



# The Force

Chapter 73's Award Winning Hard Hitting Newsletter

A publication of NTEU, Chapter 73

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## NTEU73's Pat Breitenstein Elected National Vice President for District 10 at 51st National NTEU Convention

NTEU held its 51st National Convention in New York City on August 6-9, 2007. Per our Chapter bylaws, NTEU73 sent two delegates which were our Chapter President Jackie Huff and Vice President Eric Johns. As NTEU73 is the third largest chapter in terms on total membership, our Chapter held 45 votes to be cast on any issue and in any election. That gave NTEU73 tremendous voting power.

At every other National Convention, all Chapters vote to elect a National President and Executive Vice President. National Conventions are held every two years and the National President and Executive Vice President each hold four year terms. Both President Colleen Kel-

ley and Vice President Frank Ferris



**NTEU73 President Jackie Huff, National President Colleen Kelley & National NVP (District 10) Pat Breitenstein**

have each held their respective offices since 1999 and both were vying for re-election. NTEU73 was one of the first IRS Service Center Chapters to officially endorse and lend our support to their campaign.

The election of the National President and Executive Vice President was one of the first orders of business for the delegates at the Convention. Colleen Kelley was opposed by Eddie Walker, President of Chapter 247 (Austin, TX). She was re-elected by a 84% margin with Mr. Walker carrying 16% of the total votes. Frank Ferris initially ran unopposed in his bid for re-election, but was challenged at the last minute

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## NTEU73 Settles Incentive Pay Grievance for Over \$100,000

It has been a grueling process that has taken nearly two years to complete, but

NTEU73 is happy to report that the grievance filed over management's failure to pay incentive pay to data transcribers at the rates set in June, 2005 has finally been settled. An agreement struck between NTEU73 and IRS management will pay over \$100,000 to the 440 employees who did not receive the proper incentive pay.

The deal was brokered by Michael McAuley, NTEU National Counsel, who is the lead attorney at the Chicago Field Office of NTEU. As part of the settlement, it was agreed that Mr. McAuley and local NTEU73 leaders would have the opportunity to meet with the affected employees and explain the settlement to them.

IRS Management and NTEU both had incentives to settle this case. For the

IRS, it risked paying out over \$200,000, instead of the \$100,000 agreed to in the settlement if the Agency were to lose in arbitration. For NTEU, the strongest incentive to settle was that the grievance had been based on a violation of the Incentive Pay Committee's Charter. There was a gray area as to whether this document, not included in the National Agreement, was grievable. This was an argument that would certainly be raised by the IRS Attorneys in this case before an arbitrator. Secondly, the affected employees had already waited nearly two years for there money. Even if NTEU would prevail in arbitration, the IRS would almost certainly appeal the decision and this would create another

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## Straight from the President's Desk



By NTEU73 President Jackie Huff

Sincere congratulations goes out to both our National President Colleen Kelly and our National Executive Vice President Frank Ferris for the reelection to their national positions. A special congratulation goes out to one of our own Chapter 73 stewards being elected to National Vice President (District 10), Pat Breitenstein, who is our local TEP's coordinator. This is an exciting honor to have Pat represent our chapter, as well as three other chapters at the national NTEU level. I know she will continue to do us great honors in her new position.

\*\*\*

### Forms 1188...

It is my understanding that some of our members are upset and confused with NTEU and IRS when turning in Forms 1188 to be processed for withdrawal from the union. Beverly Ortega Babers, a former executive representative for the IRS, last year sent out an all employees email informing them that they no longer needed their Forms 1188 signed

off by the local chapter president for processing. Once national NTEU office heard about the IRS misinforming their employees, a national grievance was immediately filed in response to this unilateral and non-negotiated change! Not too long after we filed, the arbitrator ruled in NTEU's favor, stating that members must get the Form 1188 signed by the local chapter president for accurate processing.

