

BETWEEN THE LINES

January
February
March
2016



NTEU Chapter 46 Quarterly

Serving IRS Employees of North Texas

"Health & Safety"

By: Candis Cardenas, President



health&safety

DALLAS. There is an environmental issue that is plaguing the call site (no pun intended) and downtown p.o.d. Chapter 46 wants the affected members to know that we are doing everything in our power to assist the responsible parties to eRATicate the problem. For eight months, we offered support to all of the parties involved, to no avail. We have been in touch with the chapter attorney and National NTEU. Also, some of our members have already contacted the City of Dallas, the EPA (Environmental Protection Agency), and OSHA. Recently, we elevated the issue, which is not our responsibility to do so, but we did, out of concern for our

members as well as the bargaining unit, in light of the lackadaisical and apathetic approach to resolve. We believe that the additional parties, now actively involved, will ensure this dilemma of exclusion and sanitation is resolved expeditiously.

Local management has expressed its expectation to employees in relation to this situation, and we strongly encourage employees to comply (as have all other tenants in Santa Fe, so we were told) with any temporary inconvenience in a concerted cleanup effort. It will also, absolve you from culpability!

The situation as such, could have possibly been lessened, had the responsible parties collaborated in addition to listening to the employees that were effected, who could provide relevant and specific information. Or at least entertained the information NTEU chapter 46 presented. But noooo! They treated it like every other situation, untimely, unwittingly and with disdain.

The following facts were collected from OSHA (Occupational Safety and Health Administration), CDC (Centers for Disease Control and Prevention), and ORKIN pest control.

The most obvious sign of a rat infestation is the presence of dead or living rats. Rats prefer to hide, given enough space, so if rats are observed in plain sight, it is likely that a full-blown infestation already exists. When space becomes limited due to increased population, rats are forced out into the open. A rodent's saliva and blood may also contain harmful pathogens. Parasites and deadly pathogens can be found in the hairs of rodents, which are shed very frequently, and can be harder to spot than feces or urine. Dead and live animals can spread diseases such as Hantavirus, Rat Bite Fever, Hypersensitivity Pneumonitis, Pulmonary Syndrome, Lyme disease, Leptospirosis or Weil's disease, Salmonella, Listeria, Toxoplasma Gondii and Plague. Avoid contact with rats or rat-contaminated buildings. If you can't avoid contact, wear protective gloves and wash your hands regularly.

Sick Building Syndrome

Typically, health effects caused by poor indoor air quality have been categorized as SBS or BRI. In 1983, the World Health Organization published a list of eight non-inclusive symptoms that characterize Sick Building Syndrome [Ex. 4-325]. These include

irritation of the eyes, nose and throat; dry mucous membranes and skin; erythema; mental fatigue and headache; respiratory infections and cough; hoarseness of voice and wheezing; hypersensitivity reactions; and nausea and dizziness. Generally, these conditions are not easily traced to a specific substance, but are perceived as resulting from some unidentified contaminant or combination of contaminants. Symptoms are relieved when the employee leaves the building and may be reduced or eliminated by modifying the ventilation system. Comments to the docket indicate that such symptoms have been observed in and reported by workers [Exs. 3-446, 4-87]. Low molecular weight proteins from rodent urine and feces are associated indoor air contaminants.

Hantavirus Pulmonary Syndrome (HPS)

As of January 8, 2016, 45 cases of HPS have been reported in the state of Texas. Hantaviruses are transmitted to humans from the dried droppings, urine, or saliva of mice and rats. The disease begins as a flu-like illness characterized by fever, chills, and muscle aches, but it can rapidly progress to a life-threatening condition marked by respiratory failure as the lungs fill with fluid. Animal laboratory workers and persons working in infested buildings are at increased risk to this disease, particularly during dusty clean-up activities. Workers have a right to a safe workplace. The law requires employers to provide their employees with safe and healthful workplaces. The OSHA law also prohibits employers from retaliating against employees for exercising their rights under the law (including the right to raise a health and safety concern or report an injury). For more information see www.whistleblowers.gov or [Workers' rights](#) under the OSH Act.

OSHA's general industry standard, 29 CFR 1910 Subpart J - General Environmental Controls, covers vermin control permanent places of employment in **1910.141(a)(5)**. Every enclosed workplace shall be so constructed, equipped, and maintained, so far as reasonably practicable, as to prevent the entrance or harborage of rodents, insects, and other vermin. A continuing and effective extermination program shall be instituted where their presence is detected. **1910.141(a)(4)(i)** Any receptacle used for putrescible solid or liquid waste or refuse shall be so constructed that it does not leak and may be thoroughly cleaned and maintained in a sani-

tary condition. Such a receptacle shall be equipped with a solid tight-fitting cover, unless it can be maintained in a sanitary condition without a cover. This requirement does not prohibit the use of receptacles which are designed to permit the maintenance of a sanitary condition without regard to the aforementioned requirements. **1910.141(a)(4)(ii)**All sweepings, solid or liquid wastes, refuse, and garbage shall be removed in such a manner as to avoid creating a menace to health and as often as necessary or appropriate to maintain the place of employment in a sanitary condition.

OSHA can help answer questions or concerns from employers and workers. To reach your regional or area OSHA office, go to the [OSHA Offices by State](#) webpage or call 1-800-321-OSHA (6742).

