRS, but would not earn a final leave accrual since they are not at the end of a pay period: May 3, May 31, June 30, July 3, Sept. 3, Oct. 3, Oct. 31, Nov. 1, Nov. 30, and Dec. 3.

#### FERS

All immediate, optional FERS retire-

ment benefits start the first day following the month of retirement. This means, for example, that regardless of whether you retire on Oct. 1, 2, 15, or 31, your first FERS retirement benefit will be paid on Dec. 1 for the month of November. Your salary will cease on the last day of your federal employment. If your goal is to have your retirement benefit begin in October, then Sept. 30 would be the best date for you. FERS employees should focus on choosing a date at the end of the month, even if it is a Saturday or a Sunday, since these days can be included in the computation of service credit.

Retiring at the end of a leave period can be good, even though your salary will stop on that date and your retirement won't start until the first day of the following month. This is because you will be paid your salary for the days that you worked during that last month, which could be more valuable than the retirement benefit you would forfeit. Be-

# NTEU NEWS

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\*Candis Cardenas

## Best Dates To Retire 2019 *continued*

cause the benefit is computed very differently under FERS than CSRS, be sure to consider the tradeoff of salary for retirement benefit when you are choosing an end-of-leave-period retirement date that isn't near the end of the month. Also, remember that your payroll office pays your salary two weeks behind and the Office of Personnel Management may take a few months to process your retirement application. So your first retirement payment may not arrive on the first day of the month. You may re-

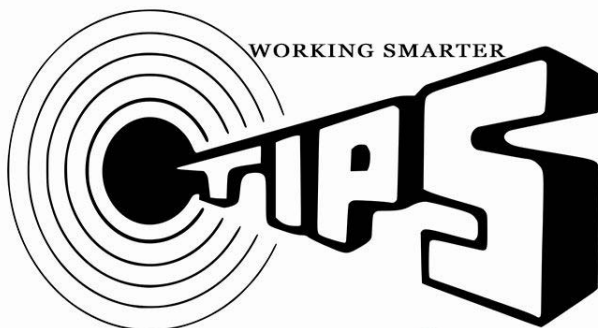
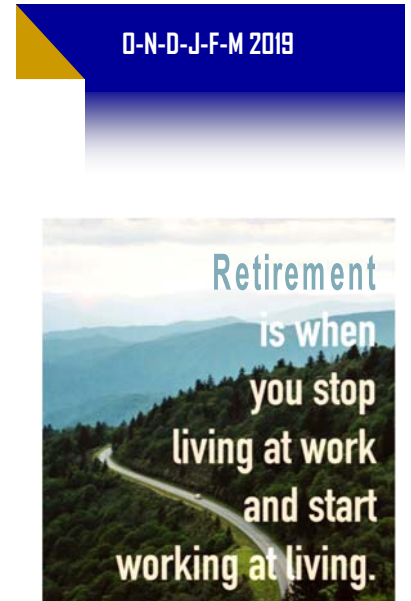
ceive several interim retirement payments from OPM until your claim is finalized and monthly payments begin.

### Leave Considerations

Is it important to you to receive a large lump sum payout of your annual leave? If the answer is yes, the end of the leave year is the time to plan your departure. FERS employees who have a substantial amount of creditable service would benefit from a Dec. 31, 2018 or Dec. 31, 2019 departure and CSRS employees

might choose Jan. 3, 2019 or Jan. 3, 2020. Although this won't be the end of the leave year, it will allow 25 leave accruals and receipt of your first retirement benefit for the month of January (payable on Feb. 1). If maximizing your lump sum annual leave payout is not that important to you, then remember you will be paid for your accumulated and accrued annual leave regardless of the exact date you retire.

Are you ready to explore some specific dates in 2019? Follow the link below to download the calen-



The link below is helpful in determining when teleworkers meet their full-day reporting requirement.

<https://irssource.web.irs.gov/Linked Documents Library/Telework-OfficialPODandTWFulldayReportingprocessmap091818 final.pdf>



### What are your thoughts?

Sixteen states filed a lawsuit challenging President Donald Trump's national emergency declaration.

The group of states, led by California Attorney General Xavier Becerra, filed the lawsuit in the US District Court for the Northern District of California.

"We're going to try to halt the President from violating the Constitution, the separation of powers, from stealing money from Americans and states that have been allocated by Congress, lawfully," Becerra told CNN's Kate Bolduan Monday.