I am not surprised that the IRS didn't properly notify employees of the arbitrators' ruling, especially since deadline for membership withdrawal, on pay period 15, was closing in. Instead they continued to give employees incorrect information.

Our Chapter 73 Vice President, Eric Johns and I received word that there was a memo being passed around with the same incorrect information, however it was not endorsed by any Union authority. Once we read what this memo was instructing members to do we passed a more detailed and accurate explanation of what members needed to do in order to get out of the Union. Some took this advice and were successful, but those that refused to believe our instructions are now upset with

NTEU about their own actions.

I can see no reason for any one to be upset with NTEU locally, our Chapter never goes against the National Agreement! Our role is to make sure the National Agreement is appropriately upheld and applied; not to go against it just because IRS made yet another mistake. We will not sign off on a form that has passed deadline requirements. I believe that the IRS will be making a correction to this error by sending all of the Forms 1188 that **did not have an authoritative endorsement**, with a memo informing these members that they would process them late IF they had the chapter president sign them. The problem with this is the IRS did not contact our national NTEU office to let them know what they were now telling the employees. Our position at this point is we will not deviate from the contract and we will follow the guidelines of Article 10 timeframes.

When contacting your local union office letting them know how you feel about this or to get your returned Form 1188 signed; remember this was not our mistake and for every action you

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## **The Force**

### **"NTEU73's Hard Hitting Newsletter"**

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*"To Organize Federal Employees To Work Together To Ensure That Every Federal Employee Is Treated With Dignity and Respect."*

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get a reaction no matter how upset you are with what has happened! The unions' reaction will however be stern and forthright. Local NTEU representatives are volunteers, we pay our dues and we are members. All of us here at Chapter 73 take great pride in doing our very best to make sure each and every employee's rights, which are under the contract, are not violated by management. Any anger and confusion you may feel

should be promptly directed back at those that misrepresented such a major decision!

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I would like to conclude my column this month by welcoming the new employees in Tax Exempt/Government Entity (TE/GE) into Chapter 73. These employees were moved here from the Cincinnati Federal Building and placed into our Accounts Management Center. I am very excited to announce that Bonnie Lawson, who was the Vice

President and Chief Steward at NTEU, Chapter 9 will be joining our steward force when she comes here. She brings a wealth of experience and knowledge and we are lucky to have her. Bonnie will be the Assistant Chief Steward covering the TE/GE area and will be assisting in negotiations for the Chapter.

We are also appointing two new stewards in TE/GE, Amy Chandler and Geoffrey Rash. I would like to welcome them aboard, as well.

## National NTEU Wins Arbitration On Term Contract Negotiations

By Tammy Rackley,  
Steward, NTEU 73

President Jimmy Carter said, "Every advance in this half-century: Social Security, civil rights, Medicare, aid to education, one after another, came with the support and leadership of American Labor."

NTEU has gained a victory for bargaining unit employees. The issue of IRS & NTEU Term Contract Negotiations was heard before an arbitrator, who in a precedent setting decision for the federal sector, stated as part of the decision, "I am persuaded that the Union proved the Agency's failure to bargain in good faith, in violation of its obligation at law and under Agreement, as well as violations of the Agreement by other of its actions."

This bad faith bargaining by the IRS fueled concern with the creation of the new National Agreement. During this process various management officials at all levels mislead employees to believe they had no contract and by extension no rights. When IRS openly voiced these deceptive and illegal positions, they provided the proof needed by the Union to gain a favorable decision. Former IRS Executive, Beverly Ortega Babers alleged in opening statements that NTEU had promised not to arbitrate the grievance. The arbitrator, who used Ms. Barber's own testimony in cross-examination to show that no such deal was ever made, dismissed this objection.

Additional support for NTEU's posi-

tion that management had no intent to bargain openly and fairly was supplied when the arbitrator focused on a statement made by management official, Barbara Pabotoy, who announced that she wanted to renegotiate "every sentence in the current contract." This provided validity to the union's allegation that management had demanded in the ground rules that NTEU agree to several waivers of NTEU's statutory rights, which is a violation of law.

