

## NTEU Chapter 73 News

By Hansford Cornett,  
NTEU73 Steward

### WELCOME ABOARD!

NTEU Chapter 73 welcomed aboard 16 new members on 01/07/2008! Joseph Schlarman, Lizabeth K Libby, Mark Anthony Crislip, Nurten Howie, Nicole Smith, Amber Jackson-Faris, Cynthia Pollard, Kimberly A Walters, Alicia Monique Davis, Ebony T Sawyer, Vanessa Lynn Wieland, Christina Sue Dungan, Lori Jean Blair, Michelle Renee Martin, Jennifer Lee Wyatt, Angela Marie Ponder,

and Shannon D Turner.

16, or 70%, of the 23 employees in this orientation joined under the guidance and direction of our own NTEU steward, Tammy Donaldson, training coordinator; along with President Jackie Huff; Tina Wentz, assistant chief steward for swing shift; Sandy Hauser, steward on swing shift; and the Chapter's attorney, Eric Bruce. They convinced the majority for the need to protect their future at the IRS by joining NTEU. We want to take this opportunity to thank each employee, welcome them aboard, and direct them to feel free to contact the NTEU office at ext. 5370 or ext. 5700 anytime with their questions or concerns. **Know your rights ahead of time. Read your contract.**

16 of 23 (70%) of the new hires attending an IRS orientation felt a distinct need to join NTEU. NTEU takes great pleasure in "protecting members rights". Help us grow, give us the needed HOUR OF POWER. let NTEU protect your rights too. Help us reach our goal of 80% by the July 4<sup>th</sup> holiday. Do your part, make a difference today and join NTEU now.

### 2008 NTEU Chapter 73 HONORS OUR MILITARY and YOURS

Please join NTEU Chapter 73 in an effort to Honor Our Military and YOUR'S during 2008! Are you a member who has a husband, significant other, son, daughter or other family member in the military? If you're a member and want to display a photo or your military HONOREE provide a photo of them along with the honoree's name, where they are stationed and the submitters name and phone number to any Chapter 73 steward at any office and we will post your photos on our 2008 NTEU Chapter 73 Military Honoree web page and on the National Web site. NTEU members join together in our never ending Honor of our Military who are protecting our Freedom and Yours.

Look for an article featuring our military honorees in a future edition of **The Force**.

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### NTEU WANTS YOU!

**80% MEMBERSHIP wanted by the July 4<sup>th</sup> Holiday.**

### HELP US HELP YOU!

While NTEU membership is on the rise and with it comes Power, help us make your work life a better place to work. 'Yes, the larger our membership the more power NTEU as a whole' has when dealing with management issues. Current overall membership is at approximately 71% as of 01/07/2008

# Straight from the President's Desk



By Jackie Huff,  
NTEU73 President

## The Games that Managers Play

Deal or no deal management style, that seems to be the game management wishes to play when it comes to AWOL. Give up your rights under Article 34 or FMLA or we will charge you AWOL. Recently we have seen that if an employee is ill after a holiday, management wants to charge the employee AWOL unless the employee brings in a doctor certificate. Manager that is a no-no. Article 34 Section 3B states "Employees will not be required to furnish a doctor's certificate to substantiate a request for approval of sick leave for periods of three (3) consecutive workdays or less except as provided for in subsection 3C". Section 3C exception is the employ-

ees who are on leave restriction letters. In other words if an employee, not on a leave restriction letter, calls in sick and has not been off sick for the three previous workdays, management must accept the employee's word that they are sick and grant the sick leave, period. If this leaves the manager short staffed, sorry about your luck. Whether management likes it or not, the National Agreement is a negotiated agreement between the IRS and NTEU. Management can not pick and choose what articles of the contract they abide by or when they wish to follow the contract. The same is true with FLMA. The employee has rights granted to them under the law. Management can not modify those rights because it may be inconvenient for the manager or because it may cause a staffing problem. Again, I say sorry about your luck.

It appears that management is trying to establish its own sick leave policy. Managers may feel that they are granted the right to establish a sick leave policy as an extension of

their right to control staffing under Article 3. However, Article 3 Section 2 states "The Employer retains all other rights in accordance with applicable laws and regulations, except for those specific modifications contained in this Agreement." Article 34 sets the sick leave policy and nowhere in it does it give the right to management to modify the requirements or procedures and the basic rights granted to the employees. Chapter 73 has currently filed both individual grievances and an institutional grievance over this breach of Article 34.