Property owners have a legal obligation under the Prevention of Damage by Pests Act 1949 to keep premises rodent free, or, if rodents pose a threat to health or property, to report infestations to the local authority.

(Excerpt from the Observer's Clinton Crockett Peters, Dallas Has a Rat Problem, and it May be Getting Worse, Wednesday, June 17, 2015)

*Brett Johnson, an urban wildlife biologist for Texas Parks and Wildlife, says it's hard to get reliable data on DFW's rat situation because Dallas isn't as proactive about addressing the problem as other cities like New York and New Orleans. When we contacted the Dallas County Health Department to talk rats, they referred us to wildlife removal companies. Dr. Mike Merchant, a scientist who studies pest management at Texas A & M AgriLife Extension Service, says that as Dallas grows and its neighborhoods age, more people are being exposed to rat legions. Demolition, building, wildfires, and storms displace rats. The red-tailed hawks, owls and terrifyingly large (though nonvenomous) black rat snakes that flank new construction sites are there to feast on rats that scurry away from rumbling bulldozers. According to Dr. Merchant, rat urine can transmit viruses that we don't know about to humans. Dallas' rodent of choice is the roof rat (*Rattus rattus*), aka the black rat. Roof rats are less common than the Norway rat, and they're arboreal. They live in trees, shrubs, vines and Dallas attics, preferring to travel above ground. They sport strong, clingy limbs like superheroes, which allow them to scale brick, telephone poles and everything else. They shimmy across cable lines to gut-*

ters, commando-style. All a growing rat needs is shelter, food and water. Roof rats will eat ANYTHING to survive this includes pet food and garbage. Typical food is fresh fruit, plant material, grains, nuts and seeds, vegetables and even tree bark. They are also attracted to cereal products, soap, paper, beeswax and candle wax.

Exclusion

Ensure that drain inspection covers are in a good state of repair.

Eliminate any harbourage points such as sealing gaps around pipes and under sheds; rats only need a gap of 15mm to gain entry.

Remove potential nesting sites.

Cover any waste where rats can get access to it. All garbage containers and dumpsters should have a tight fitting cover.

Eliminate water sources such as leaky faucets, leaky irrigation boxes, drip lines, irrigation lines, and saucers under potted plants.

Sanitation

Poor sanitation and the presence of garbage helps rats to survive. Good sanitation will effectively limit the number of rats that can survive in and around a building. Ideally, all places where food is stored, processed or used should be rodent-proof. This involves good housekeeping, proper storage and handling of food materials and refuse, and elimination of rodent shelter (harborage). Removing clutter around homes allows inspection for signs of rats. Good sanitary practices will not eliminate rats under all conditions, but will make the environment less suitable for them to thrive. The most successful and permanent form of rat control is to "build them out" by making their access to structures impossible.

Seal any openings larger than 1/4 inch to exclude both rats and mice. Openings where utility conduits enter buildings should be sealed tightly with metal or concrete. Equip floor drains and sewer pipes with tight fitting grates having openings less than 1/4 inch in diameter. Doors, windows and screens should fit tightly. It may be necessary to cover edges with sheet metal to prevent gnawing. Use enough traps to eliminate the rodents quickly. (Using too few traps is a common error by individuals attempting to control rats.) Leaving traps unset until the bait has been taken at least once

(prebaiting) often increases the success of trapping. An alternative to traps are glue boards, which catch and hold rats attempting to cross them in much the same way flypaper catches flies. Place glue boards along walls where rats travel. Two or three glue boards placed side-by-side will be more effective than individual boards.

Cleanup

When you begin cleaning, it is important that you **do not** stir up dust by sweeping or vacuuming up droppings, urine, or nesting materials.

Wear rubber, latex, or vinyl gloves when cleaning urine and droppings.

Spray the urine and droppings with a disinfectant or a mixture of bleach and water and let soak 5 minutes. The recommended concentration of bleach solution is 1 part bleach to 10 parts water. When using a commercial disinfectant, following the manufacturer's instructions on the label for dilution and disinfection time.

Use a paper towel to pick up the urine and droppings, and dispose of the waste in the garbage.

After the rodent droppings and urine have been removed, disinfect items that might have been contaminated by rodents or their urine and droppings.

Mop floors and clean countertops with disinfectant or bleach solution.

Steam clean or shampoo upholstered furniture and carpets with evidence of rodent exposure.

Wash any clothing with laundry detergent in hot water if exposed to rodent urine or droppings.

Did you know?

Rats can climb up brick, concrete block and other rough surfaces. They can jump 2 feet up and 4 feet horizontally (double the horizontal distance if they are jumping from a height). They thrive in cool weather and are most active from November through May. And remember, they will chew through metal and plastic.

Where there is an abundance of rodents you have an abundance of shelters and food provided. It will have a great impact on reducing

the rodent population if you remove or reduce these factors. It is difficult to completely eliminate all food and shelter sources, however the more food and shelter the rodents have, the higher the population or infestation could occur.

