

The Force

United We Bargain, Divided We Beg!

A Publication of NTEU Chapter 73

Today's topic is dedicated to all my fellow CSRs of the Agency

A lot of us Federal Employees really do sleep on the knowledge we have at the tips of our fingers with having the National Agreement, it's true. Yet, majority of us probably couldn't name a specific article in the contract and what its function is. Every single article contains important information that was handcrafted to protect your rights as a federal employee. Article 12 is a **MUST READ** for any employee, member or not. It's important to familiarize yourself and understand Article 12, as it is the biggest influence of your paychecks. ~That can be found in your National Agreement pages 36 - 49.

While I could write and talk about Performance Appraisal systems for days, I want to focus on Section 9 (page 44 - 45) specifically.

Section 9 explains the process for the employer (Management) to provide the employees (us) the evaluative recordation. So here's some "Did you know's"

~*Did you know* your manager has 15 working days to furnish your evaluative recordation from the time they are made or should have been made aware. That means 15 working days to provide you your CER reviews. If they furnish those reviews after that time frame it is not to be used by the manager to evaluate performance, and they are required to be removed and destroyed.

~*Did you know* your manager is required to allow you a "reasonable amount of administrative time to make written comments concerning any disagreement with an evaluative recordation or other review documents at any time prior to its use in a performance appraisal or personnel action"? Please do not let anyone tell you otherwise. Your supervisor should be scheduling you that "reasonable amount of time" no later than 3 workdays from the receipt of the request for administrative time. The contract states:

"At the time a recordation is provided to an employee, the manager will remind the employee that the record of taxpayer contact is normally maintained for approximately forty (40) days and that if the employee fails to indicate disagreement through rebuttal and discussion prior to the time the recording is deleted, the recordation may still be used to evaluate the employee."

~*Did you know* because evaluative recordation are not considered ratings of record, they are therefore **NOT** grievable until used in an annual rating of record, unless that recordation is used to disadvantage the employee such as denial of Over Time or Suspension of Telework or AWS. This means the union, no matter how much some of us would love to fight the CER reviews, do not have the authority until they are a disadvantage, or harm you.

Rachel Lovins

Mass Grievance Alert

I'm reaching out to all employees that have applied for the lead position recently and were not referred to the hiring manager or deemed "ineligible". There seems to be a common thread with HCO not recognizing "time in grade" and other qualifications. The issue is widespread and is raising a lot of questions. We're filing a mass grievance on this situation and trying to add as many people as possible.

The job announcement number is **24-12307180O-WIB-0962-09**.

Please bring your application package and your denial down to the union office if you feel there's been a mistake.

Jacob Bross

NTEU Steward National Training

May 6th 2024 - May 10th 2024



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NTEU Working 4U!

Jacob Bross - Got 16 hours of AWOL removed and a employee moved to prevent harassment.

Suzanne Jackson - Got a an employees telework report requirement waived and the employees rights protected.



NTEU Chapter 73

- Gateway -

859-320-3617

- Annex Kentucky Drive -

859-869-5293

- Facebook -

www.facebook.com/nteu73

- Chapter Web Site -

www.nteu73.org

- Twitter -

www.twitter.com/nteu73

- Email -

[ctr.cov.cirsc.nteu.73.covington](mailto:ctr.cov.cirsc.nteu.73.covington@irs.gov)

@irs.gov



Stewards Corner

President: Shannon Lovins

Vice President: Alex Walker

Secretary: Angela Moore

Treasurer: Janet Colwell

Day Shift Stewards: Brandy Belew, Jacob Bross, Shonda Collins, Diane Gallina, Amanda Gerding, Nicole Guethlien, Rasheda Harris-Bates, Loretha Hudson, Suzanne Jackson, Rachel Lovins, Tonya Morris, Brandi Riggs, Kendra Stevenson, Luke Terhaar

Swing Shift Stewards: Maureen Cruse, Erinn Sweeney

NTEU73 Events

- Memorial Day @ Stickers Grove -

May 25th, 2024

- Labor Recognition Week -

September 16th - 20th 2024

- NTEU Toy Drive -

November 1st, 2024 - December 1st, 2024

- NTEU Holiday Party -

December 14th, 2024

Starting May 7, 2024, the IRS will hold Mental Health and Wellness virtual workshops.

As May is Mental Health Awareness Month, and in accordance with the IRA Strategic Objective 5, the IRS has established the May 2024 Mental Health & Wellness Fair. This program is voluntary, and employees are not required to attend. This program does not replace any of the existing Employee Assistance Program (EAP) resources available to employees.

