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NTEU CHAPTER 68 PUBLICATION

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**INSIDE EDITION**



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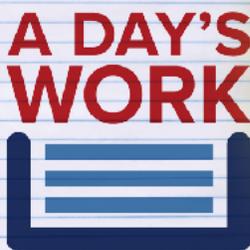
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# CONGRESSIONAL VISIT

NTEU representation of employees goes well beyond the walls of the buildings we are in. This is why we always advise employees that even if you never have to ask NTEU a question or never have an issue, you should still be a member. Our efforts with Congressional Delegations across the country help IRS employees daily by protecting pay and benefits as well as protecting your right to collectively bargain. We invited Congresswoman Trahan and Representative Nguyen to our office so we could help educate them on what IRS employees do in their district. It was a great opportunity for them to better understand our needs as federal employees so they can legislate stronger workplace protections, fair pay as well as better funding!

Communication with legislators like our Senators, Congresspeople and State and Local Reps is always very important. Too often we think that our voices don't matter when in fact, they are a huge influence on these legislators. As NTEU representatives, we have a lot of face time with these legislators. Having Congresswoman Trahan and State Rep Nguyen here gave that same opportunity to our employees to voice their personal concerns and their feelings about being an IRS employee. As our NTEU National President has always said, as "Federal Employees everything we have is voted on by those who are elected." Hearing directly from employees who are affected by their legislation cannot be understated.

I believe that employees got a sense that although these women were legislators, they were real people who are here to serve and help. They were no longer these untouchable individuals who did not care about their concerns. Once you have that connection, it gives employees a sense of empowerment that they are the ones who drive the legislation. Their voices are truly important.



**A workplace not protected by NTEU is scary.**

**Imagine the horror of:**

**NO Telework or AWS**

**NO proper overtime compensation**

**Slashes to your Benefits and Retirement**

**NO Voice on Capitol Hill**

**NTEU: keeping your workplace fright free.**



**LOOKING FOR A HALLOWEEN COSTUME?**



**READY TO JOIN US?... Visit NTEU Office ...Today!**



## Sick Leave



Some of the most frequent questions asked in the NTEU office have to do with sick leave. There are many misconceptions about how sick leave works per the NTEU/IRS contract among both management and bargaining unit employees.

### How to request sick leave

According to Article 34 Section 2B of our contract: "Employees encountering the need for unanticipated sick leave, which could not be requested in advance, must notify their supervisor as soon as possible, but in no event later than 2 hours after their normal time for reporting to work on the first day of the absence." It goes on to say that if the degree of the illness or injury prevents you from notifying your manager within the 2-hour limit, you should report the absence as soon as possible. Article 34 Section 2B also states that if you call your supervisor to request sick leave, you must leave a voicemail with your current phone number or you must email the supervisor and include your current phone number.

### Can my manager require that I bring in a doctor's note?

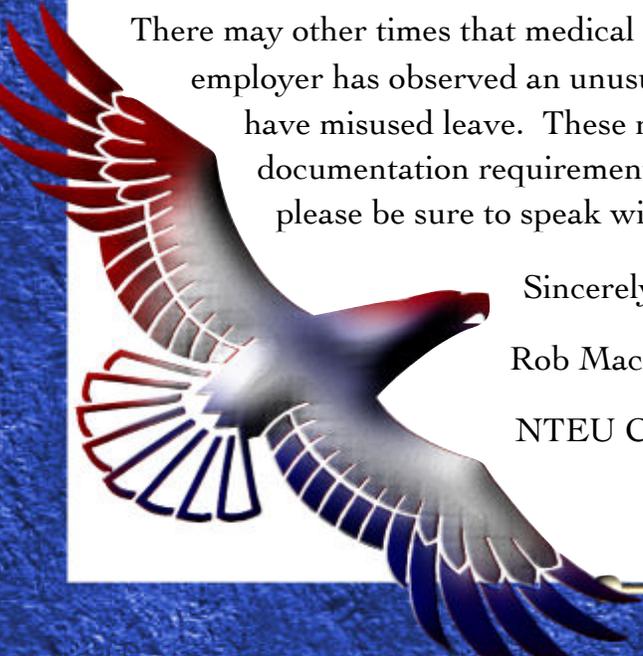
Article 34 Section 3 deals with medical documents and how they pertain to sick leave requests. Medical documents may be required if sick leave exceeds 3 consecutive workdays. Medical certificates are defined in Article 34 Section 3C. They must include a statement that the employee is under the care of a health care provider. They also must include a statement that the employee was incapacitated for duty and the days the employee was incapacitated. They must include information concerning the expected duration of the incapacitation. Finally, they must be signed or stamped by the health care provider.

There may other times that medical documents will be required, but these occur after the employer has observed an unusual pattern of unscheduled leave or perceive the employee to have misused leave. These require the employee to be counseled prior to any medical documentation requirement. If you find yourself in this situation, please be sure to speak with an NTEU steward ASAP!!