ABILENE. Thanks to a local steward, we were informed about the water contamination at your p.o.d. and the concern for testing. This problem has also been addressed with the responsible parties. Currently, they are awaiting feedback on protocol. Despite reductions in exposure following OSHA's 1978 publication of lead standards for general industry, more than 80% of elevated lead levels in adults come from workplace exposures. OSHA's current lead standard doesn't require full removal from exposure until blood lead concentrations exceed the permissible exposure limit (PEL) of fifty micrograms of lead per cubic meter of air (50 ug/m³), averaged over an 8-hour work-day, over three successive tests or two back-to-back measurements of 60 µg/dL. High levels of lead in tap water can cause health effects if the lead in the water enters the bloodstream and causes an elevated blood lead level. Most studies show that exposure to lead-contaminated water alone would not be likely to elevate blood lead levels in most adults, even exposure to water with a lead content close to the EPA action level for lead of 15 parts per billion (ppb). Risk will vary, however, depending on the individual, the circumstances, and the amount of water consumed. We are monitoring this situation closely and expect you to receive proper guidance soon. Meanwhile, this is what we understand according to the Centers for Disease Control and Prevention Agency for Toxic Substances and Disease Registry.

Adults exposed to lead can suffer from:

- Cardiovascular effects, increased blood pressure and incidence of hypertension
- Decreased kidney function
- Reproductive problems (in both men and women)

People who already have medical conditions are also at increased risk.

Bathing and showering should be safe for you and your children, even if the water contains lead over EPA's action level. Human skin does not absorb lead in water.

Note that boiling water will NOT get rid of lead contamination. Only use cold water after running for 1-5 minutes, for eating and drinking. It is best to use water filters or treatment devices.

Some faucet and pitcher filters can remove lead from drinking water. If you use a filter, be sure you get one that is certified to remove lead by the NSF International. Many water filters and water treatment devices are certified by independent organizations for effective lead reduction. Devices that are not designed to remove lead will not work. Verify the claims of manufacturers by checking with independent certifying organizations that provide lists of treatment devices they have certified:

[NSF International](#)[Exit](#)

[Water Quality Association](#)[Exit](#)

The best screening and diagnostic tool for evaluating lead exposure is the venous BLL (Blood Lead Level) test. Using an EP or ZPP assay to screen children for lead exposure is not as useful as once thought, and not recommended. Other tests may be appropri-





Homemade Water Filter

Contacts:

EPA Safe Drinking Water

Hotline:

800-426-4791

National Lead Information

Center:

800-424-LEAD

www.epa.gov/lead

NSF International:

www.nsf.org

Lead in Drinking Water Web

Site:

www.epa.gov/safewater/lead



DATES TO REMEMBER: November 8, 2016-ALL GENERAL ELECTIONS.

Per Article 36 Section 2 You are entitled to Administrative Leave!!!!

Please exercise your right and VOTE. Your vote will make a difference in these important elections for ALL FEDERAL EMPLOYEES.

“NTEU Working for a Better Future” was the theme of the Conference.

As your Chief Steward, I would like to share with you the key points of the 2016 Legislative Conference. You can obtain more information by accessing the link below each issue.

According to the talking points from the NTEU's 2016 Legislative Priorities, Chapter 46 discussed with Texas' members of Congress the following:

Securing a Fair Pay Increase

- Federal employees have received accumulative 3.3% pay raise over the last 6 years compared to a 10.6% average pay increase in the private sector during this same time.
- No increase to locality pay for 5 years.
- Federal employees have contributed \$182 billion in deficit reduction through pay freezes and below-market pay adjustments and retirement contribution increases.
- A healthier national job market means agencies more than ever need to provide adequate pay raises.
- For House Offices: Please cosponsor Rep. Connolly's (D-VA) new pay bill for a 5.3% pay raise.
- For Senate Offices: We understand Sen. Schatz (D-HI) plans to introduce a pay bill soon; interested offices should be directed to his office.

<http://www.nteu.org/UnionOffice/Legconference/2016/PAY%20FACTSHEET.pdf>

Protecting Federal Retirement Benefits

- In recent years, Congress has used the federal retirement program to help close the deficit, by increasing required FERS retirement contributions for all new hires.
- New Federal employees now pay 3.6% more (receiving 3.6% less pay) for the same retirement benefit.
- Various proposals have been floated to cut retirement benefits, including altering the Thrift Savings Plan's (TSP) G Fund, eliminating the FERS supplement and changing the high 3 to high 5.
- Ask Members to oppose further federal retirement reductions, and to roll-

back the increased contributions for new hires.

<http://www.nteu.org/UnionOffice/Legconference/2016/RETIREMENT%20FACTSHEET.pdf>

Pushing for Adequate Agency Funding

- Agencies need sufficient funding for Fiscal Year (FY) 2017 to meet their missions for the public.
- NTEU opposes any congressional efforts to reduce the current "spending caps" in place for FY 2017, as agencies are already suffering from a lack of funding and staffing shortages.
- Use specific examples of the impact of inadequate funding from your agency.
<http://www.nteu.org/UnionOffice/Legconference/2016/FEHBP%20FACTSHEET.pdf>