When will we have a new contract? This decision marks a major step in the right direction. The ruling means NTEU is not obligated to bargain over the ground rules submitted by management. This decision should effectively end management's effort to put our contract before the Federal Service Impasses Panel (FSIP), a direct effort to weaken the force of rights and remove benefits we built over the last thirty of contract negotiations. Members of the Impasses Panel are traditionally pro-management.

The arbitrator also agreed with NTEU, maintaining that the IRS must tell us the details of the changes it wanted to make to the contract prior to bargaining. This information must be provided prior to establishing ground rules. How can we come to an agreement over ground rules when we don't know the topic? NTEU relied on a three-decade court case establishing this as a legal requirement, we can only assume the IRS was flying by the seat of their pants. The arbitrator required IRS to provide NTEU specific information about the nature, scope, number, and extent of the proposed changes it wishes to make prior to restarting contract discussions.

NTEU continues to work for you. There is no definite answer as to when we will have a "new" contract. The important thing to remember is you currently have an excellent contract which remains in force until it is officially replaced. Ask your manager for a copy, read it and know your rights.

### Writers Wanted

Do you have writing skills? Do you have information that is newsworthy?

Submit your article to *The Force*.

If it is accepted, we will print your article with or without your name attached to it; your choice.

Email your submission to [NTEU73mailbox@aol.com](mailto:NTEU73mailbox@aol.com)

or bring it to the Union office.

Identify it as "article for *The Force*".

*The Force* reserves the right to edit all articles it prints.

**Continued from Page 1, Convention**

when Brent Kendall, a Chapter Vice President from southern California, nominated himself from the Convention floor. Mr. Ferris easily secured reelection with 96% of the votes cast by the delegates.

With the National NTEU leadership in place, attention turned to each voting district and the election of National Vice Presidents to serve on the National NTEU Executive Board. The National Vice Presidents in each district represent the interests of the Chapters they represent before National NTEU.

Our Chapter is located in District 10, which also includes the Memphis Service Center, the Atlanta Center, as well as the Detroit Computing Center. Sadly, the seat for the National Vice President for District 10 was left vacant earlier this year when the longtime holder of that office, Thelma McIlvain, passed away.

NTEU73 Delegates Jackie Huff and Eric Johns nominated Pat Breitenstein, who is the Chapter's TEPS Coordinator, for the position. Pat, who has many years of experience with NTEU both at the local and national level, was unopposed in her bid for the office. This is the first time that a steward from Chapter 73 has held the office of District 10's National Vice President.

On the final day of Convention business, the day began with an address from Congressman Charles Rangel (D-NY). Congressman Rangel, a fifteen term incumbent, is the Chair of the



**NTEU73 President Jackie Huff stops to meet Congressman Charles Rangel (D-NY)**

House Ways and Means Committee and is one of the most powerful members of the current Congress. He spoke passionately about the importance of organized labor in the federal sector to "keep the government honest." It was a great honor to have him attend and speak before the Convention.

The business of the Convention then turned to Chapter's voting on various resolutions to amend the National Con-

stitution and Bylaws of NTEU. Three minor changes proposed by National President Colleen Kelley easily passed. There were three other changes proposed by various Chapters from the floor that were rejected by the Convention delegates. They primarily dealt with giving an equal number of votes to small Chapters when deciding where an upcoming NTEU Convention will be held.

The final business to be addressed by the delegates was to pick the location of the 2011 National Convention. Convention sites have to be decided 4 years ahead of time because of the massive amount of work the National NTEU staff has to put in to find a union hotel to host the Convention. Four cities were nominated this year: Boston, Chicago, San Diego, and Seattle. After all ballots were cast, Seattle was selected as the 2011 National Convention site.

