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## Chapter 73 Officers Are Sworn in

Covington KY On June 2, 2009 the election process came full circle as the new slate of officers were sworn in by Field Representative Eric Bruce. It was a somber occasion as each elected official repeated the oath of office. Each of them swore to uphold and defend the Constitution and bylaws of the National Treasury Employees Union. This and our duty to uphold and enforce the National Agreement with the Internal Revenue Service is a solemn responsibility not taken lightly. Missing from the ceremony was Jeff Seibert who had a previous commitment. He will be sworn in by Regional Vice President Pat Breitenstein. The first board meeting is in July and it is expected that the board will tackle many issues

that center around the problems that have surfaced before and during the last election. For the time being there was light-hearted comradely before and after the ceremony. It was the end of one hard fought journey to get there yet the

beginning of the journey of the next three years. Even those who been there before realize that they are facing the unknown, as those three years lay before them. The challenges, the victories, the loses, the joys and the disappointments. But for now it was time to savor the victory then return to reality. Since it was a normal working day for the new board as they met briefly in a socially after the ceremony then it was back to their many duties. Each departed for their office.



Left to right seated Vice President Dwight Cornett, President Jackie Huff, Standing Executive Board Members Peggi Liver, Heather Phillips, Tammy Donaldson, Treasurer Cathy Dunhoft, Executive Board member Tammy Rackley and Secretary Julia Wiley Missing Executive Board member Jeff Siebert

**Coming up  
 in the July Issue  
 of *The Force*.....  
*The Force*  
 takes a look at  
 the changes in  
 The New  
 National Agreement**

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## **Straight From The President's Desk**

*By Jackie Huff Chapter 73 President*

their designated spots while at work. We are hoping that both sides look at the rights of all employees here and use good judgment when getting to an agreement. Although many people would like to see smoking banned everywhere it is still legal and much taxes are collected from the smokers which would be put elsewhere if that was to stop. Both smokers and non-smokers should look at both sides and show respect to their fellow employees.

### **NTEU Members Picnic:**

The NTEU picnic was a success again for 2009. From the looks on some of the kids faces our steward Mike Murphy captured they were enjoying themselves (located on the back page of this months force) thank you all very much for making this year picnic.

### **National Agreement Update:**

Seems the Agency denied several articles in the new contract. Per article 47, the union has a right to re-negotiate the entire agreement or just the articles the Head of the Agency wouldn't agree to. It is my understanding that due to the time-frames if taken to the FLRA the national NTEU office has decided it may be best to find out what language of the articles the agency didn't agree with and work on new language for the disapproved articles verses re-negotiating the entire agreement. Visit one of your union offices to get updates when they come in from our national office.

### **Smokers beware:**

Seems it is GSA turn to target the federal smokers. GSA has sent notification to National NTEU to negotiate what changes they want IRS to make concerning the employees who work for the Federal Government. I totally understand that non-smokers have a right to walk into any Federal building and not have to worry about doing so through a cloud of smoke but I believe the smokers have a right to smoke in

Is everyone aware that the number one health risk now is obesity with smoking moving to number two? What will be next.....

### **FMLA:**

Members if you have a chronic medical condition and have been taking leave due to that medical condition then you might want to speak to one of your union stewards or come to one of the union offices before management starts charging you AWOL. We have union stewards who are experts on the Family Medical Leave Act and will let you know your rights and what your manager can and should not do when you want to or have acted on those rights. Don't wait until it is to late.....

### **Next Chapter Meeting:**

July 15, 2009, GWC room 507 @4:30-6:30 pm. Hope to see all our members there. This is when you can find out about what is going on in YOUR chapter.

## **Chapter 73 Lunch and Learn:**

Chapter 73 will be conducting lunch and learn sessions for its members. The first in this series will be held June 23rd in Florence files training room A, June 24th at the 4th Street Center room 49, June 25th at the IRRRC Florence Innocent Spouse / SOI conference room A and June 30th at the Gateway Center room 501. All sessions will be from 11:00 AM until 1:00 PM. The Subject of these sessions will be how to write a self assessment. This is on your time and the presentation is approximately 20 minutes long.

