

Members Make Trip to Capitol Hill to Push Employee Issues

Because of the weather, The trip to Washington did not go as well as planned, but still the trip to the nation's capitol went very well.

Any member who wanted to go rode an over night bus to Washington. The bus arrived about 8:30 in the morning. But because of the rain, the rally in the grass in front of the capital building was cancelled.

Still, the participants were able to meet Ohio Senator Rob Portman, who arranged for a tour of the capital building. After that, the group walked to the Hyatt Regency Capital Hill to attend a luncheon that NTEU National provided.

The luncheon they were able to meet NTEU National President Tony Reardon,

NTEU National Executive Vice President Jim Daley and NTEU Legislative Director Mo Gillman. Participants were given a

personal update from the national leaders and served lunch before returning to the bus for the trip home.

The trip was organized by NTEU73 Legislative Coordinator Debbie Mullikin and NTEU Treasurer Laura Mitchell.

"It's a shame the weather was such that the rally had to be cancelled," said NTEU73 President

Rick Riley. "But really, it worked out well because they were able to take the capital tour, plus have the luncheon. That was something that Tony added at the last minute. We all very much appreciated it, and it really made the trip more even worthwhile than usual."

The trip was free to anyone who wanted to go and it is something that NEU73 has been doing for the past several years.

Originally, there was to be rally on the grounds of the capital with several members of Congress speaking. At the luncheon Mr. Reardon explained that it was not just the rain, but there had been tornado warning issued. As it turned out, it rained only slightly, but that did not damp the outing very much.

"We usually do the bus trips every two years during election years," explained Debbie Mullikin. "I think we learned a few things this year to hopefully make it an even better trip next time. But I think it went very well, overall."



NTEU73 President Rick Riley with Congressman Steny Hoyer in Washington.

Electrical Appliances Targeted for Removal

Management has been informing employees that they are not permitted to have personal devices plugged into IRS electrical outlets. This includes personal fans, heaters and unit coffee pots. This mandate is specifically in violation of two agreements.

The first is the national IRS-NTEU contract. In Article 27, Section 1,G-2 (pg. 95)it states, "Coffee pots, personal heaters and fans will be permitted in the work area if inspected and approved by the Employer in advance of use." That is pretty clear. In another memo, IRS has agreed that devices with the UL inspection label are acceptable.

The fear is that these types of appliances can have bad cords, resulting in fires and other safety hazards.

The issue has recently come to a head when a bargaining unit employee complained about another employee using a heater at her desk. A memo was then issued "reminding" employees that this was not permitted. After NTEU73 pointed out that the memo was in violation of the contract, IRS management recalled the memo.

This problem has continued in the Florence Facility where Manager Rose Miller has continued to push the issue, even though it is a clear violation.

Florence is a somewhat unique situation. When the facility lost food services a special agreement was negotiated by Paul Bogenschutz and Jim Daley, representing the union, that specifically allowed coffee pots.

Employees are upset because they have had their coffee pots, which they have had for years, removed from their work areas. So far, NTEU73 has met with only resistance from Ms. Miller.

NTEU73 is on top of this issue. If the pots are not returned and the agreements are not followed, there will be a grievance filed.

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From the Desk of NTEU73 President Rick Riley

**“As always, At Your Service”
— Rick Riley**

Not on my Watch

The last week of February Chapter 73 went to the Hill in Washington DC. The Chapter was well represented and we literally stormed the Hill. There were 21 Chapter 73 Members that met with Senator Portman and had their picture taken with him.

At the closing luncheon for Legislative Week, we had the pleasure of hearing from Congresswoman Tammy Duckworth who is running for the Senate in Illinois. She had been a pilot of a Blackhawk Helicopter while she was in the Army. Unfortunately, her chopper was hit and she was critically injured, losing both legs and barely saving her right arm. Her door gunner, even though he was wounded, dismounted his machine gun and went in the direction from which the enemy fire had come.