Each right, article, section and word in that National Agreement represents years of struggle by NTEU to get them into the Agreement. NTEU won't, and we encourage our members not to, hand over your rights to management. If your rights are violated see a steward or come to the Union Office. Let us intervene. Let us challenge management. Together lets us shout—

**NO DEAL!!!!!!!!!!!!!!**

## The Force

"NTEU73's Hard Hitting Newsletter"

**President: Jacqueline S. Huff**  
**Vice President: Eric Johns**  
**Secretary: Julia Wiley**  
**Treasurer: Cathy Dunhoft**

**NTEU73**  
**P.O. Box 12389**  
**Covington, KY 41011**

**Editor: Rosalyn Havlin**  
**Assistant Editor: Heather Phillips**  
**Photographer: Michael Murphy**  
**Website Design: Joe Ciaramitaro**

**Phone: (859) 669-5370**  
**Fax: (859) 669-5307**  
**Website Address: nteu73.org**  
**Email: NTEU73mailbox@aol.com**

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

# Running Wild

By Heather Phillips,  
NTEU73 Steward

Back in the late 1950's or early 1960's Jack Lemmon, Tony Curtis and Marilyn Monroe made a movie called *Some Like It Hot*. In that movie Ms. Monroe sang a song called, *Running Wild*. How appropriately that phrase describes managers whose employees are assigned to the aspect phone system. In recent months we have seen stewards denied release to attend meetings and to discharge their duties under Article 41 grievance process. We have seen wholesale denial of annual leave and the charge of AWOL instead of granting sick leave in the name of the god JOC. This twenty-first century golden idol of IRS management has completely

dehumanized every area it has invaded. Gone is the compassion for ones employees and in its place apathy for the human condition. At the risk of being branded a hieratic, the god JOC must be stripped naked and shown for what he is – a computerized tool. He is not the end all and should never replace human judgment. The denial of annual leave is a complex event. A balance must be maintained between emotional well being and mission needs. These needs must be based on historical documentation not some projection by a cold and uncaring computer program.

The god JOC does not supersede the National Agreement or other negotiated agreements. Management does not supersede the National Agreement or other

negotiated agreements. Article 34 Section 3 A. "Employees may be required to furnish reasonably acceptable evidence to substantiate a request for approval of sick leave if sick leave exceeds three (3) consecutive workdays." not because the day before was a holiday! That steward denials must follow the rules and conditions under Article 9 and the LOTUP Agreement. Leave and steward release denials must be accompanied by historical documentation justifying management's actions.

NTEU 73 will continue to fight these abuses of power. We will continue to fight the god JOC. We will continue to champion the employee's rights. We will not bow down to the god JOC!

## Free Roadside Service in Kentucky

Kentucky has a free roadside service for highways, parkways, and interstates in Kentucky. They will change your tire, help with your battery, or anything needed in an emergency. They do not want any money, not even a tip.

The phone number is, **1-877-367-5982**.

Phones are answered 7 days a week, 24 hours a day.  
Roadside service is limited to between 6 am—10 pm.

### Door Prize Winner!

Robert from files is the door prize winner from the Chapter meeting that was held on January 16th.

**Congratulations, Robert!**

### 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.

### 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

## Liberty Mutual Auto, Home and Renters Insurance

Members will benefit from NTEU's partnership with Liberty Mutual, one of the nation's largest insurers, to offer the Group Savings Plus Program.

**Some of the great benefits offered by Group Savings Plus are:**

- A money-saving group discount on auto, homeowners and renters policies;
- Convenient payment plan—checking account deduction or direct billing;
- 24-hour claims service;
- 24-hour emergency roadside assistance for auto customers;
- Personalized service from local representatives.

Group discounts coupled with other premium reductions such as multi-car, multi-policy, safe driver, passive restraints and anti-theft device discounts could result in substantial savings for you and your family. NTEU members will also receive the greatest discount allowable by law in each state. Discounts range up to 10% depending on the state in which you reside.

With the group discounts through NTEU, renters can pay as little as \$8 per month for a renters policy. Renters insurance will protect your possessions from theft, fire or water damage.

Liberty Mutual is also passing along additional savings geared toward the safety and maintenance of your auto and home. Save on products and services from Brinks Home Security, Terminix, Pep Boys, Lo Jack and other well-known companies.

