

NTEU73

UNITED WE BARGAIN, DIVIDED WE BEG

THE FORCE

A Publication of NTEU Chapter 73

May 2018 Edition

2018 NTEU Chapter 73 Officer Election

Official Results

Ballot ending: 04/17/2018 15:00:00 (Eastern)

The ballots were cast and tallied as follows.

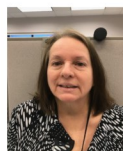
TOTAL		
Chapter President (select one only)		
1 Debbie Mullikin	Total 148	Percent 58.96
2 Jackie Huff-Vinson	75	29.88
3 Jacqueline Martin Gaines	28	11.16
Total	251	
Vice President (select one only)		
1 Christopher J. Pierce	Total 145	Percent 59.43
2 Beverly J. Johnson	99	40.57
Total	244	
Treasurer (select one only)		
1 Janet Colwell	Total 121	Percent 53.30
2 Money Little	67	29.52
3 A.J. Allen	39	17.18
Total	227	
Executive Board Director (select up to five (5))		
1 Aaron Davis	Total 164	Percent ² 68.91
2 Dennis Stone	148	62.18
3 Jennifer N. Smith	138	57.98
4 Shannon K. Lovins	126	52.94
5 Quiana McCoy	123	51.68
6 Helen Phillips	89	37.39
7 Nakia R. Reeves	77	32.35
8 Edward E. Turner	62	26.05
9 Hillery Montgomery	56	23.53
10 Rachel Lovins	41	17.23
Total¹	238	



Debbie Mullikin President



Chris Pierce Vice President



Janet Colwell Treasurer



Tanesha McCants Secretary



Quiana McCoy



Shannon Lovins



Dennis Stone



Aaron Davis



Jennifer Smith

EXECUTIVE BOARD MEMBERS

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From the Desk of The President

United We Bargain, Divided We Beg!

Hi Everyone!

I am Debbie Mullikin or djm if you have gotten an email from me. I am your Shiny, New, Chapter President of NTEU73. I have big plans for the chapter. I have discussed my goals with your shiny, new Executive Board. Over the next three years, we plan to work on some efficiencies in grievance handling and time reporting. We will be building membership, so if you aren't a member expect to be asked to join. If you are a member and you sign someone up you could receive \$80 during the summer membership campaign. We will rewrite the Chapter Bylaws, please watch for a Chapter Meeting Notice for this as you will be asked to vote for the changes. It is, after all, your Chapter as much as it is mine! We will be ramping up our legislative and grassroots activity. Our pay and benefits matter!

In addition, we have invited some familiar folks to join us in our quest to improve. Jackie Huff is a Retiree Steward for the chapter, Pat Breitenstein will be assisting with some ramp down issues and helping with MEPS. Based on her schedule, Heather Phillips may be around. Rick has agreed to assist in the Consolidation Room. I sincerely hope that working together, we can be a better organization. Please check Facebook at Official NTEU Chapter 73 page. Check our website at NTEU73.org and sign up for our emails via the FB page. We want to keep you in the know!

djm

SCAM ALERT!

There's a new twist on the latest phone scams about taxes that are targeting everyone even IRS employees

In the latest attacks, the scammer claims to be calling from an IRS Taxpayer Assistance Center location. They program their computer to display the TAC's telephone number, which appears on the taxpayer's caller ID when the call is made.

If the victim questions the scammer's demand for a tax payment, the scammer directs the taxpayer to IRS.gov to look up the local TAC telephone number to verify the phone number.

Remember there are very few instances that the IRS will call your home, such as when a taxpayer has an overdue tax bill, or to secure a delinquent tax return. Even then,

taxpayers will generally first receive several letters from the IRS in the mail.

Similar scams are also being run spoofing the phone numbers for local police, department of motor vehicles offices and other federal agencies,

Anybody receiving what they believe to be an IRS impersonation scam should report it to the Treasury Inspector General for Tax Administration immediately at its IRS impersonation scam reporting website and email the IRS at phishing@irs.gov.

Will Kohler



STRICKERS GROVE

11490 HAMILTON CLEVES RD.

SATURDAY, MAY 26, 2018

11:30AM-7:00PM

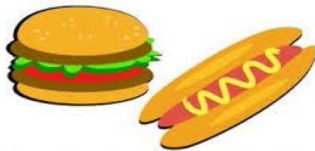
Every Union Member Can Get Up to
Ten Tickets!

Tickets given only at the gate
Members and their guest need to
arrive together.

Please have your union Membership
card and photo I.D.

For information Call: 859-320-3617 or
859-320-4649

BURGERS



HOT DOGS



FREE SNACKS AND DRINKS!!