One man, on gun, set up a perimeter to protect his teammates. He wasn't going to let them down. Later, she asked him why and his answer was simple. He said before him came a long line of men and women who had done the same thing, so

it was his turn.

There is a lesson there for us all!

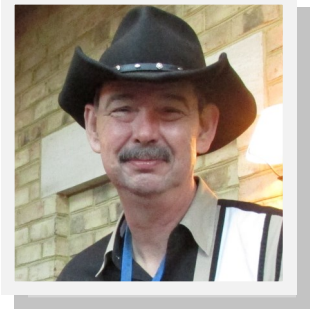
Before us, came people who stood up and won our rights we have as employees.

Currently there are attempts in Congress to take back their hard fought victories. I for one will not let that happen on my watch. However, it is not just my watch, it is every employee's responsibility to see that their pay and benefits are not reduced, or given back.

Federal Employees have already given back over \$168 billion in pay and such.

As Benjamin Franklin said “We must all hang together, or assuredly we shall all hang separately.” If you know a nonmember, tell them they need to join us, or we most assuredly will lose because we didn't hang together. We must defend our previous wins. And as I have often said, it is not just what we make happen. Sometimes, it is the things we stop from happening that are just as important.

Join NTEU in contacting your Congressmen and Senators locally and let them know that as a federal employee you want their backing on our issues, including pay and benefits!



NTEU73 Joins Effort to Supply Water for Flint Residents

The local union got involved with the IRS Cincinnati Service Center in the drive to supply the city of Flint, Michigan with drinking water. The town, because of governmental errors, had its water supply polluted with lead, among other things.

In an effort to help, a truck was driven to the city from here and huge load of water was delivered.

The NTEU73 office staff and stewards did their fair share, donating several dozen cases of water to the stricken city.

Employees were asked to drop off water at various locations around the Cincinnati campus. As usual, Cincinnati IRS employees responded well, with the result being a smashing success!

NTEU73 President Rick Riley appointed to National Telework Team

NTEU73 President Rick Riley was appointed to the national NTEU bargaining council by NTEU National President Tony Reardon. The council will negotiate with IRS to help make telework a reality for IRS workers nationwide.

“It is very much an honor being selected and I think it may be the result of the success we have had here in our chapter,” commented Mr. Riley.

The chapter had recently won a grievance and Florence employees were given the right to work from home. (See rated story on page 4).

“AWOL Happy” Managers Run Amok

More and more, in an effort to control employees, some abusive managers are resorting to AWOL in ridiculous instances. Often, these actions are inappropriate if not illegal. As an example, managers cannot give employees AWOL for taking a restroom break, according to the Fair Labor Standards Act. This is a problem that frequently comes up with abusive managers. The Fair Labor Standards Act is federal law and adherence is not optional.

In one recent case, AWOL was given to an employee who did not turn in her time sheet because she missed on Friday. Because the time sheet was left in her locked desk drawer, the manager gave her AWOL for the entire week, even though she had worked Monday through Thursday. Because she was given AWOL,

she was not going to be paid for the week and management was forced to scramble around on a Friday trying to correct the situation on SETR. Because the SETR correction process can take several days, emergency measures had to be taken to assure she got her regular pay, even though late. This could all have been avoided if the manager had used some common sense instead of trying to make a problem for the employee. This particular situation happened in Submission Processing, but it has also been happening in Accounts Management.

One manager in AMB habitually threatens AWOL for everything from bathroom breaks, arriving a little late from breaks and lunches, to not having time sheets done on time. If a manager does not have an employee time sheet and they do

not have the information because the employee is absent, they could just as easily put down work time, rather than AWOL, and simply change it when the employee is there. This would not affect the employee's pay.

But apparently some managers just love to give AWOL. And often, it comes down from those above the front line manager. AWOL is often used as a first step toward formal documentation and suspension. It can be used ultimately to terminate an employee.

Some managers have been witnessed taking several prolonged smoke breaks every day. One flat top manager is seen outside smoking almost constantly, at all hours of the day. One must wonder why AWOL is not charged in those instances.