Employees should coordinate participation with their managers and management may allow administrative time for employees to attend EAP educational sessions, using SETR code 990-59300. All workshops will be recorded and made available to employees.

If you have any questions or comments about this program, please contact Assistant Counsel, Jake DiMarzio via email at jake.dimarzio@nteu.org.

Doreen P. Greenwald
National President

LWOP is a sensitive topic with management and typically you have to jump through hoops to even use it. With that being said, I would like to highlight *IRM 6630.10.1 LWOP - 24 Hours For Family Purposes*. One of managements best kept secrets.

IRM 6630.10.1 says:

- (1) The IRS allows up to 24 hours of LWOP per leave year for specific family-related purposes, separate from the FMLA entitlement:
 - a. **School and Early Childhood Educational Activities** – To participate in school activities directly related to the educational advancement of a child. This would include parent-teacher conferences or meetings with childcare providers, interviewing for a new school or childcare facility, or participating in volunteer activities supporting the child's educational advancement. "School" refers to an elementary school, secondary school, Head Start Program, or childcare facility.
 - b. **Routine Family Medical Purposes** – To allow parents to accompany a child to routine medical or dental appointments, such as annual checkups or vaccinations when no sick leave is available to employees.
 - c. **Elderly Relatives Health or Care Needs** – To allow employees to accompany an elderly relative to routine medical or dental appointments or other professional services related to the care of the elderly relative, such as making arrangements for housing, meals, phones, banking services, and other similar activities.
- (2) This LWOP may be used for any individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship (examples may include domestic partners of same or opposite sex, stepparents and stepchildren, common law and civil union relationships, grandparents and grandchildren).

Keep in mind you only get 24 hours of LWOP For Family Purposes per leave year, so make it count. If your manager denies your LWOP For Family Purposes contact NTEU73 so that a steward can assist you right away.

Diane Gallina

Proposals to eliminate or restrict collective bargaining and due process rights for these employees would return the civil service to the dysfunctional “spoils system” of the past, driven by patronage and political favoritism rather than ability and merit. NTEU supports efforts to protect employee rights to ensure a fair and transparent workplace where employees continue to have a voice and are not afraid to blow the whistle when they see waste or wrongdoing.

Over the years, individuals in the White House and in Congress have put forward proposals to erode constitutionally protected statutory employee due process rights, increasing the chances that employees are treated unfairly, to undermine federal employee unions and their ability to operate in federal workplaces, and to create a new Schedule F in the Excepted Service, which would strip civil service and due process protections from a large number of employees to make it easier to hire and fire them at will. There have also been initiatives to put severe restrictions on the use of official time, which is essential for ensuring unions can continue to assist federal employees with workplace issues such as retaliation, discrimination, and sexual harassment.

Action is needed to ensure that future administrations cannot undermine federal employee due process and collective bargaining rights and ensure that agencies fulfill their statutorily mandated responsibilities to bargain in good faith. NTEU urges Congress to oppose legislative efforts limit employee rights and protections and to support the Saving the *Civil Service Act* (H.R. 1002/S. 399) which would prevent a future administration from implementing a scheme similar to former President Trump’s Schedule F executive order. In addition, NTEU urges the Senate to confirm President Biden’s nominees to the Federal Labor Relations Authority (FLRA), which will help ensure that conflicts in labor-management relations are heard by neutral arbitrators that adhere to the law and years of FLRA precedent. Combined, these actions will help ensure that federal employees are treated with dignity and respect.

Further, dangerous and false rhetoric by some politicians threatens the safety of federal employees at work and in their communities. Too often, we have seen anti-government, anti-worker statements fuel violent attacks on innocent federal employees who are just trying to do their jobs, and this is unacceptable. These public servants are serving the American people and doing the job that Congress asked of them, and they deserve to be respected and protected.

NTEU National



NTEU Urges:

- Support for a professional, non-partisan civil service with robust collective bargaining and due process rights to prevent politicization of the civil service and to protect whistleblowers.
- Support for the Saving the *Civil Service Act* (H.R. 1002/S. 399) which would prevent a future administration from implementing a scheme similar to the 2020 Schedule F executive order.
- The Senate to confirm President Biden’s nominees to the FLRA.
- Opposition to anti-worker proposals that seek to eliminate or weaken collective bargaining rights for federal workers or that fail to protect workers from arbitrary or unfair job actions.
- Treating federal employees with dignity and respect by avoiding dangerous rhetoric that threatens their safety.