As a member of NTEU, take advantage of Liberty Mutual's Group Savings Plus program along with your fellow members. Call Liberty Mutual at (800) 451-9057 to see how they can assist you with all of your personal insurance needs and to get a free quote.

## 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.



# Coping with Everyday Stress

## Dealing with Anger

Submitted By Bob Klei  
EAP Counselor

All of us get angry sometimes. But too often we let our angry feelings get out of control, express anger in negative, unproductive ways, or bury our angry emotions. Learning to manage and express anger appropriately can strengthen your relationships with others, improve job satisfaction, and make you feel happier and more in control. Find ways to connect with your angry emotions and communicate dissatisfaction to others in an appropriate manner.

### Why and How We Get Angry

Anger is a normal, though difficult, emotion that everyone experiences from time to time. Experts say that many times anger results when we feel helpless or unable to control a situation. Too often we are taught that anger is a feeling of which we should be ashamed or about which we should forget. However, eventually the anger must come out in some form. When repressed or expressed aggressively, anger has been linked to health problems from ulcers and high blood pressure to depression and anxiety disorders. Inappropriate expressions of anger can jeopardize your job, your marriage, and your relationships with others.

The truth is that we can use anger as a positive emotion to resolve conflicts and nourish our relationships if we learn how to properly manage these feelings. By expressing our anger in non-aggressive ways and acknowledging our angry feelings as valid, no one, including us, gets hurt.

Mental health experts say that anger is usually expressed effectively and appropriately, only when the following conditions are met:

- The anger is directed at the person who has caused you to become angry.
- The expression of anger satisfies your need to change the situation or correct an injustice; and
- Your approach seems likely to change the other person's behavior in a positive manner.

### WARNING SIGNS

Many people do not know how to manage their anger. They react in a hostile manner, and later deeply regret their actions. Don't be afraid to talk with a professional about your problem. A counselor can help you become more comfortable talking about your feelings, and can suggest coping techniques and treatment methods.

Seek professional help if your anger is:

- Constantly on your mind.
- Seriously interfering with your ability to enjoy life.
- Making you act violently or abusively toward yourself or others.
- Triggered by something that happened a long time ago or that you can't seem to resolve
- Threatening to destroy your marriage, health, relationships or career.

To speak with a professional about your concern, call the Employee Assistance Program at 1-800-977-7631, or locally to Bob Klei at 859-669-4030. The program is free and confidential.

*(Copyright 2002 ComPsych Corporation. All rights reserved. This information is for educational purposes only. It is always important to consult with the appropriate professional on behavioral or other issues. As you read this information, it is your responsibility to make sure whether the facts and ideas apply to your situation.)*

# Getting To Know Your NTEU



By Courtney Jung,  
NTEU73 Steward

For February please meet Rosalyn Havlin, Carolyn Hagans, and Katrina Newman-McCoy.

We have another new steward, far from the eyes of the majority, but well represents her local members –Rosalyn Havlin (Ros) who works out in Florence. She joined the IRS and Union membership about 12 years ago now; and just this past year came into NTEU as a steward. Ros works for SBSE Headquarters and can be reached at ext. 2679 or by E-mail at [Rosalyn.J.Havlin@irs.gov](mailto:Rosalyn.J.Havlin@irs.gov). Rosalyn states how she really has had a great opportunity from one of the best stewards she knows, Dwight Cornett (we think he's great too). Using her knowledge and observations of one of our head stewards, Ros loves to educate and assist employees. Ros is known to be straight to the point, and has no problems being upfront as she states this in her interview: *"I am not a salesperson by nature. If people ask me direct questions, I give them direct answers. Just my nature."* Sounds like she's definitely going to be a challenge to our management! Go Ros!

Then we have Carolyn Hagans, President of CFIRE Club and a former steward (for ten years) worked in the IRS and has been a Union member now since 1985. She is a returning steward and familiar face to many, yet to some of us she's new and fresh like the rest. Carolyn works in Estate and Gift as a TE and can be reached at ext. 2214 or by E-mail at [Carolyn.C.Hagans@irs.gov](mailto:Carolyn.C.Hagans@irs.gov). Ms. Hagans has always believed that the Union is a great source of information, education, and a wonderful team of individuals who are involved with helping others learn their rights and privileges. She will tell you right away that management does not have the right to give you the runaround and that the NTEU will always be there to keep you informed and keep management in line!



