

THE FORCE



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Unions Make Everyone's Life Better

Unions set industry standards from employee pay to healthcare benefits that non-union workplaces must compete with. Wages and unions membership per capita have a directly proportional relationship, allowing unions to give workers a voice they would never have otherwise.

Research has shown, since 1967 the rate of union membership and the working class's share of income fell in tandem where one-in-four workers were union members but, since 2012 has fallen to one-in-ten workers with the average income decreasing as much as \$15,000 per person.

When an employee is left to bargain alone, they have little to nothing to bargain with. That is why when employees unite to bargain for a contract, they gain the strength to bargain for a better workplace, which also improves the quality of their lives.

The result of this also positively impacts the non-union workers in the same area as well. For example, a factory producing X, Y and Z commodity that is unionized has better pay, healthcare benefits, sick and vacation time, telework, etc. Thus, the non-union factory producing X, Y and Z commodity must also offer similar benefits to compete with the unionized factory.

"Power concedes nothing without a demand. It never did and it never will. Find out just what any people will quietly submit to, and you have found out the exact measure of injustice and wrong which will be imposed upon them, and these will continue till they are resisted with either words or blows, or with both. The limits of tyrants are prescribed by the endurance of those whom they oppress."

— Frederick Douglass

In conclusion, the work NTEU does protecting the rights of employees across the nation benefits everyone who is apart of the working class. Without unions we are left to the whims of those who view the working class as a mere commodity.

Even though we are human beings with our own interest, our own lives, and our own souls we still come together and unite to protect our rights, because we know if we don't, we will lose them.

Luke Terharr

Did You Know?

In times of Urgent & Emergent Situations, please, ensure you are safe! No one can advocate for your safety better than you! If you are eligible and can anticipate dangerous weather, please, request to telework. (You can't stay home because "It's too nice outside to be inside") If you are not eligible to Telework, monitor the **Sure Line (1-866-743-5748)** for building closures. If the building is open but it is unsafe for you to travel, IE flooding in your area, level 3 snow emergency, dangerous air quality. Please, call/text/email your manager and request Weather & Safety Leave per *Article 36 Section 14*. State the reason it is unsafe, what you are doing to correct it and your estimated time of arrival. You must do this again if your eta comes and it is still unsafe to travel. If you are denied, request other leave until the Weather & Safety Leave can be adjudicated.

If CIRSC experiences a disaster, even if it's not your work building or you are not expected in the office, check in with your manager. Regardless of the reason you are not in the office, call/text/email your manager, accounting for each person accurately and quickly is vital to ensuring everyone's safety. Management should activate the AtHoc System, also keep your information in HRConnect and AtHoc up to date. If management can't account for you, they should send emergency services to check on you, it could save your life.

Debbie Mullikin, President NTEU73

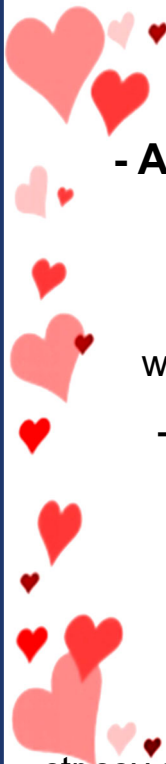
United We Bargain, Divided We Beg!

Monthly Insider

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Happy Chinese New Year

On February 10th 2024 the year of the Dragon officially starts. The Dragon is the fifth sign in the Chinese zodiac and is associated with the years 1928, 1940, 1952, 1964, 1976, 1988, 2000, 2012, and 2024. People born in the year of the Dragon have distinctive qualities that contribute to their unique personalities while carrying themselves with a certain charisma. Dragons usually possess natural courage, tenacity, intelligence, often displaying enthusiasm and confidence making them well known for their vibrant and energetic nature.

Stewards Corner

President: Debbie Mullikin

Vice President: Shannon Lovins

Day Shift Chief Steward: Angela Moore

Day Shift Full Time Stewards: Jacob Bross, Diane Gallina, Loretha Hudson, Rachel Lovins, Ericka Raleigh, Brandi Riggs

Treasurer/Day Shift Full Time Steward: Janet Colwell

Day Shift Part Time Stewards: Rasheda Harris-Bates, Brandy Belew, Shonda Collins, Amanda Gerding, Nicole Guethlien, Suzanne Jackson, Tonya Morris, Kendra Stevenson, Jennifer Smith, Luke Terhaar

Swing Shift Chief Steward: Alex Walker

Swing Shift Part Time Steward: Maureen Cruse, Charolette Hill, Chad Rosen, Erin Sweeney

NTEU Working 4U!

Ericka Raleigh - Was able to get 16 hours of AWOL removed.

Jacob Bross - Was able to get 2 hours AWOL removed and changed to LWOP.