ASIAN/PACIFIC AMERICAN HERITAGE MONTH



NTEU celebrates the many contributions and achievements of Asian/Pacific Americans to our federal government and our country.



NTEU.org



 **JOIN NTEU**

NTEU
National Treasury Employees Union

Brain Break

V D Y I J E O D J U S D T A N Z L N U Y L S C
J M S O S D A H L R W A D U Y S Y U A U V R G
H B O M C Z F A A B W R E V A E L K C I S Y M
P N F E S T I F E N E B D E T I N U S S D U G
S X V C D I S C O U N T R O R E F F O C I J G
D A Y I B A P I E E V A E L L A U N N A S U M
E N Q T J C Q B M X Y L M D S L A M U A C U G
T U T C X O S P L L L A N R E T N I J S L Z K
I G F A B N M G N I N I A R T Q Z R T K O R A
B H D R M T A A D V A N C E D L E A V E S B E
I W V P C R E N N R F Q N Q I J B R N P U L X
H K W Z U A T R O U I L L A N O S R E P R C P
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P R E M M U S B U G B P G N V A C A T I O N T
H B R E V E N U E M H B D Q N C W S E E K E N

ADVANCED LEAVE
ANNUAL LEAVE
CONTRACT
DISCLOSURE
DISCOUNT
INTERNAL
NTEU

PERSONAL
PRACTICE
PROHIBITED
REVENUE
SERVICE
SICK LEAVE
SUMMER

TEAMS
TRAINING
UNAX
UNION
UNITED BENEFITS
VACATION

What's in the new NTEU contract for YOU?

A lot.

Your NTEU contract
New benefits, programs and protections

NTEU
National Treasury Employees Union

Expecting a child?

Birth, Adoption, & Foster Care Placement

Whether this is your first time becoming a parent or you've been through this before, there is one need that never changes-time off work. Bonding and caring for your new addition are on the forefront of your thoughts. The last thing you want to be worrying about is your leave balance or issues with taking that time. While there is the option to take unpaid leave, we all know the bills don't stop, and those diapers don't buy themselves. Thankfully there is now Paid Parental Leave (PPL) which can provide up to 12 weeks (480 hours for full-time employees) of paid administrative leave. Invoking Paid Parental Leave (PPL) is **NOT automatic** though, you must **qualify and apply** in order to use it.

Who qualifies?

All federal employees (*regardless of gender*) who meet the following criteria:

- Have 12 months of any federal service prior to actual use-does NOT need to be recent or consecutive months of federal employment.
- Have a qualifying event (**adoption, birth or foster care placement**)
- Are in the geographical area of the child (**parent does NOT need to be living with the child**).
- Are engaged in activities connected to the care of the child (bonding, buying supplies, etc.)

How to get it?

*When foreseeable, employees must request Paid Parental Leave (PPL) orally, in writing or electronically at least **30 days in advance**. The employer will require documentation to be submitted.*

What to submit?

- Form 9611-A (Paid Parental Leave Request)
- Form 9611-B (Agreement to Complete 12-week Work Obligation)

Additional things to know:

- You have **12 months** to use PPL **from the date of the qualifying event**.
- You must agree in writing to remain with employer for 12 weeks after PPL ends.
- Seasonal employees are entitled to use PPL only when in work status.
- Runs concurrently with FMLA so using FMLA for other purposes may reduce PPL.
- You will not lose your position, benefits, pay, status or any other conditions of employment by using PPL.
- Can be used again and again with each qualifying event, with a maximum of 480 hours per 12-month period.
- Where both parents of a child are federally employed, each have their own entitlement to PPL. Does not need to be taken all at once, so you can use it to shorten your day or workweek.

Suzanne Jackson

Review IRM 6.630.1. Managers must ensure that employees do not exceed the maximum amount of sick leave for general family care purposes. You may also refer to the 2022 National Agreement, Exhibit 34-1, Sick Leave for guidance on the use of sick leave for various purposes

Employees granted sick leave for general family care purposes, will charge the time on their SETR timesheets as follows -

- **990-59527 Sick Leave General Family Care (SLGFC) – Bereavement** - Sick leave used to make arrangements necessitated by the death of a family member or attend the funeral of a family member.
- **990-59528 Sick Leave General Family Care (SLGFC)** - Sick leave used to care for a family member who is incapacitated by a medical or mental condition or to attend to a family member receiving medical, dental or optical examinations or treatment.

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UNITED
BENEFITS

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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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