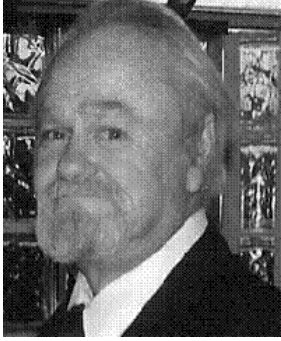


## **House Approves Paid Parental Leave**

In an important step for working families, the House approved legislation H.R. 626 that would give federal employees four weeks of pay while on leave under the Family and Medical Leave Act for the birth or adoption of a child. NTEU has strongly advocated for a paid parental leave policy and worked with members of Congress to generate support for the legislation. Hours before its approval, NTEU participated in a Capitol Hill news conference on H.R. 626 attended by congressional proponents of the measure as well as representatives of women's and family advocacy groups.

In advance of the vote, President Kelley sent a letter to members of Congress addressing the question of cost raised by opponents of the bill. "A paid parental leave policy will save the government money by reducing turnover and replacement costs, which are estimated to be 25 percent of a worker's salary," she wrote.

NTEU will continue working to see this measure become law. A companion bill, S. 354, is pending in the Senate.



## Vice President's Beat

By Dwight Cornett  
Chapter 73 Vice President

I want to take a moment to personally THANK everyone who voted for me and hope you all had a most enjoyable Memorial Day holiday. Now with that out of the way I will get down to the important matters, "protecting your rights". Most recently NTEU has accomplished some significant wins. Wins that will in affect help NTEU protect your rights more. A recent arbitrator's decision concerning the agency's FOH doctor's role in the FMLA process indicated strongly that their role is merely to assist the agency in determining if illnesses meet the criteria of a Serious Health Condition. It further stated that it was not the FOH's role to undermine the original doctors estimated intermittent days off determinations. This was also supported by another arbitrators decision that stated employees who are legitimately ill can not be charged AWOL. In another winning arbitration deci-

sion NTEU won rights for employees on Compressed Work Schedules (CWS). Management terminated specific CWS (4/10) work schedules for employees of a specific group. NTEU fought that the agency's change required notification to NTEU and giving them the opportunity to negotiate Impact and Implementation (I & I). The arbitrator recognized the harm being done by the agency's unilateral implementation and reversed the process adding a few other incentives. On a local front here at the Cincinnati Campus we have on file in access of 500 grievances, about 60 cases currently scheduled for arbitration with at least 30 oral replies in the works and hundreds of cases are settled officially but informally each week. **REMEMBER there is a 15 day limit to file a GRIEVANCES and rebut officially anything you receive you don't like or agree with.**

Grievances right now are at an all time high for this center it is advisable to be a member. The cost is minimal even during tough times if the agency takes you on. Just think how little that cost would be if the agency attempts to remove you. The difference could be measuring worth of your job Vs unemployment. Help us STAY STRONG become a member to-

day.

Do you have an issue or question about your rights or about becoming a member? If so please contact one of NTEU's 3 offices, IRRC building X-5024, GWC building X-5700 or the 4<sup>th</sup> St Office on 5370.

## Lawmakers Unveil Bipartisan Domestic Partner Benefits Bills

GovExec, May 21, 2009

A bipartisan group of legislators has introduced House and Senate bills that would grant the domestic partners of gay and lesbian federal employees the same health and retirement benefits as the spouses of heterosexual workers. Colleen Kelley, president of the National Treasury Employees Union, said members frequently ask about the status of domestic partnership benefits. NTEU reached an agreement with the Federal Deposit Insurance Corporation, which operates under different pay and benefits rules than most federal agencies, to create a domestic partner benefits program. Kelley has said she hopes other agencies will use that program as a model



### NTEU Swapper

#### !!!Buying, Selling or Trading!!!

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.

### NTEU73 Union Office Hours

#### Fourth Street Office

Monday—Friday 7:30 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 7:00 AM.—3:30 P.M.  
(859) 669-5024

**Not a Union member?**

**Missing out on all the benefits Union membership brings?  
Join Today!**



## Passages In Time

**John F. Mitchell April 28, 1946— May 20, 2009.** John Mitchell changed the face of NTEU Chapter 73. He served as the Chapter’s President from 1997 to 2000. He was a gentle man yet he was firm when the situation called for it. He saw a partnership agreement that was a sham. He ended it and stood up to then Director Wayne Hicks until IRS agreed to an agreement that gave NTEU 73 pre-decisional input and equal representation on all standing committees. This newsletter was named after John Mitchell’s ticket— The Force. Under his leadership the annual picnic at Stricker’s Grove was first established and has continued with the eleventh just held May 23rd. John ran unsuccessfully for National President in 1999 being defeated by the current National President, Colleen Kelley. He retired in 2000 to his family home in Wilmington Ohio. John died Wednesday afternoon (May 20, 2009) at Clinton Memorial Hospital, Wilmington. “I owe John Mitchell he taught me how to be a steward and he gave me the opportunity” said Heather Phillips Editor of the Force. There isn’t a day go by that I don’t think of him” she added. “John was my mentor; he not only developed me as a union officer, but also instilled in me professional values that have carried

throughout my IRS career” stated his Vice President and Chief Steward Barbara Courtney.