Ensuring a Fair Workplace

- Federal employees can voluntarily decide whether or not to join a union.
- Maintaining due process and collective bargaining rights ensures safe and fair agency workplaces, that are not based on favoritism, politics or discrimination and that provide whistle blower protections.
- Ask House offices to oppose anti-federal employee and anti-union legislation, H. R. 4461, which would prevent federalempleeswhovoluntarilyjoin-unionfromhavingduetakenoutoftheirpaychecks and H. R. 4083, which would deny employees union representation at the IRS.
- Ask Senate offices to oppose anti-union legislation, S. 2245 and S. 2246, which would deny employees union representation at the IRS.
<http://www.nteu.org/UnionOffice/Legconference/2016/EMPLOYEE%20WORKPLACE%20FAIRNESS%20FACTSHEET.pdf>

Safeguarding Healthcare Benefits

- Federal employees and retirees have been experiencing increasing FEHBP plan premiums and rising co-pays and coinsurance.
- NTEU supports cost-saving prescription drug contracting reforms for FEHBP contained in the President's FY 2017 budget.
- Ask House Offices to co-sponsor Rep. Lynch's (D-MA) bill, H. R. 2175, that would implement these sensible prescription drug reforms producing significant savings for the program and enrollees.
<http://www.nteu.org/UnionOffice/Legconference/2016/AGENCY%20FUNDING%20FACTSHEET.pdf>

We urge you to express your view on these important issues by contacting your member of Congress through <http://capwiz.com/nteu>

By Rodney C. Pradier,
Chief Steward

FEDweek

House Could Again Back Benefits Cut

March 16, 2016

The House Budget Committee hopes to approve this week a spending outline that would advocate several changes in benefits for federal employee and retirees. The committee has released few details but the plan reportedly assumes making benefits changes the House has backed in many prior years. These include increasing required contributions toward FERS and CSRS benefits for all employees; limiting the government's share of FEHB premiums to general inflation, which typically would mean shifting more of the annual increases onto enrollees; reducing the government's share toward FEHB premiums for retirees who put in relatively short careers (with other specifics to be determined); reducing the G fund rate of return; and reducing employment outside the defense and national security areas by 10 percent over several years through a partial hiring freeze. Meanwhile, the measure apparently will not address a 2017 federal employee raise, which—if followed through the rest of the budget process—would once again leave the door open for President Obama to set a raise by default. Earlier he recommended 1.6 percent and presumably he would formally set that as the final figure in an order to be issued later this year.

(Printed in FED week <http://www.fedweek.com/fedweek/house-back-benefit-cuts/>)

6 THINGS MENTALLY STRONG PEOPLE DO

1. They move on. They don't waste time feeling sorry for themselves.
2. They embrace change. They welcome challenges.
3. They stay happy. They don't waste energy on things they can't control.
4. They are kind, fair and unafraid to speak up.
5. They are willing to take calculated risks.
6. They celebrate other people's success. They don't resent that success.

OneJoy



March 14, 2016

VIA FACSIMILE AND FIRST CLASS MAIL

Mr. Daniel Riordan
Chief Human Capital Officer
Human Capital Office
Internal Revenue Service
OS:HC:R Room 1409
1111 Constitution Avenue, NW
Washington, DC 20224

**RE: National Grievance — Violations of Articles 36 and 50 and of past practice;
“Interim Guidance Memorandum” on Telework**

Dear Dan:

The National Treasury Employees Union (NTEU or union) files this grievance under Article 42 of the parties’ 2016 National Agreement on behalf of all Internal Revenue Service (IRS or agency) employees represented by NTEU and on behalf of the union’s institutional rights. NTEU files this grievance to challenge the unilateral implementation of the IRS “Interim Guidance Memorandum” on telework. This guidance is a violation of Articles 36 and 50 of the 2016 National Agreement between the IRS and NTEU and of past practice.

On February 18, 2016, the IRS Human Capital Officer sent an e-mail to various managers attaching an “Interim Guidance Memorandum for Internal Revenue Manual (IRS) 6.800.2 Telework Program” dated February 1, 2016. NTEU first learned about this guidance on or about February 23, 2016.

The unilateral changes described in the Interim Guidance violate the National Agreement either explicitly or through violations of past practice. Telework requirements were extensively bargained in negotiations for the 2016 National Agreement, and all telework requirements and changes to past practice agreed by the parties are contained therein. The agency may not now implement new telework requirements that conflict with the 2016 National Agreement and existing practice.

This guidance violates Articles 36 and 50 of the 2016 National Agreement and past practice in several respects, including but not limited to:

- The scope of affected employees. The guidance states, “all employees of the IRS who have been approved to telework via a properly executed telework agreement” are subject to this guidance, which violates Article 50, Section 7 B. Section 7 B

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defines Telework-ready employees as those on frequent or recurring telework agreements who have the necessary equipment and work files at their telework location and who are given notice at least 60 minutes prior to the start of their tours of duty. The scope in the guidance far exceeds the scope of Article 50.