Allison Steele is Good Manager of the Month

Employees in her unit have nominated Allison Steele and this month's "Good Manager of the Month." Below are the comments we received. Congratulations Allison!

Allison Steele is a wonderful manager. She shows love, understanding, kindness, and humor. She accepts people for who they are. This is priceless.

To illustrate, I am going to use a movie, *Waiting to Exhale*. This is a movie about four friends. There is a scene where one of the four leading ladies was at a wedding and was talking about how she had to inhale her stomach to try to look good.

She was envious of the bride because now the bride could exhale and be her real self. I could relate. Now happily married, but at the time single, I too wanted to be loved and accepted for the real me, flaws and all. What these four women found, regardless if there was a man in their life or not, friendship has great value. "Friends are the people who let you be yourself."

Allison Steele is my boss, one I happily follow and obey. I suit up, show up to my job and listen to what she says. It is a warm and nurturing environment. I feel like I am in IRS heaven and I can finally exhale.

Kathy Cress, Team C103. Other Team C103 said: Allison has a unique position as a manager since she manages two teams in one. She manages employees for both BMF and Non-Master File which can be challenging.

Allison's management style is more of empowerment. She does this by giving the team members the responsibility for completing their assigned tasks and coaches us how to better accomplish the task. She manages by the Golden Rule "Treat others as you want others to treat you" a proven successful way to manage. This also includes her personal side, where she is also understanding of all the real life situations that we all encounter from time to time in our own lives. As a result of this, and her commitment to excellence, everyone benefits with an increased sense of belonging and increased motivation as part of her team.

Allison is also enthusiastic about improving the team and helping others succeed in their careers. She is always looking for ways to "grow" the knowledge of the team. For example, in our team meetings she has invited "guest" speakers on more than one occasion to help expand our understanding of the other areas of the

IRS and how our jobs impact each other. In addition, she also seeks out the experts in other areas of the IRS when the team has rather complicated account issues to resolve. This is rather common with the NMF accounts and has included previous contacts with the P&A Staff, Carrybacks, Excise, International, IMF and the Exam area. This also increases her team's knowledge and its ability to resolve difficult account issues.

Allison also doesn't forget about the how the small things really do matter to each of us. For example, when the weather was bad from a recent snow storm, she ordered pizza in for her whole team because as she said "I didn't want everyone to have to go out in the snow for lunch". That really means a lot when a manager buys you lunch just because she is concerned about your wellbeing. In addition, she also has treated us to donuts on more than one occasion just to say thanks! The little things she does on a daily basis really motivates us to work harder for her and do a better job.

*If you would like to nominate your manager as a "Good Manager of the Month," contact **The Force** editor Jeff Seibert by email. Thanks!*
jeffrey.w.seibert@irs.gov

Telework is a Reality : Florence Folks Working From Home Beginning This Month

It was a long, hard fight, but after an arbitrator ordered the IRS to allow telework for Innocent Spouse employees in Florence, the first group are preparing to work from home starting this month!

The ball started rolling when a group of employees stepped up and filed a grievance over the issue over a year ago. (Those employees are featured in the photo to the right.) NTEU73 steward Debbie Mullikin headed up the effort for NTEU73 and Attorney Will Igoe was instrumental in steering the case through the arbitration process. "It's a long process but well worth it," said Paula Rains, one of the employees who participated in the precedent setting grievance. Because of this grievance win, the opportunity is being extended to all Innocent Spouse employees.

"I'm excited that it's finally happening," said Lee Ann Spence, another of the original grievants. "It's been a long process and I can't wait to get started. Debbie and Will have been great from the beginning and I'm glad NTEU was there to fight back when management originally said no."

"I am excited for the opportunity to work

from home," commented Janet Doughman who was officially the first employee to get her approval. "I feel like I can be much more productive without all the distractions working in the office. Plus it

afforded the same opportunity."

Accounts Management is on the target list, although that area has a pilot program going on across the country to work out bugs before being rolled out nationally.