Rebecca Andruzzi & Debbie Mullikin - Was able to get Frequent Telework for Multiple Employees.

Shannon Lovins - Was able to resolve a tax compliance issue and get AWOL removed for 5 newly hired employees.

Kendra Stevenson - Helped a handful of employees apply for higher grade jobs and all were selected.



BLACK HISTORY MONTH

Constance Baker Motley

(1921-2005) was the first Black woman to argue a case before the U.S. Supreme Court, winning nine of the 10 cases she argued, and the first to serve as a federal judge. The U.S. Postal Service honored her this year with the 47th stamp in the Black Heritage series.



NTEU.org



NTEU
National Treasury Employees Union

ADORBS
Pets are **FAMILY.**
FUR BABIES



Pets are family. Protect them like it with customized, affordable Pet Insurance from Liberty Mutual.



What is Pet Insurance?

Pet Insurance can help your pet get the best veterinary care available when they need it by reducing the financial burden of unexpected medical costs due to illness or injuries. Plus, preventative wellness options could help you stay ahead of any potential issues altogether.



Why Pet Insurance?



One in three pets needs unexpected veterinary care every year.¹



The cost of veterinary care has more than doubled in the past decade.²



Veterinary medicine is advancing with more specialists and treatment options available.



Every six seconds a pet parent is handed a bill for more than \$3,000.³



Fetch a quote at pet.libertymutual.com/nteu. Or call 1-844-250-9199 and use promo code _____ to apply your discount.





Choose what's right for you.

We have multiple policy options to choose from spanning accidents, illnesses, and wellness coverage. Plus, you can select the right reimbursement payout, deductible, and annual maximum for your needs and budget.

Liberty Mutual offers three types of coverage so you can choose what best fits your needs.

Accident

- Accidental injuries (including to permanent teeth)
- Euthanasia or anesthesia
- Cremation and burial expenses
- Ingestion of a foreign object (up to two treatments max per policy year)
- Accidental death

Accident & Illness

Everything covered under the Accident policy, plus:

- Illnesses (e.g., cancer, influenza, and kennel cough)
- Alternative medicine
- Behavioral therapy
- Hereditary and congenital conditions

Accident, Illness & Wellness

Everything covered under the Accident & Illness policy, plus fixed payment amounts for the following (not subject to deductible and annual maximum):

- Wellness exams
- Intestinal deworming
- Routine dental cleaning
- Spaying / neutering
- Flea and tick prevention
- Heartworm tests and medication
- Dietary food and supplements
- Prescription medications
- Boosters and vaccinations

Choose the right level for your needs and budget:

Reimbursement:
70%, 80%, or 90%

Deductible:
\$250, \$500, or \$1K

Annual maximum:
\$5K, \$10K, or \$15K

Why Liberty Mutual?

- Stackable discounts that could save you up to 20%
- Built by a company with more than 100 years of insurance experience
- Flexibility to use any vet, anywhere
- No cancellations due to age
- No monthly transaction or admin fees



How do I sign up?

Visit pet.libertymutual.com/nteu to learn more. Or call 1-844-250-9199 and use promo code _____ to apply your discount.

¹American Pet Products Association, 2018. ²American Veterinary Medical Association, 2019. ³PetPlan, 2017

Pre-existing conditions are not covered. Waiting periods, deductibles, benefit limits and exclusions may apply. For policy terms, limitations, and conditions, please visit pet.libertymutual.com/nteu. Wellness coverage reimbursements are based on a schedule. Products, rates, and discounts may vary by state and are subject to change.

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UNAX

If you search UNAX on our Intranet (the IRS-Net) about 174 results will be appear, but what is UNAX?? UNAX stands for Unauthorized Access of Taxpayer Accounts which is from The *Taxpayer Browsing Protection Act of 1997*, it forbids the willful unauthorized access or inspection of taxpayer records. In plain ol' English that means **DO NOT** input or attempt to research your information (Social, name, etc.) in **ANY** IRS system. EVER! The Portal has a list of what you should **NEVER** access which includes; your spouse and ex-spouses, your children, your parents, anyone living in your household, close relatives, friends, or neighbors with whom you have close relationships. This also includes celebrities (when the information is not needed to carry out tax related duties), individuals, or organizations for which you or your spouse is an *officer, trustee, general partner, agent, attorney, consultant, contractor, employee, or member*, and any other individual or organization in which they may have a personal or outside business relationship that could raise questions about their impartiality in handling tax matters. Trust and believe the IRS and TIGTA have eyes on everything and can see every single key stroke that is made on IRS equipment and systems down to the date and time. It's a big deal and it is really serious. **JUST DON'T DO IT!** The IRS has created a training course specifically for UNAX which is done during the very beginning of your onboarding and again during each annual training until you retire or leave the federal sector. It may be the same training course with the same old videos, but the information is still true. As a steward I can tell you that when a UNAX case is researched, TIGTA is always looking to see when you completed UNAX training. TIGTA's main objective in the investigation is to prove whether the act was "willful" or not. The term willful is defined as having or showing a stubborn and determined intention to do as one wants, regardless of the consequences or effects. It doesn't mean you've had a rough day and you were inputting the taxpayers ID and accidentally input the wrong ID (of course close to yours) but, you get a warning, correct the ID and go on about your day. Not that you should be doing any of that, but it can happen, we are human. If an accident happens, it is important that you notify your manager and let them know right away. We also encourage you to review *IRM 10.5.5* to help education yourself on Unauthorized Access of Taxpayer Accounts. If you are ever contact by TIGTA you should reach out to NTEU73 inbox immediately to ensure a steward can represent you.