Grateful to have Katrina Newman-McCoy on board, she is also the President of Federally Employed Women (FEW) and a very active lady in our society for civil rights! She joined the IRS in 1988 and became a member of the union in 2002. She has been a steward for about a year. Katrina works in Customer Service as a CSR and can be reached at ext. 5218 or E-mail at [Katrina.S.Newman-McCoy@irs.gov](mailto:Katrina.S.Newman-McCoy@irs.gov). Her first name sounds like a hurricane, and let there be no mistake she has a ferocious zeal for civil rights and fairness for all employees. Her passion for these aspects inspires her to be an active steward and member amongst her co-workers. Katrina was asked what she would like to share with those reading this, and she has this to say: *"The NTEU does a lot of good for everyone, but there is still work to be done – I want to be a part of the solution, and I encourage others to do the same."*

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## Letters to the Editor

Heather, we are literally cracking up at your article in *The Force*...It is the best thing that's been in there for months... We know the "bug" problem is a serious thing, but we need a little comedic relief once in a while—Linda

## UNION LANGUAGE FROM TRUTHFUL JAMES

(With apologies to Bret Harte)

I reside at Cincinnati, and my name is Truthful James;  
I am not up to small deceit, or any sinful games;  
And I'll tell in simple language what I know about the row  
That's breaking up our Center upon the Ohio.

But first I would remark, that it is not a proper plan.  
For any Department head to whale her employee band,  
And punish ACS Support for three received date errors,  
To restrict their output with self-destructive servers.

Now nothing could be finer or more beautiful to see  
Than the work produced by people working proud and free.  
Till ACS Department head decided she still knows something better  
That employees need to have detailed reviews of each and every letter.

Then Retha Zulager read a PAS report, and she reconstructed there,  
From those small bones, a "trend" that was extremely rare,  
And she called the Department for a suspension of the inventory,  
Till she could prove that those employees do not grasp her story.

Then she smiled a bitter smile, and said "They are at loss."  
It seems they have been trespassing on her role as boss;  
She is a most vindictive chief, this quiet Ms Whip hand  
And on several occasions she has cleaned out respect employee's demand.

Now I hold it is not decent for a Department management  
To say employees are stupid—at least, to all intent;  
Nor should they be stopped in production to satisfy  
The whims of a chief, who demands they just comply.

And this is all I have to say of these improper games,  
For I live in Cincinnati, and my name is Truthful James;  
And I've told in simple language what I knew about the row  
That's breaking up our Center upon the Ohio.

## Recruit New Members

November 1 to April 30th

<b>First Place:</b>	<b>\$500.00</b>	<b>at least 25</b>	<b>1187's.</b>
<b>Second Place:</b>	<b>\$400.00</b>	<b>at least 20</b>	<b>1187's</b>
<b>Third Place:</b>	<b>\$300.00</b>	<b>at least 15</b>	<b>1187's</b>



## National Grievances Update

Do you want to know what NTEU is doing for IRS employees nationally? NTEU continuously fights for our rights as federal employees. Some of the recent national grievances filed on our behalf involve, Leave Bank Boards, Various SB/SE Unilateral Changes, Refusal to Post RO Vacancies at the GS-5 level, Delay of Career Ladder Promotions, Revised Appraisal Guidance, and NPAA Awards. Most employees could fall into one of these categories at some point in their IRS career. NTEU is fighting now, so that it does not become an issue for YOU in the future. Look for more information regarding these and other national grievances in future editions of *The Force*.

## PTSP

Did you know the IRS is planning to terminate supplemental requests for missed distributions (Form 11664-H)? This means that employees who miss the scheduled disbursement and are not able to file paperwork to have someone pick up their vouchers for them will not be able to ask for a supplemental disbursement. We all know emergencies happen. Should employees be penalized because they are unable to make it to the 'scheduled disbursement' due to illness or family tragedy? Of course they shouldn't.

Well, if the IRS gets its way, after February 4, 2008 employees will no longer be allowed to submit supplemental requests for missed distributions.

This is a very important matter and NTEU will continue all attempts to resolve it as quickly as possible.

## Incentive Pay & Gainsharing News

Management is withdrawing their last proposal for changes. That means there will be no nationally mandated changes in Incentive Pay or Gainsharing programs during this filing season.

This is great news for our Data Conversion employees because, according to NTEU's calculations, the proposed changes would have significantly lowered Incentive Pay and Gainsharing earnings.