RIDES

FOOD PRICES:

\$2.75 Bratts, Metts,
Hamburgers
\$1.75 Hot dogs
\$3.00 Cheeseburgers



WE HOPE TO SEE YOU THERE

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 throughout Cincinnati IRS center locations. Here is a list of stewards currently in NTEU offices:

Gateway:

Chapter President **Debbie Mullikin**

Vice President **Chris Pierce**

Secretary **Tanesha McCants**

Office Staff/Stewards **Sarah Corea, Tonya Morris, Shannon Lovins**

Swing Chief Steward **Dennis Stone**

Swing Steward **Aaron Davis**

Fourth Street Center:

Steward **Will Kohler**

Florence:

Treasurer **Janet Colwell**

Steward **Robyn Johnson**

Alison Bower worked with management to get an employee's AWOL changed to LWOP. She also recruited a new member

Jim Gregory informally negotiated for a member to be compensated for lost wages.

Will Kohler Was able to get 8 hours of AWOL removed for an employee. Helped a member get their Annual Evaluation changed from an meet to an exceeds. Helped 2 Temp employees get full time hours.

Aaron Davis won his first grievance, he got an employee's annual raised from a fails to a meets.

Tanisha McCants assist an employee in getting a settlement of \$27,000 for being erroneously removed .

Tonya Morris helped a member get FMLA.

Sarah Corea got an employee's Annual Evaluation raised from minimally successful to fully successful. Sarah also was able to get the employee a career ladder promotion and retroactive back pay.

Shannon Lovins advocated for more training for employees. She also got an employees pay corrected. She got AWOL removed for A.T.T.S. issues.

If you have any issues or concerns, call an NTEU73 office at (Gateway)859-320-3617, (4th Street) 859-320-4649. Florence 859-594-6138

What it means to be a Steward

As a Steward, we have two main jobs---first, building a strong union in our work place; and, second, grievance handling. To be effective, we must protest management actions that violate the collective-bargaining agreement, are arbitrary or unfair, or threaten the health or safety of employees. In response, management may try to intimidate or harass us or impose discipline.

To prevent reprisals and to gain management's respect - we must be well prepared. Our most valuable tools are union solidarity, contract rights and labor law rights.

A Union Steward's rights are determined by three basic factors:

Union Solidarity: This is the cohesion and determination of the employees we represent. A steward backed by a unified group,

willing to act if the steward is attacked, has significant freedom of action.

Contract Rights: A strong union contract forbids discrimination against union activities and guarantees time for union business.

Labor Law Rights: Federal and state labor laws prohibit interference with legitimate union activities, protect stewards in presenting grievances, force employers to supply grievance information, and require employers to bargain before making changes that affect employees.

A steward's job is important and exciting. We protect jobs and welfare of our fellow employees and use our leadership skills to build the union.

Aaron Davis



DID YOU KNOW???

Annual Performance Appraisals are used by management in several ways that can financially impact employees. Employees are most often familiar with, and concerned about, the "Average CJE Score" on their appraisal. This score is used to determine yearly Performance Award eligibility. It is also used in the ranking process to determine the Best Qualified lists for internal competitive job applications. For these reasons, most appraisal grievances are filed based on this score, as an unfair score could hinder award eligibility or future job opportunities, both of which can affect an employee financially.


Another important component of an appraisal that can affect an employee financially is the "Overall Rating." This rating determines whether or not an employee will receive a Within-Grade Increase (WIGI) or Career-Ladder Promotion. An employee must be "Fully Successful" in order to qualify. These increases in sala-

ry will be withheld from an employee with a rating of "Minimally Successful" until he/she performs at a "Fully Successful" level, as determined by management.

In a recent grievance settlement, where NTEU alleged that management unfairly rated the employee in several CJE's, the remedy granted by management did more than just raise the employee's average score. More importantly, it changed the "Overall Rating" from "Minimally Successful" to "Fully Successful," which in turn qualified the employee to retroactively receive the Career-Ladder Promotion that had previously been withheld by management. This means the employee will also receive back-pay from the date of the original appraisal.

In this rare case, the financial impact on the employee wasn't based on numbers, awards, or BQ lists. It was based solely on a box checked "Minimally Successful" which allowed management to deny a salary increase of nearly \$4,000/year. In a big win for the employee and NTEU, we were "Fully Successful!"

Sarah Corea, NTEU Steward



**In recognition of NTEU'S
80yr Anniversary**

Now through Sept. 29

**New Members who join
will receive \$80**

**Recruiters will receive
\$80**

**Your support also empowers us at
the bargaining table to secure new
and improved programs and
benefits in our workplace.**

NTEU@80
PROTECTING FEDERAL WORKPLACES SINCE 1938

What does it mean to be legislatively active? Is it hard to do?

Does it really make a difference?

Those are just a few questions often asked and you might be surprised by the answers. Being legislatively active is easy! If you have a personal computer or smart phone, you can view the Action Center by visiting www.nteu.org, click on Write Congress, select one (or more) of the already pre-populated messages, fill in your personal information and click submit. If you do not wish to add or change anything from the letter, you can send as is. You can make a difference in less than 5 minutes!

All letters focus on Federal employee issues which affect us all and we highly encourage all NTEU members as well as non-members to step up, let your voice be heard and make a difference. No one is exempt from falling victim to Federal Employee attacks so keep sending your letters or consider sending one today!

