

Over 35 Years of Service!

Throughout history there have been many strong union leaders. Leaders who pave the road for those employees who follow behind them with the goal of making the work site a better place for all those involved.

Who can forget Crystal Lee Sutton, (best known from the film adaptation of her life in the 1979 film *Norma Rae* starring Sally Field)? Ms. Sutton was a textile worker from North Carolina who fought management and successfully orchestrated a union election to unionize the factory she worked in, resulting in a victory for the union.

Then there is Mary Harris "Mother" Jones who became known as "one of the most dangerous women in America" for her actions in organizing coal miners. She also brought the issue of child labor to the forefront of the public agenda leading the children's crusade resulting in states instituting child labor laws.

The Cincinnati campus has our own Norma Rae who is unafraid to stand toe-to-toe with management fighting for a better work place. We have our own Mother Jones who may arguably be considered "one of the most dangerous women in the IRS," as she fights each battle to the end in an uncompromising battle to achieve the best outcome for our employees. We honor Pat Brietenstein for her dedication and commitment to NTEU members!

As many members know, Chapter 73 took a moment out of our busy lives to honor one of our own at the last Chapter meeting. Vice-

President Dwight Cornett had the privilege of presenting Pat with an award honoring her dedication and commitment to serving NTEU Chapter 73 for forty-one (41) years!

It is unfortunate that management decided to "recognize" Pat by handing her a plaque for 35 years of service, (adjusted from 41 because of furloughs etc.), while passing her by in the hallway. Quite simply Pat deserves more! So we choose to honor her in recognition for all that she does for NTEU.



Pat began her career in 1969 during an era marked by social revolution. When she started President Richard Nixon was inaugurated after running a campaign promising peace with honor to a nation in unrest, America won the space race by being the first nation to put a man on the moon, Woodstock went into full swing when a half million concert goers took over a small New York State town and the Miracle Mets came from nine games behind to capture to pendant from the Chicago Cubs ultimately winning the World Series title.

The IRS was different too. First there was a dress code for this female dominated workforce; dresses or skirts were required and that had to

continued on page 3

Inside this issue:

Straight From The President's Desk	2
It's Your Contract	3
Back in '69	6
Efforts to Freeze Federal Pay	7
A Brief History of NTEU	7

**T
h
e

F
o
r
c
e**



Straight From The President's Desk **By Jackie Huff Chapter 73 President**

Thank You Pat !!!

We decided to dedicate this entire issue to Pat Brietenstein. Some of you may have heard me voice my discontent over management “presenting” Pat with her 30 year plaque as an after thought as they passed her in the hall. To worsen the blow award of recognition was nearly a year late!

Pat works tirelessly for our members. She is our TEPS coordinator and the go to person for anything related to TEPS. In all honesty she has forgotten more about TEPS than most will ever know. She is also the steward our members turn to when they need a compassionate ear. Pat is never afraid to tell management exactly what she thinks.

Pat also plays an integral role within NTEU National Office, as she is one of the National District Vice Presidents. Pat works tirelessly, often called to travel to DC on the weekends to address issues of National importance.

Anyone who has worked with this dedicated steward knows Pat is deserving of an honor for her dedicated service to NTEU. The chapter, as a small token of our appreciation, presented Pat with award at our last chapter meeting. I am honored to work beside Pat on a daily basis. She offers our stewards a wealth of knowledge and our members' uncompromised dedication.

Pat is a extraordinary steward, a phenomenal National Representative, and an extraordinary woman. I Thank you

Pat, for a job well done.

Important Information regarding membership

For more than 70 years, the National Treasury Employee 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 like Alternative Work Schedules
- * Delivers regular member only communications to keep you informed on federal employee issues
- * Fights outsourcing of federal employee jobs, including privatization of tax collection
- * Provides support, advice and information to help our members successfully complete their probationary period

Become a member today.

Together we bargain... separate we beg!

. Over 35 years of Dedicated Service continued.

be minimally knee length. This expectation of course was in contrast to the fads of the day wherein mini skirts were popular attire, albeit not practical for pushing carts and lifting boxes.

Additionally when Pat entered the doors of the IRS employees like herself started their careers as GS-2 date transcribers making just \$4,360 a year! Currently we have no GS-2 positions within the IRS, but if we did they would be making at least \$23,730.

Pat immediately realized the importance of being an NTEU member and joined shortly after being hired. Never one to stand idle in the face of injustice Pat just as quickly became a union steward. Those who worked with Pat during the beginning of her career describe a woman much like the one we know today; a tenacious union steward with uncompromising character and morals. Many of us have witnessed Pat in action first hand standing up to management; even going so far as to advise them that they can be held personally accountable and sued by employees for the actions they have taken.

Pat holds the title of full time steward locally, but she was also elected as a leader on the National level when she was voted to hold the position of National District Vice President. As national Vice President Pat is responsible for overseeing several chapters. She was elected nationally by the various presidents of NTEU chapters to her position and takes her role very seriously. Just as she is willing to battle management, Pat often challenges National Office if she believes that her position is in the best interest of the members. Pat Breitenstein is not afraid to speak her mind to anyone and resolves to continue to do so if she believes that the member's rights are being infringed upon.

Like so many others in NTEU I can say that I am proud to stand beside Pat as both a steward and member of NTEU.

It's Your Contract

Question: I have a issue and need to talk to a union steward about possibly filing a grievance, so I went to my manager and requested permission to go to the union office. My manager told me that I had to go on my lunch or break, then said I could also come in early or stay late. When I told her I didn't believe this was accurate she insisted I must go on my own time. Is this correct? Do I have to use my own time to discuss a work related issue with a union steward?