The attorneys general from Colorado, Connecticut, Delaware, Hawaii, Illinois, Maine, Maryland, Michigan,

Minnesota, Nevada, New Jersey, New Mexico, New York, Oregon and Virginia joined California in the lawsuit.

It's the latest challenge to hit the Trump administration, which already faces a litany of lawsuits over the national emergency declaration. Over the weekend, the Center for Biological Diversity, Border Network for Human Rights, which marched with Beto O'Rourke in El Paso, Texas, last week, and the American Civil Liberties Union all announced lawsuits.

At the core of each lawsuit is the argument that Trump is circumventing Congress to fund the wall along the US-Mexico border by

declaring an emergency.

The President's plan is to take funds from a school that was to be built on an Air Force base and other agencies. So, let's just say if there is another National disaster to come there will be no funds. We all have opinions and feelings about this 'emergency', but last time I checked Congress was elected to run our country.

We'll just have to wait and see how this will all play out. Let's hope for the best regarding the future of our country.

Fount Rowel  
District VP





No wall, so how about a 4K big screen TV and 25 dollars for snacks to enjoy while awaiting news of the next shutdown!!!

Any member who recruits a new member into NTEU and their 1187 is signed no later than May 31<sup>st</sup> 2019 will be entered into a drawing for an up to 65 inch big screen television!!!



# Scarborough Renaissance Festival®

NTEU chapter 46, on behalf of King Henry, VIII invites you, our members, to exceptional savings on *Scarborough Renaissance Festival Tickets*.

Come out for a day of fun and entertainment on any weekend (Saturday and Sundays) beginning from April 6 thru May 27, 2019 from 10am to 7pm (**rain or shine**) to experience:

- Full Combat Jousting
- Falconry
- 21 Stage of live entertainment
- 200 Craft Shoppe's
- Food fit for a King
- Taverns
- Free Parking
- Renaissance Costumes are Welcomed



Scarborough is located 30 minutes south of DFW, near historic Waxahachie, Texas off I35. Take exit 339a 2511 FM66 Waxahachie, TX 75167.

Visit [www.SRFestival.com](http://www.SRFestival.com) and click **PURCHASE TICKETS**. Enter Promo Code **TREASURY** and **SAVE! All children ages 4 and under get in FREE.**

16<sup>th</sup> Cent ur y fun at a 21<sup>st</sup> Cent ur y Discount !

Come to our annual picnic and membership meeting

April 27, 2019

11AM-3PM

Valley Creek Park

2400 Pioneer Rd Mesquite, TX 75181

(I-635 just North of I-20, exit east on Cartwright, then turn RIGHT on Belt Line, LEFT on Pioneer Road, and RIGHT on Wilkinson Road. Park by the baseball fields, walk up to brick Pavilion). Map of the Park:

[www.cityofmesquite.com/pard/mapdirection.php](http://www.cityofmesquite.com/pard/mapdirection.php)

*\$3 per person and no change will be given...*



\*Food & Drinks \*Give-a-ways \*Playground \*Bounce House \*Lake & Fishing Piers

Bring your lawn chairs and fishing poles!



# Tools to Assist in Coping Through Struggles

It's a given that exercise, meditation, focusing on your spiritual life and getting adequate rest are traditional strategies to maintain balance and help overcome the associated strain from difficulties. Furthermore, writing about stressful events can improve health and decrease depression. Individuals that face stress head-on feel less depressed after problem-solving. Shifting your thinking by focusing on the positives in life increases the ability to relive difficult memories. Think of tough times as an opportunity to learn and grow, to improve your situation.

Consider the following:

Connect with others

Stay positive

Get physically active

Help others

Get enough sleep

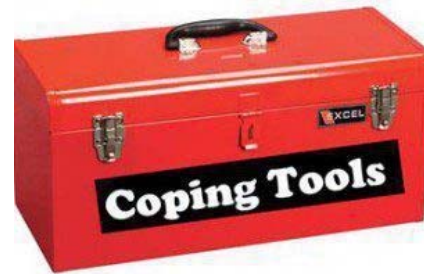
Create joy and satisfaction

Eat well

Take care of your spirit

Deal better with hard times

Get professional help if you need it





FAMILIAR WORDS SEARCH

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

SOLIDARITY  
 UNION  
 ARBITRATION  
 COLLECTIVE  
 BARGAINING  
 CHIEF  
 MEMBERSHIP  
 GOVERNMENT  
 FEDERAL  
 CIVILIAN  
 BROTHERHOOD  
 RIGHTS  
 SISTERHOOD  
 AGREEMENT  
 REPRESENTATION  
 TREASURY  
 PROTECTION  
 DIGNITY  
 RESPECT  
 PAY  
 RAISE  
 BENEFITS

© 2007 by Randy Glasbergen. www.glasbergen.com



“Of course I watch television while I work. Why do you think it’s called ‘tele-commuting’?”