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**Paul R. Meyers** 65, died Saturday, May 30, as a result of a vehicular accident, at the University of Kentucky Medical Center in Lexington. Paul was a long time member and a fixture at Chapter 73 Chapter meetings and functions. He supported the Chapter in good and bad times. He was positive and believed in union membership. Paul was in charged of the small mail area near Building B. Whenever the Chapter had mail in our box, he would personally inform the Chapter. He always had a smile and a good word to share. Paul was one of a kind and will be missed.

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**John Elam** 66, a retired IRS employee and union member John passed away May 17th in Indianapolis. John was a good hearted kind man that made a positive impression with those who knew him. John’s daughter Wanda Casson is a NTEU steward and Customer Service Rep. John’s sons Brian and Robert as well as their wives Cheryl and Amanda work at the Service Center.

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**Birth:** Congratulations to former steward Latoya Bailey who gave birth June 9th to a 7 pound 2 ounce baby boy. Both mother and baby Parker Dwight are doing fine.

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**Promotion:** Congratulations to union steward and official Chapter 73 photographer Mike Murphy on his promotions to MITS. Good Luck Mike.

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*If you have an item for the Passages in Time please email it to Heather Phillips at Heather.J.Phillips@irs.gov. Please put Passages in the subject line.*

*The Force reserves the right to select and or edit the content of items for print.*

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### Letters we like to receive.....

From David Moeser Just want to let you know that Jim Gregory provided valuable advice to me in preparing for the mock interview for a lead job. I've always found that he does a great job. *Jim is one of our leading stewards. He helps a lot of employees during his work week. Great Job Jim!! — Ed*

## The Force

“NTEU73’s Hard Hitting Newsletter”

**President: Jacqueline S. Huff**  
**Vice President: Dwight Cornett**  
**Secretary: Julia Wiley**  
**Treasurer: Cathy Dunhoft**

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

**Editor: Heather Phillips**  
**Assistant Editor: Tammy Rackley**  
**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.”*

# They Speak With Forked Tongue

Heather Phillips  
Editor

Those of us old enough to remember the Saturday morning westerns on the television in the fifties will recognize the statement "they or he speaks with a forked tongue". It was the typical way the native American's spoke about their white adversary. The meaning was clear; they did not speak the truth. What was promised was soon tossed aside.

We stewards feel this way about some managers. We have reduced these managers to get it in writing only. Why because in the past they have demonstrated that what they promise and what they deliver are two separate matters. To illustrate one case in point. Employees came into the Fourth Street Office when work was slow in their area complaining that their manager would not let them use their annual leave for the balance of the day. Management insisted on sending them instead to another area citing that area's workload as reason for the denial. A message was left for the Department Manager and after a lengthy wait the call was return. This Department Manager assured me that it would be taken care of and that her managers would not do it in the future. Two weeks latter the same employees are back with the same issue. A call to the same Department Manager and it was de javu. Another case in point, an employee telephones the union office upset with her release recall number. The Department manager stated that the individual was not fully successful in one of the measured elements. After reviewing the employee's current numbers assured NTEU that the employee was still not successful. When the employee finally received a copy of her report it showed that she actually exceeded. I think this Department Manager speaks with forked tongue. Unfortunately, this Department Manager is not alone. We deal with Frontline managers, Department managers, Operations manages and even Directors that speak with "forked tongues". And management wonders why it has very little creditability with employees. So for these managers (and you know who you are) this butt is for you.

## Administration Makes Key FLRA Appointments

The administration on Thursday announced appointments to two key positions at the Federal Labor Relations Authority (FLRA), the independent agency charged with overseeing federal sector labor-management relations.

President Kelley said both agencies and federal employees "will benefit from the skill and knowledge" of Ernest DuBester as a member of the Authority and Julie Clark as FLRA General Counsel. NTEU has worked with both nominees in the past and looks forward to their Senate confirmation.

NTEU has urged the Obama administration to fill vacant positions on the FLRA and to prioritize clearing the longstanding backlog of pending cases.