"This is a huge thing for the union to accomplish," added Mr. Riley. "I think it shows what can be accomplished when we all get together for the betterment of the workplace. This is not something local IRS management wanted to do, but they were forced to do it by the arbitrator."

It has been often stated that IRS wants to get folks working from home in order to reduce the amount of space it has to rent. But while national IRS has agreed to this provision, local IRS officials often resist.

"Even though IRS National Office has agreed to letting employees work from home, local managers are still resisting in some areas. I think a lot of it has to do with the relinquishing what they perceive as control," Mr. Riley continued.

Nationally, IRS and NTEU will be negotiating impact and implementation and working out how it will be rolled out

nationally. Mr. Riley has been named to the national bargaining council by NTEU National President Tony Reardon, in no small part because of the success the chapter had had in making telework a reality for so many employees here.

"I have no idea how long it will be until people get to work from home as is envisioned," added Mr. Riley. "We want to get it done as soon as we can, but a lot depends on IRS when

we are looking at the time frame. Even if all goes well, it could still be several months."



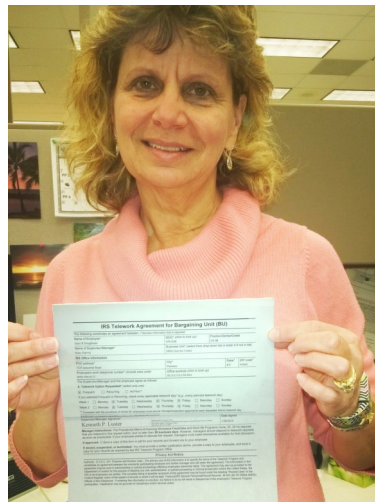
NTEU73 members who stepped up and filed the telework grievance: 1st Row, L to R: Virginia Elam, Leigh Ann Spence, Peggy Liver. Back Row, L to R: Judy Stacks, Carlene Guilkey, Paula Rains, Donna Evans-Hollen, Janet Doughman.

will be an advantage of not going out fighting the traffic and bad weather. I am happy the union has been able to assist in this matter. It is opening doors for newer better ways for the future."

"NTEU73 thanks these pioneers, for standing up to naysayers, managers and coworkers who thought this would never happen," said Debbie Mullikin, who filed the grievance on behalf of the employees. "Their steadfast belief in the National Agreement and willingness to put their own name on the dotted line, has garnered telework for themselves and 35 of their fellow ISO employees."

This has been an issue that NTEU73 President Rick Riley has put on the front burner as a goal for the union.

"Obviously, almost everyone would like to work from home," he said. "Innocent Spouse is just the first area where we have had success when the IRS refused. We will be moving to other areas of the workplace to make sure that people whose work in portable are



Janet Doughman: the first employee approved for telework in Florence displays her approval notification.

NTEU73 keeps members informed with chapter news as well as national news.

Visit nteu73.org

**On Facebook:
Official NTEU
Chapter 73**

NTEU73 Meets With Congressmen and Senators

NTEU73 leaders were in Washington at the end of February lobbying on behalf of federal employee issues.

Groups of employees met with the staffs of Senators and Congressmen informing them about pay, benefits, agency funding and other issues.

The Chapter sent four representatives to meet with area representatives: President Rick Riley, Vice President Karen Walsh, Director of Communications Jeff Seibert, Executive Board Member Tommie Braswell and National Vice President/Legislative Coordinator Debbie Mullikin.

Ohio Senator Sherrod Brown had them meet with his legislative aid Alex Johnson.

Mr. Johnson pointed out how much support Senator Brown has shown federal workers and demonstrated a working knowledge of the issues, in particular the dangers of contracting out collections work of the IRS.

Delegations from the representatives districts or states verbally informed Congressional and Senate staffers of the issues as well as leaving position papers about six key issues.