Sincerely,

Rob MacFarlane,

NTEU Chapter 68 N/S Chief Steward



## Stewards Working For Members



Every October, **National Disability Employment Awareness Month (NDEAM)** offers an opportunity to celebrate the many contributions of America's workers with **disabilities**. This year's theme is "America's Workforce: Empowering All."

I met with a co-worker who monitors diabetes. As a proponent of reasonable accommodations, I inquired if this employee had filed a reasonable accommodation request. The response was in the negative. As an individual who has had diabetes for 18 years I explained filing a reasonable accommodation which allows you to deal with the symptoms of diabetes. Some people suffer from sugar attacks, cold hands, cold feet, being tired, high sugar attacks and other related medical problems including the possible onset of Reynaud's disease. I recommend that you can go to the winter or summer garden to get a snack or to the cafeteria to get something to eat if you are having a sugar attack. This is when the sugar levels in your body become very low. When this happens, a diabetic must eat some food right away. This is an immediate onset and you have the right to leave your desk and attend to this medical issue. Upon your return you would inform your manager. Those who end up with cold extremities have the right to obtain a heating device to keep your extremities comfortable.

Any items purchased to address the issue raised by a reasonable accommodation request are paid for out of a specific budget for Reasonable Accommodation. When and if your diabetes worsens you can obtain additional relief. The accommodations are determined by your medical provider(s). You are assigned a reasonable accommodation coordinator who will oversee your issue(s). The RAC has the right to suspend you from doing specific task depending on your overall medical diabetic issues. Management become bound to adhere to your conditions. Filing a reasonable accommodation request entitles to protection under the American Disability Act and Equal Employment Opportunity Commission rights. In the event your rights are violated, EEO complaints can be filed or a grievance alleging EEO violations. If you need further assistance, please stop by the union office or send email to [nteu.chapter.68@irs.gov](mailto:nteu.chapter.68@irs.gov).

Sincerely,

Mike McDonald, NTEU Chapter 68 Steward





## Ramping Up Social Media in Our Local Grassroots Advocacy

If you go to your Facebook page or Twitter right now, what do you see? Probably a lot of legislative news. Maybe it's Chapter 68 or NTEU facebook media page, posting a visit with a legislator. Or maybe it's your local member of congress sharing a photo of their most recent site visit.

Our elected officials aren't just using social media as a supplementary means of communication with their constituents. They're using it as the predominant channel. Members of Congress use social media more than any other means to reach constituents.

How does this shift to social media affect our Chapter's grassroots advocacy efforts? The answer is twofold. First, our chapter leaders advocacy must meet with local legislators where we are, using social media as a form of proactive outreach to members. Second, our chapter posts legislative resources to social media, promoting key priority issues and campaigns that we care about such as pay raise, family paid leave, and agency funding.

We must engage our legislators online. Why? The lawmakers who are in position to help us, achieve policy goals are active on social media, we need to engage there as well - collectively. With an active social media presence, we can capture our local legislator's attention and start a two-way dialogue. Two ways that legislators commonly use social media platforms are to share constituent stories and to present federal employee issues specific to legislation. We can contribute to both of these conversations by sharing our stories.

While messages on social media will never replace face-to-face interactions between legislators and constituents, but we can stay a step ahead of local conversation by monitoring and participating in substantive legislative policy debates already happening online. We make sure our chapter is using social media to engage actively with our legislative champion, and craft messages that are helpful to lawmakers who can spotlight our federal employee issues or grassroots campaign.

**See What You Can Do. Please visit [NTEU.org](http://NTEU.org) Action Center ....**

Respectively yours,  
Nell Arndt, NTEU Chapter 68 Legislative Coordinator



## P.O.W.E.R.

Each NTEU member contributes to positive change and progress in the workplace, and in that spirit, **People Organized to Win Employee Rights** - is one of the primary ways for NTEU to gather information from Chapter 68 members about their legislative efforts to get them involved!

NTEU works to ensure that all Chapter 68 members are tuned in to real time legislative updates. We also want to ensure that members can be contacted at a moment's notice and are responding accordingly on NTEU's legislative calls to action.

In the Third Quarter of 2019, our chapter's grassroots legislative efforts included participation in letter writing campaign especially crucial in today's federal employee workplace environment and the top 3 issues on which members sent letters were:

-  **Ask your members of Congress to support a pay raise for federal workers for 2020.**
-  **Ask your Members of Congress to support the Federal Employee Paid Leave Act.**
-  **Asking Congress to reach a funding agreement to keep agencies open and adequately funded in 2020.**

I will continue to send these letter updates out every quarter, so you can see the progress your chapter is making. If you have not done so already, I am asking that you personally engage and empower our membership today by taking action on the issues that affect your pay, benefits and agency funding.

Every effort you make, large or small, to increase the number of letters being sent to Congress from your chapter matters and can make all the difference.

You have a Choice: Shrink with Fear or Soar with Courage.