## Flag Day June 14th

In August 1949, President Harry S. Truman proclaimed June 14 as Flag Day. Since then the President proclaims the commemoration yearly, and encourages all Americans in the country to display the Stars and Stripes outside their homes and businesses. Individual states determine how they will observe the day. Each NTEU member is encouraged to fly our country's flag on Sunday June 14th as a sign of solidarity and patriotism. Be proud to be an American.

**Chapter 73 proudly presents  
June's Horse's  
Award To**



**CIRSC Managers Who Speak  
With Forked Tongue**



**Listen to Heather Phillips & Tammy Donaldson on  
Chapter 73 NTEU Minutes on Artists Club Radio**

**<http://artistsclub.tripod.com>**

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## TEAMING DOES NOT JUST HAPPEN-IT IS HARD WORK

Kelley Loetscher

Over 2 decades ago businesses studied why professional athletic teams were so successful. The answer was TEAMWORK!!!! The concept of teaming is that people working together can combine ideas, talents, work productivity, resources, and goals to benefit the entire team. Human Resources discovered that the idea of belonging to a team and being part of a team was inherent human nature. The animal world is the greatest example of teaming within species. It was then that corporations throughout the United States and the world began re-organizing into teams to become more efficient, accountable, cooperative, and productive. It was a difficult change for many workers who had worked independently and competitively for so long. Thus, it took training, more training, assessing, realigning and more training to consistently maintain the teaming concept of working together for the good of the whole.

It then began to infiltrate education. Speaking from expertise and as a change agent for middle school teaming in the United States, I initially thought I was the only one who could teach MY students, and did not need the other 4 or 5 content and special area educators to work with me to become better. How wrong I was. I studied teams and teaming, working to the point where I was able to pilot, implement and work as a team of teachers and students. My energy, expertise, and enthusiasm for teaming became a passion. I became a change agent in the field and traveled across the United States training teaching staffs to work in teams. It was not an easy task and takes hard work EVERY DAY to maintain high functioning teams.

The point? The IRS works in teams today and it has not been that long that we were re-organized as such. Management was highly trained in this field and developed awareness that

individually they could not accomplish what they could if they were a team. The Service Center developed Departments, Manager, and TEAMS of employees. The problem is...the team members were not trained in the concept of teaming. We were not even active participants with our other teams engaging in activities to bond. Teaming at the lowest level is not about teaching every employee to like everyone they work with. It DOES teach individuals that each of us is an important part of their team and brings something special to it. A team is only as good as its weakest link. Therefore, encouraging, assisting, and working together raise the weakest link to conform to the goals of the team.

It does not work with one training class. Teams are alive, energized, and always changing. They require weekly meetings, bonding activities and constant tweaking to adjust to the individuals, challenges, and goals of the team. This is the challenge for the leadership from the top down...to know your teams, what they need, how they are changing, their frustrations, unique challenges and goals. This then is translated into best practices- methods to provide the necessary tools to assist teams in their development. One only has to look at professional teams in any one sport to know how different each team is, beginning with their personnel, personalities and unique charisma that makes each team so different, yet set on the same goal.

We need team training with our own teams in order to achieve the success we all strive to for quality in business, employee, and customer service. This training will only benefit the Service Center toward its very goals. We spend so much time in training. The government spends so much money on this training, but forgets...anything taught in a vacuum stays in the vacuum. It's each team's individual

needs that desperately need to be addressed so we can all function more effectively together instead of working in isolation, ignoring the positive attributes teaming has on its members. We are as good as and better than any professional athletic team. We all work hard, train, focus, and know the goals in our departments. We are only lacking in the most difficult challenge of all, which is working together, addressing the needs of each individual to enhance the team. We may not win the Super Bowl, NCAA Championship, World Series, World Cup etc, but we will win for the taxpayers and will know we have made a difference. Teams are human and humans have needs. To work together our leadership must train us and provide us the tools to become the teams we could be.

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### NTEU Offers Travel Discounts for Summer Vacationers



Memorial Day signifies the unofficial start of summer, which means now is the time to start planning the annual family vacation. Before you book, [visit the Member Benefits section of NTEU.org](#) for exclusive discount codes you can use at popular rental car companies and hotel chains nationwide. Or if you plan to take your own car on the open road, take advantage of valuable discounts on oil changes.

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**Not A Member?**

**Why Not?**

**Join Today!**

**Join NTEU**