Concerned about your retirement? There is a letter asking the Members of Congress to oppose the proposals to change the High 3's to High 5's. Concerned about Pay Raises? There is a letter for that too. You will also find letters to the recent proposals to eliminate the union from the work place. Imagine what it would be like to be forced to accept an evaluation that is not indicative of your performance, what it would be like to be suspended or terminated wrongfully, what it would be like to be forced to accept an unwarranted AWOL charge, or what it

would be like NOT to have a union around to fight for your rights, your job, or fair overtime offers, etc! This is what we mean when we say, you can make a difference!

Chapter 73 has a monthly incentive for members who participate by sending letters! Each month, any member who provides a copy of their "Thank you" confirmation to any NTEU office, will be entered in the Send a Letter Contest for a chance to win the monthly give away! It's a FREE Raffle! The more letters you send, the more chances you have to win! Let's hear from you Chapter 73!



Becker Professional Education Benefit Program

NTEU has a relationship with Becker Professional Education to offer our members exclusive benefits with regard to their CPA Exam Review class, continuing professional education (CPE) courses and online CPE catalog subscription.

Members that sign up for the Becker CPA Exam Review will receive a reduced rate of \$1,930 (\$3,393 value). The price covers all four parts of the CPA Exam Review which includes Auditing, Business, Finance and Regulation in Live Classroom, Live Online and Self-study formats. In addition, take advantage of 0% financing for 18 months. The first 30 NTEU members to register for Becker's CPA Exam Review each year (beginning each October) will also receive Becker Flashcards at no additional cost. Members also receive a 40 percent discounted rate off the Becker CPE catalog subscription for CPA, CGFM, CIA, CFE, CMA, CDFM, DoD FM, Yellow Book and more. With Becker CPE accounting, audit and finance professionals receive the timely and

relevant knowledge needed to stay ahead. Take advantage of the subscription program for unlimited use of Becker CPE:

- On-demand Course Format \$179.40 per person, per year, unlimited use subscription (list price \$299);
- Live Webcast and On-demand \$239.40 per person, per year, unlimited use subscription (list price \$399);
- All courses are NASBA-approved providing CPE certificates;
- Includes over 700 hours of course content; and
- Includes streaming video and audio courses.

To learn more about Becker professional Education, the CPA Exam Review course or the online CPE courses, please visit the NTEU/Becker web site at www.becker.com/nteu or contact John Gioeli, Director of Government Programs, at

jgioeli@becker.com or 703-631-8840.

Dennis Stone

Tax Compliance: Employee's Rights and Responsibilities

IRS Employees are held to a higher standard when it comes to being compliant with the filing and paying of taxes. This is a very true statement, there is no getting around it. A bargaining unit employee must be compliant with their federal tax obligations. There is a fine line that one must draw when determining the intent of an individual. This is very often a subjective matter. Understanding the system that makes these determinations is a crucial part of educating yourself and ensuring that you are being compliant with your tax obligations.

This issue is covered under Section 1203 (b)(8) "Willfully failing to file a tax return on or before its due date, unless it is due to reasonable cause. Willful failure to file any tax return required under the Internal Revenue Code of 1986 on or before the date prescribed therefore (including any extensions), unless such failure is due to reasonable cause and not to willful neglect." Section 1203 (b)(9) covers "Willfully understating federal tax liability. Willful understatement of Federal tax liability, unless such understatement is due to reasonable cause and not to willful neglect."

"Willful means the voluntary intentional violation of a known legal duty for which there is no reasonable cause."

The Employee Tax Compliance Program sets out twice a year to identify potential non-compliance issues. It is very important that you respond immediately to any inquiry you may receive from ETC asking you to clarify a potential issue. Do not panic if you receive this kind of inquiry. This inquiry is meant to give you an opportunity to explain your situation. You have the right to consult with the Union during this process. It's important to explain your situation completely and try to leave very little room for assumptions on the behalf of the deciding official. An employee is given the opportunity to correct any mistakes that may have been made on the tax return in question, or set up payment arrangements if necessary.

There are some things you need to be aware of when filing taxes. Not being able to pay is not a reason to not file your tax return. If you are due a refund, you are still required to file your return or file an extension by the due date of the return. It is your responsibility to check your return before submitting it to the IRS even if you go to a tax preparer. Having an outstanding debt that may offset your refund is not reasonable cause for

failure to file your tax return or extension timely. Any time you are able to file/pay timely and you instead make a decision not to comply with your tax obligation this is considered "Willful". It is better to file the return or extension timely and then take the opportunity to sort through whatever your compliance issues are.

The recommendation to either close the issue or to forward it to Labor Relations and Management is the next step in this process. You have the right to be notified of the decision. Management has an obligation to meet with you prior to proposing discipline, and you have a right to have Steward present at that meeting. Please keep in mind that NTEU73 is always available to help employees. If the issue you need assistance with is out of scope for the Union, we'll get you the resources you need to resolve your problem.

Tanesha McCants

