

## Florence happenings

By Peggi Liver  
NTEU73 Steward

07/24/2008

A grievance was won concerning the fact that employees were not able to pick up their Public Transportation Subsidies (PTSP) in Florence. They had to travel to Covington to accomplish something that had previously been offered here on site.

Management has now appointed Sandy Ellison the PTSP coordinator and she is now on the approved distributor list. So any employee in Florence can now pick up their PTSP subsidies in Florence.

employees to work their CWS day or for the two hours after their TOD. The grievance that was filed for the February and March dates when overtime was worked has been invoked for arbitration by the NTEU73 Attorney.

A Mass Grievance has been filed over the fact that management has added Chapters 15, 16 and 17 to the Innocent Spouse IRM without going through the proper channels. A response from Cliff Jones is expected shortly.

AWOL grievances were won for two people in the SOI area as they were changed from AWOL to LWOP.

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A Mass Grievance has been filed because management took away the paper IRM that they had originally distributed to the employees in Innocent Spouse.

A Mass Grievance was filed on behalf of the SOI employees to address the fact that some employees were being allowed to work harder docs on administrative time and other employees had to work harder docs on the correct time code, which has affected their TEPS standards. The meeting was just held and NTEU73 is waiting on the response from Sue Hansen.

There are two Mass grievances for Tour of Duties not being allowed to be changed for the newer Innocent Spouse employees. They have been invoked for arbitration by the NTEU73 Attorney.

Unscheduled leave issues in SOI seem to be abundant and multiple grievances have been filed and are in process.

Mass Grievances have been filed for how the overtime was distributed by management. They did not allow

Look for more information in future editions of The Force.

# Straight from the President's Desk



By Jackie Huff,  
NTEU73  
President

As always NTEU has been busy protecting your rights, the bargaining unit employee, against the Agency. Most recently I fought a grievance regarding the denial of sick time before and after the holiday in front of Jim Rogers, the director of Accounts Management. A reasonable person would believe that Mr. Rogers would have listened to our sound contractual arguments; however, this was not the case. In Mr. Rogers' neighborhood, the Agency wants to use Article 32's Annual Leave provision for management to be able to deny leave based on the right to assign work as rationale. Mr. Rogers and his labor relations specialist must

be extremely confused, because if they read their contract, as I encourage all of you to do, they would know that Sick Leave is covered under Article 34 and has no stipulations regarding management's right to assign work or workload management. I have forwarded this case for review to our attorney for his consideration and possible invocation to arbitration. As we approach another holiday weekend, I fear we will be subjected to the same contractual violations. I encourage any employee who is charged AWOL on the day before or after a holiday, or who are required to bring in a doctor's note when not contractually required to do so, or otherwise violated by management to come to the union office and tell us how these new, unnegotiated regulations are negatively impacting you as an individual.

Additionally, we have locally filed grievances against accounts management and compliance for attempting to measure employees work. Both, Accounts Management and Compliance, are having employees report to their managers the number of documents closed per hour. This number is then being used to evaluate individual employees and if the number is not high enough, (i.e. 7 documents per hour), then the employee is not being allowed to work overtime and credit hours. This is completely unacceptable and clearly violates the contract. Again, I ask you the members to come to the union and let us know how this is directly impacting you.

NTEU Chapter 73 continues to stand strong behind the bargaining unit employee! We are truly the FORCE that ensures the IRS follows the contract!

## ***The Force***

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

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

# Is it really smart to have a Smart ID?

By Heather Phillips,  
NTEU73 Steward

I sit next to someone and I just learned that they may or may not be who they say they are. They have a badge with their picture on it. IRS issued that badge. Security controls access to the buildings based on that badge, but it might not be that person. Fingerprints were taken; background investigations completed, but it might not be that person. Whether you have been with the IRS less than one year or thirty years, you might not be that person.

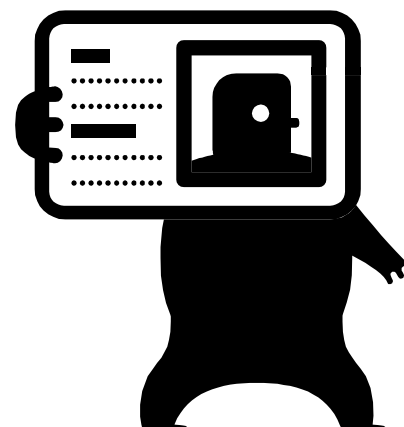
Once Will Rogers was applying for a passport and was asked for a birth certificate. Will didn't have one and told the State Department Official that back in Oklahoma where he came from if someone was there they figured that they must have been born. One can only imagine how Will might feel about Smart ID.

It is not just having to provide identification to unnecessarily identify ourselves, but also the intrusion into our privacy. President Bush in his directive stated "it is the policy of the United States to enhance security, increase Government efficiency, reduce identity fraud, and protect personal privacy by establishing a mandatory, Government-wide standard for secure and reliable forms of identification...." How much of the personal liberties that this country was founded on are we willing to surrender in the name of security? Where do we draw the line? The profound truth is no matter what Homeland Security does we are never really secure.

What is next? If too many employees lose their Smart ID why not do away with the card and implant the chip under the skin? Why not make it easy, and implant an ID chip under the skin when we are born? This may sound

extreme, but is it? With each measure of enforcement we see another personal liberty fall.

We might as well bring the troops home because we lost the war on terrorism the minute we encroached on our first liberty.



## Writers Wanted

Do you have writing skills?

Do you have information that is newsworthy?

Submit your article to **The Force**.