The six targeted issues they took to Congress here follow:

Employee Pay: Over the years, employee salaries have eroded. Over the last five years federal employees were given only a total of a 2% raise. Private industry employees over the same period averaged a 10% raise. It is time this is caught up. NTEU urged support of Congressman Connolly's proposed bill that provides a 5.3% pay raise for 2017.

Federal Retirement: NTEU urged opposition to any further reductions in the value of federal retirement benefits. They also urged the elimination of recent pension contribution increases for newly hired employees.

Agency Funding: The lack of funding has been the cause of many problems within the IRS. There has been talk of

"contracting out" work including the collection of taxes. NTEU urges Congress



In Washington to lobby employee issues (l to r) NTEU73 Director of Communications Jeff Seibert, NTEU73 President Rick Riley, Ohio Senator Rob Portman and NTEU73 VP Karen Walsh.

to provide agencies with sufficient funding for Fiscal Year 2017 so that they are able to meet their missions. The union also opposed efforts to reduce the spending caps that are currently in place.

Employee Workplace Fairness: NTEU urged Congress not to back S. 2245, S. 2246 and H.R. 4083 which would eliminate IRS workers' ability to be represented by a union. The union also urged the maintaining of due process rights to both prevent politicization of the civil service and to protect whistleblowers.

Safeguarding Health Care Benefits: The union is pushing for the adoption of commonsense prescription drug contracting and cost saving reforms and support for H.R. 2175 which would ensure fair prescription drug contracting and pricing practices in FEHBP. They also oppose efforts to shift further costs to enrollees or to alter benefit structures or current formulas.

The delegations that met with the staffers were not only from IRS but also from other agencies represented by NTEU, including EPA and Homeland Security. For three days, NTEU National had scheduled meetings with representatives and it certainly kept everyone busy.

The opening meeting of the conference featured NTEU President Tony Reardon

speaking as well as featured speaker Steny Hoyer (D-MD) who is a national leader in the Democrat party and has been a fighter for federal employees over the years. At the close of the conference, there was a banquet featuring Congresswoman Tammy Duckworth (D-IL) who also expressed her strong support for federal workers.

After the banquet, awards were presented to the Chapters who earned them. NTEU73 received the National Power Award which is given for participation in National Legislative program. The Chapter wins that award virtually every year, thanks to the local efforts of NTEU73 Legislative Coordinator Debbie Mullikin.

NTEU Chapter 73 Stewards

Day Shift:

4th Street - A. J. Allen, Dorothy Barry-Elliott, Tommie Braswell, Ron Cunningham, Kristina Fryam-Henry, Nicole Guethlein, Brenda Herrin, Bryan Jackson, Jessica Jacobs, William Kohler, Daniel McNamara, Laura Mitchell, Michelle Robinson, Michelle Ryan, Jeff Seibert.

GWC—Pat Breitenstein, Phillip Cargile, Steve Clark, Jamie Coffman, Tomeka Cottrell, Amanda Frazier, Loretha Hudson, Vicki King, Bob Krekeler, Staci Lee, Tonya Morris, Debbie Mullikin, Chris Pierce, Michelle Ryan, Rick Riley (President), John Selmeier, Melinda Smith, Debbie Steiner, Michele Townsend, Karen Walsh (Vice President-Chief Steward), Virginia Watson, Julia Wiley (Secretary).

IRRC - Florence - Miranda Antha, Jan Colwell, Sarah Corea, Brandon Mikusa.

Swing Shift:

4th Street—Beverly Johnson, Stephanie Slayton, Torika Thompson.

GWC—William Dreier, Ron DuMoulin, Jim Gregory, Terri Hampton, Marlo Hodge-Hammond, Julie Orick, Robert Starks.

Stress Related Disability Retirement

By **Tonya Morris, TEGE CSR**

Being a Customer Service Representative under the current budget cuts has led to a rise in on the job stress. With the current "Level of Service" being 61% for 2015, this means more upset callers due to the long hold times. While we are offered an option of a "stress code" to deal with these irate callers, management does not like to see this phone code being used. I have yet to see anything that brings leads or managers to your desk any quicker than idle code 9. With this increased level of stress comes the inability to work due to health conditions related to dealing with this pressure as well as mental health issues.