Answer: I suggest you review Article 9 section 9C. Remember knowledge is power! The contract is very explicit in this area employees get paid for the time they spend during a work day talking to their union representative regarding grievances, getting advice and answering questions and reviewing records to name a few.

Our chapter has stewards that were selected by the president. Chapter 73 stewards are well trained and equipped to answer your questions, advice you and if necessary aggressively represent you. So it is important to know the rules about your right to union representation.

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

RIVERFRONT PIZZA

OPEN

Mon - Thurs 11 am - 11 pm
Fri - Sat 11 am - Midnight
3rd and Philadelphia
Covington Kentucky



For Fast
Carryout
Or Delivery
Call 261-4800

PIZZA & HOAGIE
KITS AVAILABLE

\$ 1.00 OFF ANY DRINK

Not valid with any other offer or discount. Must present coupon & proof of NTEU membership - Expires 03/31/2010

NTEU Organize
2010 Mobilize
Deliver



Back in '69

Things were different when Pat Breitenstein started her career in 1969. The culture of the IRS was a different world. When we covertly interviewed Pat for this edition of the newsletter she stated that she misses the old days at the IRS. She believes that employees took pride in their work because management took pride in their employees. Below are some fun facts about the year Pat entered our doors.

Cost of Living 1969

How Much things cost in 1969

Yearly Inflation Rate **USA 5.46 %**

Year End Close Dow Jones Industrial **Average 800**

Average Cost of new house **\$15,550.00**

Average Income per year **\$8,550.00**

Average Monthly Rent **\$135.00**

Average Cost New Car **\$3,270.00**

Toyota Corona **\$1,950.00**

Gas per Gallon **35 cents**

The Force

"NTEU73's Hard Hitting Newsletter"

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

Co-Editor: Amy Arnold
Co-Editor: Tammy Rackley
Photographer: Michael Murphy
Website Design: Joe Ciaramitaro

NTEU73
P.O. Box 12389
Covington, KY 41011

Phone: (859) 669-5370
Fax: (859) 669-5307
Website Address: nteu73.org

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



April 21, 2010
July 21, 2010
October 20, 2010
January 19, 2011

Passages In Time

Do you have news you would like to share with the chapter? Births, deaths, graduations etc.

If you have an item for the Passages in Time please email it to Amy Arnold at Amy.N.Arnold@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.



Did you move?

Do you know if you moved and updated your address with the IRS they will not forward that information to us? Keep in the know, update your information!

Name: _____

Address: _____

Phone: _____

Home Email: _____

Just stop by the union office and drop this form off and we will do all the work for you!

Not a member stop by and join! We have a Form 1187 waiting!



RIVERFRONT PIZZA

OPEN

Mon - Thurs 11 am - 11 pm
Fri - Sat 11 am - Midnight
3rd and Philadelphia
Covington Kentucky



For Fast Carryout Or Delivery Call 261-4800

PIZZA & HOAGIE KITS AVAILABLE

\$ 1.00 OFF ANY DRINK

Not valid with any other offer or discount. Must present coupon & proof of NTEU membership - Expires 03/31/2010

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 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.



Efforts to Freeze Federal

Colleen Kelley today took issue with a proposed amendment to Senate tax legislation that would freeze the pay of federal salaries and cap the number of federal employees.

In a letter to every senator, NTEU President Colleen M. Kelley said there is no need to freeze the pay of frontline federal workers—many of whom are suffering in difficult economic circumstances with spouses or other family members unemployed.

She expressed the union's strong opposition to a proposed amendment by Sen. Tom Coburn (R-Okla.) to H.R. 4213, the tax extenders legislation, as well as to similar language contained in a proposed substitute amendment to the bill expected to be offered by Sen. John Thune (R-S.D.).

President Kelley noted, first, that the White House has proposed only a modest 1.4 percent pay raise in 2011 for federal civilian employees, and, second, that this raise is based on the Employment Cost Index, which measures wage increases in the private sector.

The Coburn amendment also contains language dealing with tax delinquencies by federal employees. President Kelley called that effort "redundant," noting "there is already a very successful employee garnishment plan in effect."

In recent weeks, both the House and Senate have rejected other efforts to freeze the pay of federal civilian workers.



A Brief History of NTEU

The National Treasury Employees Union (NTEU) has been famous for aggressive use of the courts to supplement their statutorily-limited powers to bargain and restraints on traditional labor tactics such as strikes and boycotts.

In 1972, the union sued President Richard Nixon, challenging his decision to bypass Congress and postpone salary increases for all federal workers covered by the General Schedule. This lawsuit, *NTEU v. Nixon*, resulted in an unprecedented victory that required the government to pay over \$533 million in back pay to federal employees.

In another lawsuit, *Boyce and Dixon v. United States*, the removal of two IRS service center employees was reversed, establishing for the first time the principles that an agency did not have total discretion in penalizing employees and that mitigating circumstances could render an agency-ordered removal an abuse of discretion.

Shortly thereafter, in *NTEU v. Fasser*, the union won the right for federal employees to engage in information picketing, an action previously deemed banned by federal law. During the Reagan and Bush administrations, NTEU fought the onslaught against federal employees aggressively in numerous court battles. It took the issue of the constitutionality of random drug testing of Customs inspectors all the way to the U.S. Supreme Court in *NTEU v. Raab* and it successfully fought anti-worker initiatives proposed by the head of the Office of Personnel Management (OPM).

NTEU continues to blaze the trails in the fight to maintain the integrity of our employee's rights! Our own Pat Breitenstein has helped in many of NTEU's successes and continues to do so today.

Thanks for a great picnic!