- The new requirement that employees who do not have sufficient work contact their managers to determine what additional work should be done. Article 50, Section 7 G states that these employees will be granted administrative time.
- The new requirement that employees who are unable to work, because of the same conditions that closed the employees' PODs, contact their managers to discuss options for continuing work. This requirement conflicts with Article 50, Section 7 A and Article 36, Section 15 F, which state that these employees will be granted administrative time.
- The new requirement that employees on leave, on telework, or in the field prepare to telework the next day if there is a potential weather emergency. Article 50, Section 7 E makes clear that in an anticipated emergency condition managers may require only employees "who are working in the office" to telework the next day.
- The new requirement that an employee on a telework agreement who is in the office when there is an early dismissal continue to work from the telework site. This requirement violates Article 36, Section 15 G, which states that all employees working in the office up to the early departure time will be granted administrative leave from the departure time to the end of their tour of duty.
- The new requirement that employees affected by transit shutdowns telework. This requirement violates Article 36, Section 15 A, which states that transit strikes constitute emergencies requiring administrative leave.
- The new requirement that employees are responsible for preparing to telework if weather may affect their PODs. This responsibility lies with management under Article 50, Section 7 and past practice.
- The new requirement that telework-ready employees on preapproved leave remain on leave when the office is closed due to weather. Past practice is clear that if an office is closed and employees are on preapproved leave, the leave is canceled and the employees are granted administrative time.
- The new requirement that an employee whose telework site is affected by an emergency report to an alternate work site. There is no such requirement in the 2016 National Agreement.

Mr. Daniel Riordan
March 14, 2016
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- The new requirement that “mission critical” employees are required to telework as needed. There is no such requirement in the 2016 National Agreement.
- The new requirement that an employee must be granted unscheduled telework by a manager when an office is “open with the option of unscheduled telework or unscheduled leave.” There is no such requirement in the 2016 National Agreement.
- The new requirement that an employee who chooses unscheduled telework complete a full tour of duty when the office has a delayed opening or early closing. There is no such requirement in the 2016 National Agreement.

In addition to violating the 2016 National Agreement, the Interim Guidance constitutes a unilateral change to conditions of employment that violates 5 U.S.C. §§ 7116(a)(1) and (5).

NTEU requests that the IRS immediately retract the Interim Guidance in its entirety and cease and desist implementation of the Interim Guidance until such time as it is in conformity with the requirements of the 2016 National Agreement. NTEU further requests any other appropriate remedies to which it is entitled under the law. This shall serve as notice that under Article 43, Section 4 A 21 that NTEU intends to introduce bargaining history testimony in any hearing of this matter.

Our representative in this matter will be Negotiations Legal Specialist Kate Sylvester. She can be reached at 202-572-5500, extension 7020.

Sincerely,



Anthony M. Reardon
National President

cc: Amalia Colbert, Director, Workforce Relations (via fax and e-mail)
Ken Moffett
Kate Sylvester



This is the beginning of a new year, which brings change (new Administration, Budget, 2016 NA, etc.). A positive spirit and attitude, believe it or not, can help us overcome the most trying of times. It is important to remember that change is inevitable-good or bad. However, negatives can be reversed with enough positive energy, by pushing out negative thoughts and finding time for positivity. Since anger is a natural response that we are all born with, we cannot eliminate that emotion. Anger converts itself in disruptive, unproductive, wasted energy. However, it is possible for each of us to harness its power by our own proactive initiative and channelize it into a utilitarian energy that will bring us peace, happiness and results (productive action). Show up each day ready to serve the world, your family, your environment, and yourself. Be encouraged in the midst of adversity.

Be strong
Because things will get better.
It may be stormy now, but it never rains forever.

What Difference Does A Union Make?

Union

1. Wages, benefits and working conditions are protected by a legal contract.
2. A contract spells out how much each worker earns.
3. Unions negotiate raises for every one. Members vote on it, and if they feel it's an unfair, they can vote it down.
4. If you are unfairly disciplined, unions provide due process to protect against unscrupulous supervisors.
5. If you don't like something at work you can work together with your union to change it.

Non-Union

1. Management can change wages, benefits and working conditions unilaterally.
2. No one know how much anyone else earns. Disparate treatment/ favoritism exists.
3. If you want a raise you must plead your case to a supervisor or manager.
4. If you are unfairly disciplined, you are on your own (at-will employee). You're subject solely to policy.
5. If you don't like something at work you are at the mercy of management.





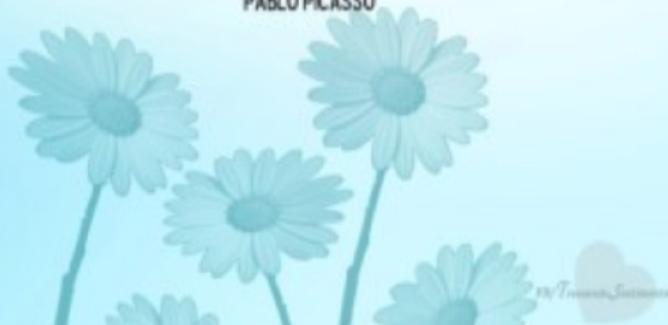
You do not lead by hitting people over the head.
That's assault, not leadership. - D. D. Eisenhower

*"A good manager is a man who isn't worried
about his own career but rather the careers of
those who work for him."* - H. S.

It is not enough to do your best; you must know
what to do, and then do your best.
- W. Edwards Deming

THE MEANING OF LIFE IS
TO FIND YOUR GIFT. THE
PURPOSE OF LIFE IS TO
GIVE IT AWAY.

PABLO PICASSO





We would like 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 shut-down information, building closures, congressional/legislative information, etc.