For Contact Representatives dealing with irate callers, the job itself can be very stressful. More demanding is not having a supportive management team to help you through this difficult time. Often dealing with management proves more challenging than the callers. When a Contact Representative has a "stressful" call, the

aspect phone has an option for a stress break. If this code is used, management has threatened to pull up the last phone call to validate if it was stressful enough. I'm glad managers are so intelligent they can interpret what causes others stress, not counting their apparent micro-managing techniques.

One of the adverse effects of working in this type of environment is an increase in emotional problems, which can lead to an increase in disability retirement and workman's compensation claims.

Recently Alan J Shapiro and Harris Federal Law Firm came to meet with NTEU Chapter 73 concerning these issues. Shapiro, an attorney who specializes in Worker's Compensation Claims, walked NTEU stewards through the process involved in these type of claims. The attorneys of Harris Federal were able to educate us on Disability Retirement, so that we might be able to further help employees who are in need of these benefits.

These types of cases are certainly not

limited to stressed caused by callers and managers over phone calls. Any kind of stress can cause a person the inability to function normally. There have been many times that the Harris Federal Law Firm has been able to get disability retirement for employees due to stress related issues. Stress is a leading cause of, among other things, heart trouble and strokes.

Employees who feel they are over stressed are urged to contact the union and they will be pointed in the right direction to receive help.



NTEU73 Stewards Working for the Members

Your NTEU Stewards work for you, and are available if not in person, by phone or email. There are multiple stewards located in most Cincinnati IRS Center location. Here is a list of stewards manning the current NTEU73 offices:

Gateway:

- ◆ Chapter President **Rick Riley**
- ◆ Vice President/Chief Steward **Karen Walsh**
- ◆ National Vice President **Debbie Mullikin**
- ◆ Chief of Staff **Steve Clark**
- ◆ Secretary **Julia Wiley**
- ◆ Stewards **Virginia Watson** and **Debbie Mullikin**
- ◆ Night Shift Chief Steward **Bill Drier**
- ◆ Night Shift Steward **Julie Orick**

Fourth Street Center (Flat-top):

- ◆ Stewards **Michelle Robinson**, **Tommie Braswell** and **Bev Johnson** (Night Shift).
- ◆ Treasurer **Laura Mitchell**
- ◆ Director of Communications **Jeff Seibert**

If you have any issues or concerns, call an NTEU73 office at 859-669-5700 or 859-669-5370.

Jan Colwell had an employee's evaluation raised from a 1 to an acceptable 3 for their production!

Bill Dreier got 44 hours of AWOL converted to Advanced Sick Leave. He also got a proposed removal reduced to a seven calendar day suspension! In addition, he got two evaluations for an employee raised to 4.8s!

Nicole Guethlein filed a grievance over employees being required to work two units work at a time.

Loretha Hudson got a leave of absence approved for an employee.

Debbie Mullikin filed a mass grievance for denial of Overtime due to computers being down.

Chris Pierce restored an employee's performance appraisal and got a pay grade increase along with back pay!!!

Michelle Robinson helped an employee get FMLA. She also helped an employee move to another area. Michelle also helped an employee with Disability retirement, and Michelle helped an employee get a chair and a desk while working in a different area. She also had two employee's AWOL removed.

Problems Continue in Florence

Well, now employee coffee pots and electrical devices are being ordered removed in the Florence building. This, in spite of the national contract that clearly states they are permitted.

This was pointed out to Operation Manager Rose Miller and in spite of the facts, she apparently would rather exercise her dictatorial authority over her employees than to do what is right.

After bringing the facts to light and the local agreement where employees in Florence are entitled to have and use their coffee pots, the order to remove the coffee pots was rescinded, however the fans and space heaters are still being fought over.