With the business of the Convention concluded, the delegates adjourned until that evening when a banquet was held. All at the District 10 table celebrated Pat Breitenstein's victory.

The next National Convention will be held in August, 2009 in Baltimore, Maryland.

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**Continued from Page 1, Incentive**  
lengthy delay in the employees getting their money.

Ultimately the decision was made by NTEU73 leadership to accept a settlement that would pay out 50% of what the data transcribers would have gotten, plus 6% interest. Many of the employees receiving money in this settlement never received incentive pay before.

The reason for this as that a management official set the target for the 11205 program at 2900 keystrokes for June, 2005. This target was so low that almost every data transcriber on the floor was able to exceed it. To give some perspective on how low it was set, when it was adjusted to rectify the problem, the keystroke count was raised from 2900 keystrokes to 7900 keystrokes.

While several employees did express disappointment that they did not receive the big pay outs they were expecting, most were glad that they were finally getting something after their long wait. Many employees expressed that they were grateful that NTEU and its attorney took the time to meet with them and

explain why it was the best decision to settle the case, rather than take it before an arbitrator.

"The attorney did a good job explaining the process and how they arrived at the final decision," said M. Pam Carlin, a data transcriber who benefited in the case. "I am glad it is finally over, although I with the outcome would have resulted in more money."

"I'm glad, what I got is better than nothing. I'm not one that depends on incentive pay; I get a paycheck every two weeks," said Paula Horn, another employee who benefited. "For me to get incentive or not, doesn't usually matter. I really appreciate all the hard work the attorney did, and I told him so the other day."

Perhaps the best example of how the vast majority of employees felt about the settlement was articulated by Deborah Fitzsimmons, another data transcriber who benefited from the settlement. She said, "I am shocked, yet amazed, that the controversy over the incentive pay was over! For as long as it took, I didn't figure us getting any-

thing at all. For several years in DCO morale was at an all-time low. I know what is expected of me as a DT; we worked hard and were not feeling the appreciation from management when they took away our incentive. Hopefully, in the future, problems like these will be resolved more quickly, instead of waiting two whole years to work out a solution."

NTEU73's leadership is very happy that this case is finally resolved and that it was a mostly positive resolution. While we share in the disappointment some feel that we were unable to get the employees all that they should have received under the June, 2005 keystroke targets, we are satisfied that we made the best decision to benefit the most employees.

The settlement pay out is a very large one and is certainly on the top of the list of the biggest cases ever worked by NTEU73. Non-members who benefited from this settlement should be aware that their co-workers, who are members, dues money paid for the legal fees for settling this case.

## **NTEU73 Steward Mike Hopkins Marches Happily Into Retirement**

By Jesse Blakey, NTEU73  
Chief Steward for Swing/Night Shift

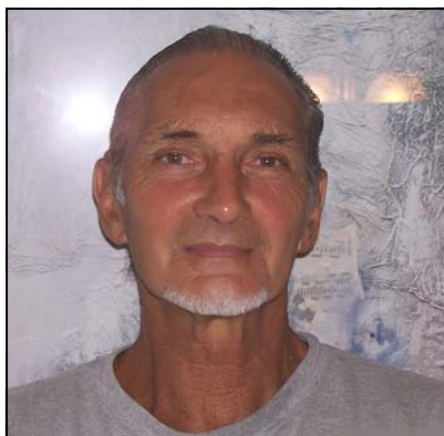
Hey, fellow employees, for me, on July 31, 200 two momentous events took place at the Fourth Street Center! The Data Conversion folks, after two years settled their May, 2005 incentive pay grievance and, NTEU steward, Mike Hopkins, retired. Mike was my strong and dependable right hand on the swing/night shift.

After serving several years in the military, Mike was a 30 year truck driver for Consolidated Freightways. After retiring as a driver, he began his six IRS year career, with the first three years in EIN, and, the last three years in Case Processing. During his stint in EIN, Mike became a NTEU steward and served NTEU73 for the past four years.