If you have not been receiving any materials from NTEU, such as the NTEU Bulletin it is because we do not have the correct information for you. So please help us update our records by providing your correct home address and personal email 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





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



Hello NTEU-46 Family Members,

In the previous edition, it was reported that W &I, Operation 3 Management was in discussions to determine the impact of eliminating the Guard Service that escorts employees to various destinations, at the end of their work shift. Because the safety of employees is a major concern for us, we (NTEU-46) conducted an informal voluntary survey of employees who utilize the services of the Downtown Patrol services.

The results/comments are as follows:

1. Employees called the service 1-2 hours prior to the end of their shift(s), on several occasions and were pleased that they were timely, sometimes. However, employees did not care for the fact that they could only be escorted partially to their destinations. They were told to wait until another DPS employee could pick up to continue. When they came a few minutes late, employees were really concerned that they would miss their bus or train.
2. A visually impaired employee did not think the Downtown Patrol could protect them fully, because they also had to hold on to their bike at that same time thus creating an additional distraction.
3. The Downtown Patrol employees were professional and some even told jokes along the way. This was appreciated by the employees, especially after a stressful day.

These concerns (timeliness, being fully engaged without additional distractions, being limited to escort employees to destination in their entirety) were raised in the last quarterly newsletter, regarding the Downtown Patrol Service. And NTEU's stance remains the same; The Downtown Patrol Service is an additional asset to the current Guard Service that provides a safer/timely means to employee's destinations... **NOT AS A REPLACEMENT!!**

The Guard Service currently in place has demonstrated time and time again of getting the job done. Their level of professionalism

is above reproach, and we have no complaints.

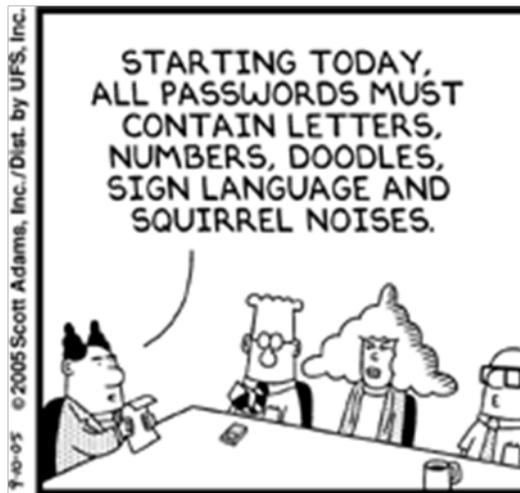
Also, as a reminder, Management often utilizes the Guard Service, enjoying the benefits each and every day. Hmmmm makes you wonder why they want to get rid of a service that ensures safety of their employees.

But we all must take safety precautions anytime we are downtown. Some examples are

- 1) Walk in groups when possible, if no security is available.
- 2) Pay attention to your surroundings, avoid alleyways if possible.
- 3) Don't patron the homeless.
- 4) When listening to music/talking on the phone, use a Bluetooth device wearing an earbud in only one ear

NTEU-46 will continue to push hard for the current Guard Service to remain in place and will keep you updated.

By: Michelle S. Powell, Membership V.P.;
Swing Chief Steward





By: Angel Middleton

As we have entered into a New Year, NTEU Chapter 46 continues to work hard for its members to overcome injustice. However, this work is not easy and it starts with help from our members. Memorandum of Understandings are provided to management and employees after IRS and NTEU have sat down through strenuous

negotiations to make sure that new policies and procedures are implemented in a fair manner. So we need the help of our members to make sure that they are in compliance with the policies and procedures. It is very difficult to fight a case for you if members are not following the agreements that have been negotiated between NTEU and management. That is not to say that we won't fight for you, but we are not always able to be successful if our members do not follow through with their work requirements. Remember that you are paid to do a job. **Here's an example: You have been granted the opportunity to telework from your home. However, management begins to notice a decline in your work performance, your overage begins to grow out of control and your case review does not seem to match the efforts and time you reflect on your time sheet. While management is not requirement to take you off of the telework agreement, however they can.** If the above is you and asked NTEU to put in a grievance for you, we still may, but there is a very good chance we would not be able to change management's mind. Therefore, as you continue to work in a spirit of excellent, so shall we. We are working towards and fair and harmonious relationship with management, not necessarily against them. We need your help so we can continue to make positive strides in the right direction. In the words of Rodney King, "Can't we all just get along?" Not always, and that's why NTEU 46 will always strive for excellence for our members (even if we can't win a grievance). We will continue to educate our members on more effective ways to be efficient at their job and help interpret the 2016 National Agreement. Of course the response is not always the answer you want, but remember to do your part and in return, we will consistently work hard for you. **TIP-** If you do not rebut, then your signature of acknowledgement becomes a signature of acceptance. If you do not agree with an evaluation, always prepare a rebuttal and always sign. Do not fight with management, that's our job. Help us help you and



National Treasury Employees Union Chapter 46

1100 Commerce Street, MC 9TH FLOOR
Dallas, TX 75242-1027
Voice: 214-FIX-THIS, Fax: 214-PRO-BLEM

PSEUDO GRIEVANCE

TO: Supervisor: OOPS 3 Supervisor's Signature: Jack Goff Shytles Sr.
Operating Unit: SLUMs Date Grievance Filed: 03/16/2016

RE: Employee's Name: The Hungry Rats
NTEU Grievance Number: WI-AB-A-20160316

FROM: NTEU Chapter 46, steward
Phone: 214-FEED-ME Mail Code: 9th Floor

NATIONAL AGREEMENT 2016: ARTICLE 27 Health and Safety

GRIEVANCE: Lack of food causing hardship too weak to move between floors. Traps placed in rodent workspace before negotiating the size of the trap flavor of bait. Rats passed probation period and demand representation.