Ms. Miller had worked in TEGE here in Cincinnati before transferring to Pittsburgh, where, according to the Pittsburgh NTEU Chapter President, a record number of grievances (nearly 100) were filed against her before her return to Cincinnati.

Problems in Florence were anticipated when it was learned that she would be returning and Ms. Miller has not

disappointed.

Among other things, she sent out a memo urging employees to rat each other out if they see someone smoking in a non-designated area.

She has targeted specific employees for ill treatment and even told a steward that she would be sorry after the steward stood up on behalf of an employee.

She called Homeland Security on an employee because he was supposedly causing a workplace interruption, resulting in \$300 fines to the employees. But employees who were in the area only heard Rose Miller screaming at the employees, not anything from the employee. The witnesses said that she was the one disrupting the work area. The union is fighting that action.

And now, she is having employees' fans, heaters and coffee pots removed in spite of the IRS-contract, a local agreement and past practice.

Even after a "town hall meeting" with Susan Quackenbush, the Director, where several employees explained the behavior

of Ms. Miller and her reign of terror, Ms. Quackenbush has done nothing. We have received phone calls, emails and many complaints about her even to the point that employees are crying in the morning thinking about coming to work, they are crying on the way home. Employees are afraid to come to work because all Ms. Miller has to do is fabricate a story and write a statement for the FPS Officer and here he comes, (where he does not belong) and arrest an employee. Innocent Spouse is now a Police State.

How a manager with a record of employee harassment and bullying, megalomaniacal behavior, utter disregard for employees' needs and contempt for the written agreements continues to hold her position is a major question, indeed.

Unfortunately, this is nothing new with this manager and she, no doubt, thinks she is doing a bang up job as a manager. But NTEU73 and her employees, past and present, very much think otherwise.

60 Second Updates

Leave Tracking Cards are Here! You can pick them up in any union office! Sorry for the delay in getting them!

Budget Trouble Again!

The 2017 budget has been proposed by the Obama administration and it calls on Congress to fund the IRS at a level of almost \$12.3 billion, about \$1 billion more than this year. Currently, IRS remains more than \$900 million below its 2010 funding level despite handling more than 10 million additional tax returns a year and gaining major legislative programs since then. Speaker Paul Ryan has said he opposes the overall amount of the budget and many Congressional observers think the proposal is "dead on arrival in the Congress."



Paid Parental Leave! Last week President Obama indicated his support for

an NTEU initiative—legislation providing federal employees with paid parental leave. Bills already exist in the House and Senate to achieve this goal. The measures would provide six weeks of paid parental leave to federal employees upon the birth or adoption of a child.

Pay Raise Update! NTEU is supporting legislation that would give federal employees a 5.3 percent pay raise in January. The measure was introduced by Rep. Gerry Connolly (D-Va.) with 32 original cosponsors. Titled the FAIR Act (Federal Adjustment of Income Rates), the bill calls for a 3.9 percent across the board raise, plus a 1.4 percent adjustment for locality pay. The legislation covers General Schedule and wage grade employees. The administration proposed a 1.6 percent pay raise in its budget proposal but NTEU believes that adjustment is too low. Federal employees are trailing their private-sector counterparts after three years of no raises, and three years of miniscule raises. Meanwhile, private-sector wages have gone up 10.6% on average over the past six years.

Legislative Conference Makes News!

NTEU's Legislative Conference made news across Washington, D.C., last week including a clip of President Tony Reardon's opening day speech on a local newscast. News Channel 8's Government Matters program did a short segment on the conference. The conference was also featured in the Washington Post, Politico, Government Executive and Federal News Radio.

Take Control of Your Health!

NTEU members get exclusive discounts on health screenings for a variety of ailments including risk factors for aortic aneurysms, carotid artery disease, atrial fibrillation and other chronic diseases that may lead to an increased risk for stroke, heart attack or other disability. It takes only an hour for these painless, non-invasive screenings. Get the power of prevention with Life Line Screening. NTEU members can learn more in the *Member Benefits* section of the union's web site. (nteu.org)