As a steward, all the employees had an opportunity to see and know the dependable, insightful, and knowledgeable

traits that made Mike Hopkins. He worked with all employees and IRS management to bring his "down home, common sense approach" to solve workplace issues.

During the past two months, Mike was



**Mike Hopkins shows off the contented look of someone who'll never have to come to work again.**

looking forward to spending more time with Jean, his wife of thirty-eight years, his two sons, and four grandchildren, with one more expected in October. Mike and Jean will spend the next several weeks in Tennessee and Mississippi visiting his sons and grandkids.

Also, he will now have more time to take of his lawn and being a weekend "Daniel Boone," chopping wood and clearing the forest around his home. And, when he is not playing "Daniel Boone", Mike will be cheering on his beloved Cincinnati REDS, no matter what! He, also, will have time to take care of his two parrots, cat, and dog!

Mike, your fellow employees, stewards, and I wish you and Jean the best. You were a great IRS employee, an even greater steward, and the greatest gentleman and friend to me and everyone you met.

## **News From Florence: The IRRC Corner** ***Substantial Victories Won By IRRC Stewards***

An Accounts Management employee was charged AWOL for 15 minutes. An Aspect phone log was used as the proof that the employee returned from lunch late. While the log did indicate the employee did not log in as management anticipated it did not and could not show if the employee actually returned from lunch on time and just did not immediately log in. Management agreed to change the AWOL to approved leave.

Accounts Management charged an employee an error for waiting on a taxpayer to answer the phone too long. The error was listed a IRM instruction that had nothing to do with phone calls or timeliness of them. In the first step grievance response, management changed their reason for the error stating the timeliness, or lack thereof, was covered in the employees Critical Job Element's (CJE's). Management must get it right the first time. They do not get the option of changing it each time NTEU shows them their reasons does not fit the situation. Management argued they can not have a rule for every single situation. NTEU argued that once errors like these are discovered, they need to place them in the Desk Guide to ensure errors like this do not occur in the future. Management agreed to remove the error this time.

Accounts Management lowered an employees Mid Year Evaluation and placed a narrative statement in it that was unsubstantiated. Management initially documented the employee for harassment. It did not get substantiated. Therefore, the documentation was taken out and a letter placed in the folder stating this. It was obvious that since it was unsubstantiated that it should be removed and any reference to it in any manner should also be removed. Management agreed to remove the reference and raised the Mid Year to what it was previously.

**NTEU Vs Innocent Spouse  
"STEWARD Appraisal Victory"**

Recently a full time steward was rated Not Applicable (NA) in all of their CJE aspects on their annual appraisal. The employee worked over the 120 hours required by the National Agreement to hold their ratings. Innocent Spouse, however, felt a new management memo sent out after the National Agreement expired took precedence and gave the employee a NA in every CJE. NTEU argued that they had changed a policy and past practice without negotiations and must issue the employee the same rating as they had in the past to maintain the Status Quo. Management agreed in the 1step grievance meeting to return the employees past ratings in order to maintain the status quo. A new appraisal was issued 2 to 3 days later.

### **NTEU Vs Innocent Spouse Annual to Admin/Official**

NTEU steward National Training required 2 Innocent Spouse employees to use 6 hours each of annual leave while in training and travel status for the 2006 National Training. A grievance was filed but was denied at 2nd and 3rd step. Finally, the case was settled for 4 hours after referring it to arbitration.

### **Files Employee Gets 16 Hours of Annual Leave Restored**

Months ago, a Temporary employee

changed appointments and started a seasonal position at the Fourth Street Center. When this occurred, the employee had 16 hours of annual leave. When the new position started she lost 16 hours of annual and was not paid for it either. Through the dedicated efforts of the Post Processing Operations Chief Sue Becker, we are happy to finally say an ERC ticket was completed in and the employee was paid for their 16 hours of annual leave.