Be careful of your thoughts, they may become words at any moment.

# 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](http://www.facebook.com/NTEUNational)  
 and

### 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 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 legisla-

### 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 fed-

### NTEU Chapter 46 Newsletter

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

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



# URGENT!!!



We want to ensure that we can keep you informed regarding the events and actions that affect you! Please provide your current home address and personal email address. NTEU 46 communicates information to you via your personal email for issues such as shutdown information, building closures, congressional/legislative information, etc.

If you have not been receiving any materials from NTEU Chapter 46, or National NTEU (such as the NTEU Bulletin) it is because we do not have the correct information for you. So, stay informed and update your home address and personal email address!

Get the Change of Address Form on [www.NTEU46.org](http://www.NTEU46.org)

**Send your information ASAP:**

**BY Email: \*NTEU Chapter 46 [nteu.chapter.46@irs.gov](mailto:nteu.chapter.46@irs.gov)**

**In Person: 1100 Commerce St. Rm 833**

**By Fax: 214-413-5560**

Thank you for your help,  
NTEU Chapter 46



**It's not just the luck of the IRS!  
It's NTEU working for you!!**



Membership makes you part of NTEU Chapter 46 with assistance and support, right in your workplace. Membership makes you part of a powerful national organization fighting for you every day!!!

**If you join from March 5, 2018 to April 30, 2018 you will receive a recruitment bonus of \$30!**

**This means: Not previously a member in the last 12 months, and not a new hire. 1187 must be signed, dated, and turned in by April 30, 2017 to be eligible for this promotion.**

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.

<b>1. Name of Employee</b> ( <i>Print—Last, First, Middle</i> )	<b>2. Employee I.D. Number</b> ( <i>SSN or Other</i> )	<b>3. Timekeeper Number</b>
<b>4. Home Address</b> ( <i>Street Number, City, State and ZIP Code</i> )	<b>5. Name of Agency</b> ( <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



**Thumbs up** to Yolanda Parrish for the assistance she provided one night to ensure a fellow peer got home safely.



**Thumbs down** to Ops. 3 Dept. 1 manager for going above and beyond to deny employees from using sick leave accruals. She is such a stand up leader that she didn't even bother to share the new information decided by MSPB and OPM via LR with her peers, subordinates or employees.

**Thumbs down** to the D.M. that advised a new hire to report to duty after HR told the employee not to report. Thumbs down to the agency for not being able to have an organized and functional on-boarding process.

**Thumbs down** to TIGTA for initiating a case against an employee because the employee refused to tell the taxpayer their location. How incompetent is TIGTA as an investigative authority to not know Contact Representatives aren't required to disclose their location AND are also able to use pseudonyms.

**Thumbs down** to Manager Jaqueline Collins, who was acting for another manager while simultaneously holding the position of management official officiating an Anti-Harassment complaint by a hearing impaired employee. Additionally, Ms. Collins contacted the NTEU representative to request an interpreter after she had asked for the name of the acting manager so that they could secure an interpreter. Low and behold, Ms. Collins was the "acting manager" on file during the timeframes interpreter services were needed. FYI, It is management's responsibility to secure interpreter services for deaf employees.

## Important Information You Need to Know

Below is a link to Understanding Leave Options in the Federal Workplace and Misconduct Implications. There are some more helpful links to resources within the document. We strongly encourage you to familiarize yourself with this information which is relative to your daily work-life and personal-life. Copy and paste the link in your browser to access the pdf. Remember to add it to your favorites.

<https://www.opm.gov/policy-data-oversight/employee-relations/training/leave-issues-plr-july-2016.pdf>

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**Facebook**

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



# NTEU

The National Treasury Employees Union



The facts are coming! The facts are coming!