REQUEST: Meeting to be held within 5 days (National Agreement II, Article 41, Section 7)

RELIEF: (1) Requesting larger traps to hold families of rats so can stay together.
(2) Requests to be polled as the flavor of bait to be placed in traps.
(3) Requests that trash is not to be changed after 4pm daily so they can have dinner for the night.

INFORMATION REQUESTED:

The reason for not providing new workers with an orientation session, work requests from the Pest Company that are harming the employees, and details from the Man in OOPS 3 department in regard to the fly traps and tenant meals (baits) used.

Steward's Signature: NTEU Chapter46 Grievant's Signature: The Hungry Rats
Telephone Number: 214-FEED-ME Telephone Number: 214-FIX-THIS
Date Signed: 03/16/2016 Date Signed: 03/16/2016

DISTRIBUTION
The supervisor's written response is due within 10 days of the meeting.

N: Original – Steward; 1 – Supervisor; 1 -- Chief Steward; 1 – Assistant Chief Steward;
1 – Communications Coordinator (*NTEU Chapter 46); 1 – Grievant (total of 6 copies)

BROWN NOSERS



Every workplace has them.
Sneaky, rodent-like creatures that can
normally be found around the rectal
areas of upper management.

www.tckreep.com

NTEU Chapter 46



DALLAS, TX

*Longtime NTEU chapter 46 leader
Second Vice President of the Distant PODs*



Cheryl Dalton

has retired after 33 years of service to the public, 25 years of service to our members and over a decade of service to our military forces.

Join us in thanking Cheryl for all she has done and wishing her a



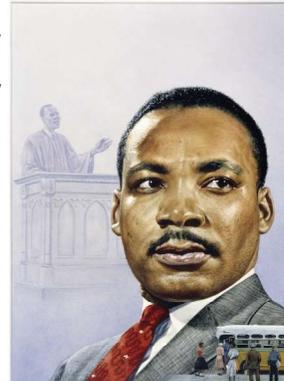
And to all of our retiring members,

Congratulations

*because you are free from reporting to the boss,
free from nagging co-workers, and free from your routine in
life, which calls for celebrating!*



"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 remem-



2 Management gets around the contract whenever it wants to. Managers do what they want to anyway.

- "Not if the union is aware of what they're doing. That's where members come in. We rely on you to keep us informed and to make sure that it doesn't happen again. We can't challenge or fix things if we don't know management is doing them."
- "Only if you let them. They know how strong we are and where we do and do not have high membership. Management does not do what they want where they know NTEU members keep the chapter leaders informed. Instead, management deals up front, and negotiates with the union, acknowledging all of NTEU's and employees' rights."
- "If they are not challenged when they violate the contract, that's true. But that is also what the negotiated grievance process is for. The chapter files grievances on your behalf when we are aware of violations affecting groups of employees or the union's rights. When you feel your individual contract rights have been violated, you too can and should file a grievance."
- "You must be referring to something specific. When did that happen?"
[Respond to specific examples cited.]



IS THE HISTORY OF YOUR RIGHTS AND BENEFITS A LITTLE CLOUDY?

Let's clear things up.

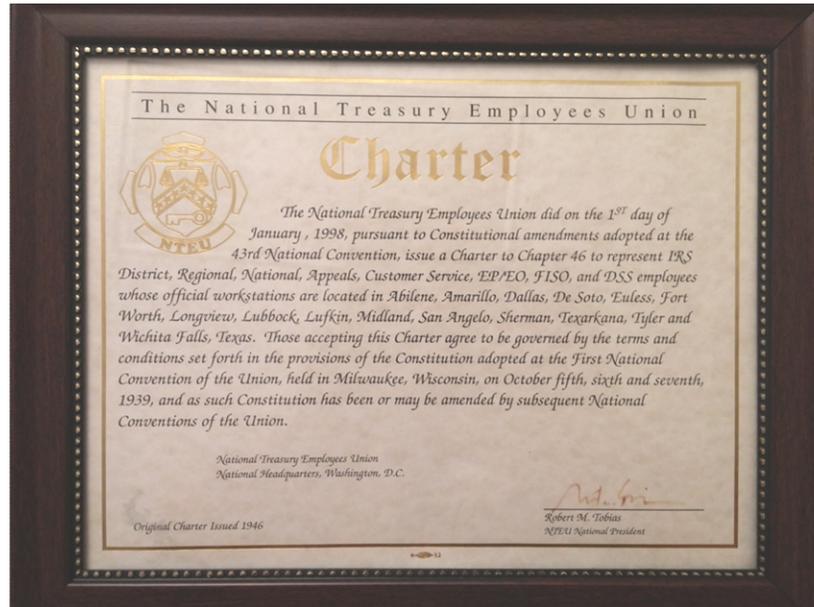
Your rights and benefits at the IRS came from the hard work of NTEU, **NOT from agency management**. Here is just a partial list of what NTEU's work at the bargaining table has won for you:

- Telework and alternative work schedules
- Subsidies for public transportation
- Annual and sick leave advances
- The right to swap jobs anywhere in the country with employees in the same series, grade and skill area
- A multi-million-dollar awards program based on annual performance ratings
- The right to reassign to a vacancy in your series, grade and skills area in another IRS office in your commuting area
- A temporary promotion when you're doing higher-graded work
- The right to challenge your annual appraisal score and take that challenge to a neutral third party
- An equal share of overtime work given to employees who do the work you perform
- Pay for the time bad weather keeps you from getting to work
- The right to challenge a decision not to promote you; to get access to the complete promotion file and to ask a neutral third party if the agency treated you right

Since the 1970s, NTEU has been winning these rights and benefits through the collective bargaining process. With the strongest contracts in the federal sector, NTEU's innovation and persistence will continue to pay off for you.