### **Files Employee Gets AWOL changed to LWOP**

One of the Files employees was issued AWOL for taking a couple days off sick. The employee had strep throat and had a Doctor's Note that stated the employee was contagious. This didn't matter to management and the employee was charged AWOL. After filing the grievance over this issue, management changed their mind and converted the employees AWOL to LWOP.

### **Heat Grievance to Arbitration**

The grievance for employees in IRRC Building that were not released from work when the power went down and the air conditioning was not working that was filed last year is headed to arbitration. A date has not yet been set.

### **NTEU73 Union Office Hours**

#### **Fourth Street Office**

Monday—Friday 6:00 A.M. –1:00 A.M.  
(859)669-5370

#### **Gateway Center Office Room 511**

Monday-Friday 6:00 AM—4:00 PM and 7:30 PM—11:00 PM  
(859)669-5700

#### **Industrial Road Retention Center**

Monday-Friday 12:30 PM –2:30 PM  
(859)669-5024

### ***Not a Union Member?***

***Missing out on all the benefits Union membership brings?  
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# Labor Recognition Week Presents the Opportunity to Celebrate the Rich History of Organized Labor

By Heather Phillips, Steward, NTEU73

Each year in September, NTEU celebrates Labor Recognition Week. Locally, that encompasses cookouts in Covington and Florence. Yet, it is more than that. To thoroughly understand the meaning, we must understand the labor movement in general and in the Federal sector in particular.

Until the early 1900s, people often worked long hours for low wages. The labor movement began as people started to work together to improve their work conditions. In the 1930s, the labor movement gained momentum. With an abundance of labor, employers could easily replace workers. Labor unions were formed to help workers get organized and bargain for their needs and rights. Workers created unions because groups have more bargaining power than individuals. When large groups of employees make joint decisions, employers are forced to listen to their concerns. For example, if all the workers in a factory stopped working at the same time, it would be difficult to keep the company operating.

Early unions in North America faced a difficult battle. Employers refused to accept the unions. The courts often declared the unions illegal. The National Labor Relations Act of 1935 and other laws required employers to bargain with unions.

Title VII of the Civil Service Reform Act of 1978 (CSRA), established into law a system for Federal employees to form, join, or assist any labor organization, or refrain from any such activity, freely and without fear of penalty or reprisal. Once formed, these labor organizations exclusively represent the bargaining unit employees in all matters affecting their working conditions.

In 1938, a group of Wisconsin employees working as Internal Revenue Collectors formed the National Association of Employees of Collectors of the Internal Revenue (NAECIR) with the goal of securing civil service protection, fair salaries and improved working conditions. Convinced that attempts to secure

these rights and benefits through existing organizations would be futile, employees in the Bureau's Wisconsin District began to organize a group devoted exclusively to the interests of Internal Revenue employees. In October of 1939, the first NAECIR Convention was held in Milwaukee to launch a permanent national organization.

When the agency was re-organized as the Internal Revenue Service in 1952, NAECIR broadened its scope to include all IRS workers, adopted a shorter name -- the National Association of Internal Revenue Employees (NAIRE) -- and refocused its objectives to attract new members. At this point, IRS management officials and supervisors made up much of NAIRE's leadership and membership. While NAIRE attempted to function as a professional association, seeking to meet the specialized needs of IRS employees through congressional letter-writing campaigns, consultation with high-ranking IRS administrators, and social activities, due to management's dominating influence it remained weak, possessing neither definite goals nor the strong organizational structure required to promote the interests of its members. But in the early 1960s, management's influence in NAIRE was eliminated through the issuance of executive orders that banned supervisors and managers from

participation in NAIRE's activities.

In 1966, newly elected National President Vincent L. Connery and his supporters defeated a proposed merger into the larger American Federation of Government Employees (AFGE). They launched organizing campaigns, adopted a new constitution, and began transformation from a social club into an active labor union.