Rachel Lovins



Love Potions



Paloma

- 2 oz. of Tequila
- 1.5 oz. of Fresh Grapefruit Juice
- 0.75 oz. of Fresh Lime Juice
- 0.5 oz. Simple Syrup
- Topped with club soda (optional)
- Topped with 0.25 Campari (optional)
- Lime Wedge (optional)

In a cocktail shaker combine the tequila, grapefruit juice, lime juice and simple syrup. Add a few cubes of ice to the cocktail shaker then cover and shake for 10-20 seconds until chilled, then add a pinch of salt to the glass. Top off with club soda or campari then add a lime wedge for garnish.

French 75

- 1 oz. of Gin
- 0.5 oz. of Fresh Lemon Juice
- 0.5 oz. of Simple Syrup
- Ice
- Champagne
- Lemon Twists (optional)

In a cocktail shaker combine the gin, lemon juice, and simple syrup. Add a few cubes of ice to the cocktail shaker then cover and shake for 10-20 seconds until chilled. Strain the mixture and divide evenly into two glasses. Top off with chilled champagne, and garnish with a lemon twist.



Disability Insurance



Short-Term Disability Insurance

A range of health insurance policies are available to support people in need. Short-term disability insurance is designed to help protect your paycheck. This policy provides temporary income protection for people who are unable to work. If you get injured or become sick, it's important to protect your income.

According to a 2020 survey by **Life Happens**, 63% of Americans would experience financial hardship after six months of no income. Some people would be affected much quicker – 14% would be impacted immediately.

Let's answer all the questions you have about short-term disability insurance.

What is short-term disability insurance?

Short-term disability insurance is designed to protect people who can't work in the case of sickness or injury. Depending on the plan, this insurance will provide a percentage of an employee's salary for a specified amount of time. Short-term disability insurance applies when the person is unable to perform their regular duties. In most situations, it accounts for 40-65% of the employee's weekly gross income.

Who needs short-term disability insurance?

All employees can benefit from short-term disability insurance. United Benefits offers coverage that is designed specifically for federal employees and their families. This insurance coverage is designed to protect you financially in the event of a short-term disability. It's a back-up plan for your paycheck.

What is covered in short-term disability insurance?

Short-term disability insurance is designed to cover a wide range of events. While the disability in question needs to be temporary in nature, it may include life situations as diverse as pregnancy, accidental injuries, and illnesses. Depending on the policy, it could also include mental health issues; leave for mental health reasons; and recovery from surgeries, injuries, or accidents. This coverage is available for a period of weeks to months, with the exact amount of money available stipulated in each policy.

Why should I get short-term disability insurance?

This form of insurance provides a valuable supplemental form of income during a stressful time. Short-term disability coverage helps employees and their families to focus on the recovery process instead of worrying about their finances. The ability to provide an income is an incredibly valuable asset that deserves protection.

If you want to protect your paycheck with short-term disability insurance, a United Benefits Specialist can help you explore your options.





UNITED
BENEFITS

+



RETIREMENT COUNSELING AND BENEFITS ENROLLMENT

IN-PERSON APPOINTMENTS ARE AVAILABLE

Come by or set up an appointment for guidance on the following topics:

RETIREMENT

- Assisting with Retirement Paperwork
- TSP & 401(k) Strategies
- Survivor Annuity Options
- Calculating Your Pension
- Social Security Strategy
- Early, Deferred, & Disability Retirement
- FERS Retirement
- FERS LEO Retirement

SUPPLEMENTAL BENEFITS

- Short-Term Disability
- Hospital Indemnity
- Critical Illness
- Dental & Vision Insurance
- Permanent Life Insurance for Employees & Family

ONE-ON-ONE APPOINTMENTS



Schedule your free one-on-one benefits review by scanning the QR code or visiting us at

unitedbenefits.com/christopherlee/

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