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

## 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 A.M.—4:00 P.M. & 7:30 P.M.—11:00 P.M.  
(859) 669-5700

### Industrial Road Retention Center

Monday—Friday 12:30 P.M.—2:30 P.M.  
(859) 669-5024

**Not a Union member?**  
**Missing out on all the benefits Union membership brings?**  
**Join Today!**

# NTEU Member Benefits

## Bekins Moving and Storage

Bekins Van Lines guarantees a minimum bottom line discount of 60% on transportation and accessorial services when moving out of state. Additionally, a 45% discount will be given on storage-in-transit, warehouse handling, and pick-up and delivery to and from storage-in-transit.

### Other benefits include:

- Guaranteed pricing and full value replacement liability coverage;
- Guaranteed pick-up and delivery on qualifying shipments;
- Pick-up and delivery delay compensation of up to \$125 a day on qualifying shipments;
- Bekins "First Day" service, which means Bekins will unpack items needed for your first day;\* and
- Waiver of peak season transportation rates and small shipment charges.

NTEU membership will be verified before services are rendered.

*\*This service is only available if Bekins packed the cartons, and arrangements must be made when booking the order.*

## Time to get your ducks in a row. Your income is Important - Protect it.

Don't miss out on our income protection plan.  
Enrolling now, you can qualify for:

- ◆ Up to 66% of your income - Max. \$2000 monthly.
- ◆ Choose a plan that will pay benefits up to 24 months.
- ◆ Starts after 14 days of disability, (First day if hospitalized).
- ◆ Does not offset for other benefits.
- ◆ Pays 50% of the benefit if hurt on the job, in addition to workers' compensation.

**Guarantee Issue if actively at work full-time.  
With NO medical examination or health questions.**

Schedule a meeting at your office today by calling:  
Nathan at American Insurnet 513-505-4488.



## Chapter73 Heroes

Also posted to the NTEU website ([www.nteu73.org](http://www.nteu73.org))



Left:  
SPC Adam C. Fultz  
U.S. Army 87th Med BN FT.  
Lewis Washington

Son of Anna (D.O.P) & Bryan  
Fultz

Right:  
Joe & Christina Schnell  
U.S. Army 101st Airborn  
2nd tour in Iraq

Proud Brother & Sister of  
Tiffeny & John Stout



# [www.nteu73.org](http://www.nteu73.org)

### NTEU Swapper

**!!!Buying, Selling or Trading!!!**

By Hansford (Dwight) Cornett  
Acting Vice President, NTEU73

**NTEU Swapper—Now open for business**

Items For Sale, Trade, or FREE. Apartments and Houses for rent or sale along with vehicle sales, trades and anything else you would like to get rid of etc. Place your articles on the [www.NTEU73.org](http://www.NTEU73.org) for all members to see. Advertisements will be kept on the web site for 30 days. Get on the Web site and see what has already been posted or follow the instructions to place an ad of your own.

# Celebrate Labor Recognition Week

## Sept 16, 17 & 18

By Heather Phillips,  
NTEU73 Steward

September with its lingering summer days that are dwindling into fall is the time of year that is set aside to honor the labor movement. September 1<sup>st</sup>, this year is Labor Day. It is a tribute to all workers who through their contributions have brought strength, prosperity and well being to our country. Samuel Gompers, the founder and president of the American Federation of Labor said of this holiday "All other holidays are in a more or less degree connected with conflicts and battles of man's prowess over man, of strife and discord for greed and power, of glories achieved by one nation over another. Labor Day...is devoted to no man, living or dead, to no sect, race, or nation." We further honor our labor force with the celebration of Labor Recognition Week, this year it is September 15<sup>th</sup> through the 19th.

With the dawn of the Industrial Revolution, the working class found their selves enslaved by owners and managers alike. Workers through their struggles obtained dignity, respect and fair pay by establishing labor unions. These unions won and protect employee's rights. NTEU is no exception. Through negotiations our leadership has forged inroads for employee rights. Our National Agreement has become a standard in the Federal workplace. Through NTEU lobbying of Congress, it has worked to get us the maximum pay raise available each year. Yet, like her sister unions across the country, NTEU is under attack. Under attack in the work place by persons with their own agenda who will urge you to leave the union. It is under attacked on the national level by leaders who would rather have you under their thumb than deal with you as an equal through your union. Just like in those early years when Samuel Gompers and other labor leaders were locked in the struggle with management, we need to unite and stand strong. We need to cherish our union membership not abandon it. Let us start by celebrating our union and all unions with our participation in Labor Recognition Week celebration. Come and show our strength.

THE  CLUB AND 

Presents:

“THE TREASURE HUNT GAME”

Present this coupon to the Union Office and receive  
the first clue for the exciting treasure hunt!

A drawing will be held to select the winner.

# New to the IRS?

## Here's important information you need.

For 70 years, the National Treasury Employees Union (NTEU)—your union—has been protecting and advancing the rights of federal employees.

### NTEU...

- ★ Fights for appropriate staffing and resources for the IRS.
- ★ Represents you in internal investigations or proceedings.
- ★ Negotiates vital quality-of-life benefits—life alternative work schedules, awards and telework agreements.
- ★ Members elect their chapter officers, have a voice in their chapters and ratify their NTEU-agency contract.
- ★ Delivers regular member-only communications to keep you informed on critical federal employee issues.
- ★ Fights against the outsourcing of federal employee jobs, including the privatization of the tax collection work of the IRS.
- ★ Provides support, advice and information to help our members successfully complete your probationary period.

**Become a member today.**

**See any chapter officer or steward or visit your chapter office.**

**NTEU**  
The National Treasury Employees Union  
[www.nteu.org](http://www.nteu.org)

# Wear NTEU Proudly!

NTEU is now offering newly-designed polo shirts as a catalog item! 100% knit cotton and union-made in the USA. NTEU embroidered on left breast.



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