NAIRE received its charter as a federal employee union in 1967. In 1973, the union expanded again to include members throughout the Treasury Department and the organization's name was updated to the National Treasury Employees Union (NTEU); and the new NTEU began its drive to gain representation of the 13,000 U.S. Customs Service employees who were represented by either the National Customs Service Association (NCSA) or AFGE. In 1975, with a guarantee to NCSA of participation in governing NTEU, a merger took place, representing the first group of non-Treasury employees to be brought into NTEU. In 1977, it began to organize employees in other federal agencies; in 1978, employees of the Federal Communications Commission (FCC) became the first members outside the Treasury Department.

In August 1983, Connery retired as

*Continued on Page 8... LRW*

## Have You Recently Moved?

**If so, you should complete this address change form and return it to: NTEU 73 Membership Coordinator, Stop 77**

**Name:** \_\_\_\_\_

**Address:** \_\_\_\_\_  
(street)

(city) (state) (zip)

**Note: IRS Personnel does NOT inform NTEU when they are given a change of address form by an employee who is also an NTEU member. It is your responsibility to get your new address to the union so that you may continue to receive any mailings.**

*Continued from Page 7... LRW*

NTEU's national president and Robert M. Tobias, National Executive Vice president and general counsel, succeeded him. In August 1999, Colleen M. Kelley, who served as the National Executive Vice President under Mr. Tobias, was first elected national president.

Over the years, NTEU has increased in numbers and strength. The union has negotiated a contract for the IRS employee that is the envy of other Federal Agencies. Whether a union member or not, NTEU has had a positive impact on

your quality of work life. Today unions are under attack, including the unions for the Federal workforce. We hear the propaganda, "the union protects the lazy employee who doesn't want to work"; "unions were needed once, but they have gotten too big and powerful, they want to run the agency" and "a good employee doesn't need a union". These are just a few of the mistruths that those opposed to unions would like you to believe. They would like to roll back the clock to a time before unions so that they could do whatever they felt necessary to achieve their goals regardless how it may affect their employees.

The truth is that the union protects the rights of all employees. They prevent adverse precedent from being established that would negatively affect all employees. The union doesn't want to run the agency, just protect your rights. And the good employee would not have that level of comfort that allows them to believe they don't need the union if it wasn't for the existence of the union.

So when we celebrate Labor Recognition Week we are celebrating you the employee, our union and the quality of work life it has won for us.

**MARK YOUR CALENDARS!**  
**THIS YEAR, WE CELEBRATE**  
**Labor Recognition Week**  
**September 24-28, 2007**  
NTEU73 plans to continue our annual tradition of grilling out a free lunch for our members.  
There will be other surprises, as well!  
Watch for flyers and more information in next month's newsletter.  
All NTEU73 members are invited to attend & we hope to see you all there!

### **NTEU73 Congratulates One of Our New Grandmothers**

By Courtney Jung, Steward, NTEU73

Shearah Rogers, one of NTEU73's stewards working in Data Conversion Operations just became a grandmother for the first time! Shearah, who is known almost universally by her nickname, Dee Dee, is commonly found working cases and attending meetings for NTEU in the Fourth Street Center.

Her daughter Jamila had a baby girl on



08/01/2007, Ja'Riyah Aneehs, who entered the world weighing in at 6lbs 5oz, and 19inches long! The mother and baby are both doing well, and Dee Dee is one happy grandmother.

The first picture of little Ja'Riyah, which Dee Dee has been proudly showing to everyone she sees, is placed to the left. Let's all join Dee Dee and her family in welcoming a future NTEU member into the world!

**Correction:** In our profile in last month's edition of the Artist's club, we listed their website as: [www.myspace.com/theartistsclub](http://www.myspace.com/theartistsclub) . We have since found that typing this URL will not work. The correct address is: [www.myspace.com/theartistsclub](http://www.myspace.com/theartistsclub) (Make sure to type the address exactly without spaces)