NTEU will continue the fight to ensure any changes proposed in the future do not have a negative impact on your ability to earn Incentive Pay and Gainsharing.

**NTEU Chapter 73's Pat Breitenstein was on the national negotiating panel for this issue. Pat is also a National Vice President for NTEU.**

# “How Come I Didn’t Get the 3.5% Pay Raise I Was Supposed to Get!”

By Tina Wentz,  
NTEU73 Steward

I am not a writer; Nobel Peace Prize winner; or a multi-million dollar novelist. I am a Chapter 73 steward who tries to educate both management and the members about their rights as defined in the IRS and National Agreement. I am a steward that protects the Employee’s rights under this agreement. I am also one of the hundreds of thousands Federal Employees that was to receive the 3.5% raise Congress approved for 2008. I also want to add, that had it not been for the strong support of our members and National NTEU speaking to Congress on our behalf we would have received yet again a far lower raise than we should. (This statement is for the wayward Non-Members) I say to them again THIS IS WHAT NTEU DOES for you! Oh, I apologize, I digress. The day I found out the news that Congress had approved the 3.5% raise for Federal Employees, I was ecstatic!!! Congress has again listened to NTEU’s voice on Capitol Hill on behalf of the Federal Employee and continued to bridge the “gap” between private sector employees and civilian employees. (YET AGAIN ANOTHER VICTORY FOR NTEU.) You can imagine my confusion and dismay when I saw the 2.84% raise our location received. I thought, this is some sort of error, this cannot be true! We were given a 3.5% raise! That being said, I did what any steward/employee should do. I researched, asked questions, and gathered my information to be able to do battle if need be. The following is what I found out.

Current locality rates are determined based on several factors. The Bureau of Labor Statistics calculates the private sector pay rates within each locality pay area, and the differences (or “gap”) between these private sector rates and federal pay rates under the General Schedule. Under the Federal Pay Comparability Act (FEPCA), the law that established the locality pay program, federal employees are supposed to receive locality pay equal to 95% of the pay gap in each locality. However, the FEPCA formula implemented, for each year (except for one) the President has implemented an “alternative pay plan” to provide smaller locality pay raises than would otherwise have been provided under FEPCA. If FEPCA had been fully implemented, employees in Cincinnati would have received locality pay of 21.8% in 2008. In 2007, the rate was 17.38%, so that 79.72% of the target gap had been closed. This was actually the highest locality figure in the country. The rest of the United States, (RUS) only had 67% closed using the 2007 locality rates, and in Washington, D.C., it was under 42%.

Congress passed, and the President signed, legislation providing funding of 3.5% for federal employees pay raises for 2008. The most significant portion of this was allocated to provide an across-the-board increase of 2.5% (which matches the GS increase provided under FEPCA, based on a formula of .05% less than the nationwide Employment Cost Index). The remaining 1% of the salary budget was allocated to fund locality pay increases. Historically, these locality pay increases have not been uniform, but have been determined based on the gap for each area. In recent years, the President (based on recommendations from the OPM) decided to provide the larger increases to those locality pay areas where the remaining gap between federal pay and private sector pay is the largest. Because the Cincinnati area shows locality pay is closest to full implementation, it received the smallest increase in locality pay in 2008 (added to the 2.5% increase in GS pay), while Washington, D.C. with the largest remaining gap, received the highest locality pay increase. Cincinnati received less than the RUS because the remaining gap for Cincinnati was only 4.42%, while the remaining gap for RUS was 6.13%. After implementation of the 2008 rates, Cincinnati still has the highest percentage of the pay gap closed. 81.56%, while the RUS is only at 70.27% and Washington, D.C. is only at 46.83%. Please remember that 3.5% is an average not a flat rate. Congress did approve the higher pay raise than recommended by the President. If the President’s plan had been adopted, the average federal pay raise would have been 3% instead of an average of 3.5% because the locality pay area computations would have been different.

The general schedule pay increase for 2008 is 2.5% , 1.0 % Locality pay is added to that amount. The result is a nationwide average of 3.5% for 2008. I know this sounds very technical, and it is, but I hope this helps. I just want to say in closing, I do not like it, but I somewhat understand it; and I have to accept it because it could have been worse, maybe 1.97% again or no raise at all. I explained some of this in our Chapter Meeting on January 16th when a member questioned the raise.