Support NTEU.
The union for your work life.

NTEU
The National Treasury Employees Union
www.nteu.org



- This year marks the 70th anniversary of the charter issuance to NTEU chapter 46, •
- still strongly representing bargaining unit employees. We offer many thanks to our •
- faithful members and look forward to 70 more years of service. •



No, exceptions will not be made.
Q5: Can an employee be above the maximum allowable hours?
Directors or managers responsible for monitoring comp and stat banks may choose to
for their Programs more frequently than the annual payout dates noted above, to ensure comp

Page 1 of 1

*A bad manager can
take a good staff and
destroy it, causing the
best employees to flee
and the remainder to
lose all motivation.*

https://scontent-lga.xx.fbcdn.net/hphotos-xtp1/v/t1.0-9/1545650_346270148908748_66670... 5/1/2015
HSC



\$15 Maine Lobster Roll: Maine lobster, served chilled, touch of mayo, New England style roll

\$15 Connecticut Lobster Roll: Maine lobster, served armed with butter and lemon, New England style roll

\$13 Lobster Quesadilla: Maine lobster, freshly grated cheese, pico de gallo, cilantro lime sauce, served on handmade flour tortillas

\$13 Cousins Lobster Tacos (3): Maine lobster, served with cabbage, pico de gallo, cilantro lime sauce, on handmade flour tortillas

\$12.50 Maine Lobster Tail: Maine's ultimate luxury. 4-5oz lobster tail, in shell, served with drawn butter

\$12 Lobster Tots: Tater tots served with warmed Maine lobster, cilantro lime sauce, pico de gallo

\$9.50 Shrimp Tacos (3): Maine shrimp, served with cabbage, pico de gallo, cilantro lime sauce, on handmade flour tortillas

\$10 bowl...\$7 cup Lobster Bisque/New England Clam Chowder

\$6 Smothered and Covered Tots: Tater tots, cilantro lime sauce and pico de gallo

\$4 Tater Tots

\$3 Whoopie Pies

\$3 Maine Root Sodas (Root Beer, Blueberry)

\$1.50 Coke, Diet Coke, Sprite, Water

Gluten Free Options: Fresh Maine lobster, add butter or mayo; Replace flour with corn tortillas

Food Trucks will be located at the \$10 Platinum Parking Lot

(on the corner of Jackson at Griffin)

Friday, May 20th from 11am to 2 pm



FOOD TRUCK

MONROE'S SOUTHERN GRILL



◇ SANDWICHES - \$6.00

- Chopped Beef
- Sausage
- Hot Link
- Sliced Beef

***Sandwiches include chips & drink

presented by



◇ PLATES

- Rib Plate (\$9)
- Wing Plate (\$8)

***Plates include 2 sides



Scarborough

RENAISSANCE FESTIVAL

2016 Online Sales Program 16TH Century fun at a 21ST Century Discount!

King Henry VIII invites you to become a partner in this year's online sales ticket program and provide your employee, members, or tenants with exceptional savings on **Scarborough Renaissance Festival** Ticket. Go to <http://srfestival.com/> for more information about the event!

[Click Here](#) to receive a discount on tickets for Scarborough Renaissance Festival opening April 9, 2016. When you use the online code, you will automatically receive \$6.00 off adult gate price and \$1.00 off gate price for child ages 5-12. All children ages 4 and under get in FREE.

Come and join on any weekends (Saturday and Sundays) beginning from April 9 thru May 30, 2016 from 10 am to 7 pm (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 I 35. Take exit 339 a 2511 FM 66 Waxahachie, TX 75167.

Discount brought to you by NTEU Chapter 46. Check out our website at www.NTEU46.org.



Thumbs up to 'soon to be' former W&I: AM: OP3: Director, Melinda Wilson for her courageous effort to implement NTEU chapter 247's (AUSC) new hire orientation paradigm in the Dallas call site to not only ensure consistency for the distant joint operation, but to right the wrong of BU employees illegally performing NBU employee's statutory responsibilities, which often leads to administrative harm.



Thumbs down to Agency and GSA officials for their non-chalant, unmotivated, lackadaisical, contrary, unprofessional, and amateur approach to the infestation at the downtown p.o.d. who have no sensitivity or fellow feeling toward the employees/building tenants' health, safety, or welfare.



Thumbs down to those management officials (you know who they are) that foster an atmosphere and culture reluctant to constructive change. It is unfortunate that they are unaware that communication involves words, sounds, signs, or behaviors to express or exchange information or ideas; using positive rather than negative language choices.



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

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