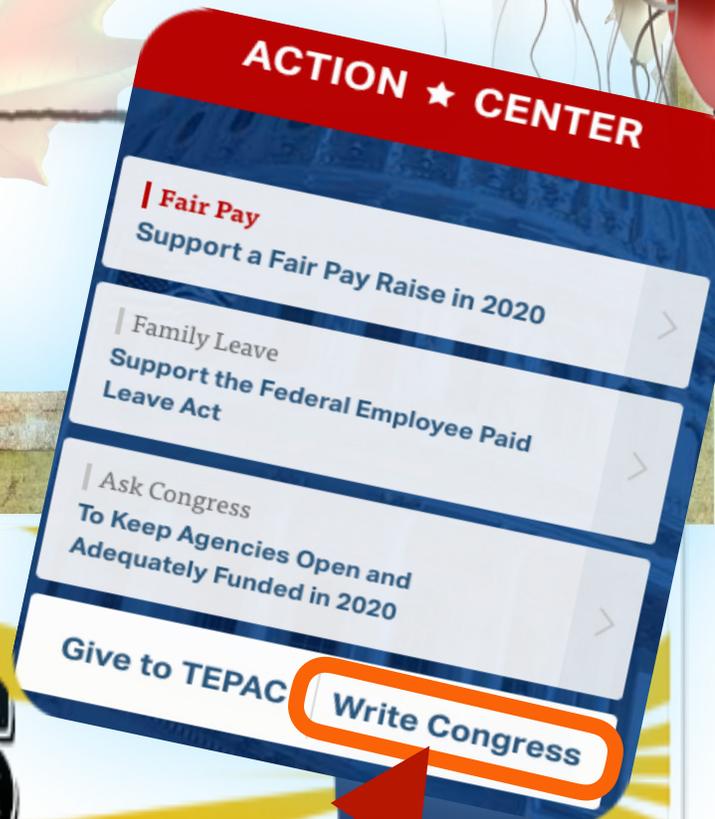
Respectively yours,  
Nell Arndt, NTEU Chapter 68 Legislative Coordinator



# Fall Grassroots Contest

October 1st - November 30th  
[NTEU.org](http://NTEU.org) Action Center

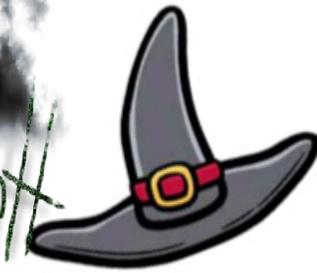
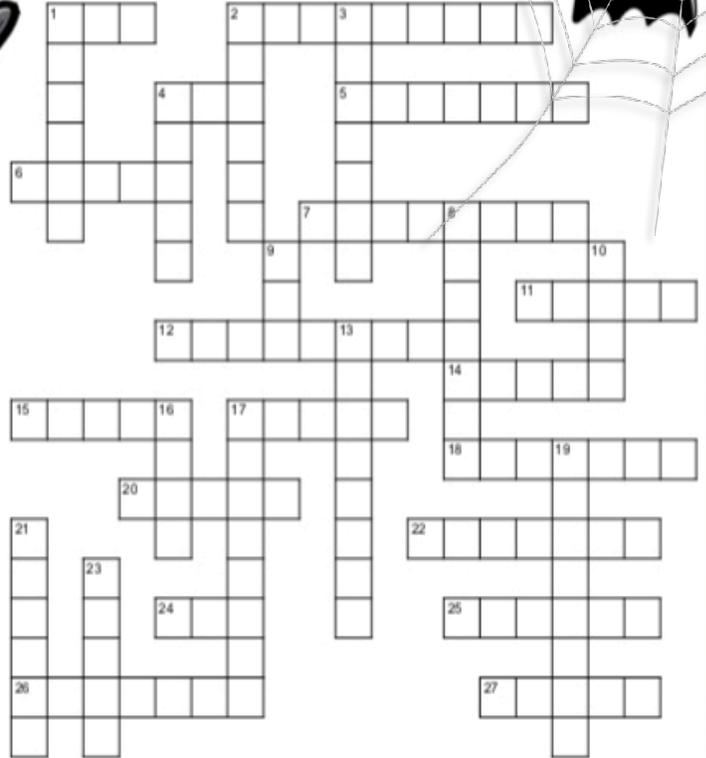
All Employees Welcome!



# OUR GRASSROOTS IS LOCAL

FAIR PAY  
AGENCY MISSIONS  
BENEFITS  
RETIREMENT

# Halloween



**Across**

- 1. He swallowed the canary.
- 2. Playground for ghosts.
- 4. What a spider spins.
- 5. Frankenstein has one.
- 6. When ghosts come out to play.
- 7. Scare.
- 11. What the pot might call the kettle.
- 12. October 31st.
- 14. \_\_\_\_ or treat.
- 15. Witch transportation.
- 17. Frightening.
- 18. The Count.
- 20. A skeleton is just a bunch of these.
- 22. Disguise.
- 24. Lives in the belfry.
- 25. Incey wincey is one of these.
- 26. Main ingredient in a popular pie.
- 27. \_\_\_\_ stories.

**Down**

- 1. Where a vampire sleeps.
- 2. Evil or mischievous creature.
- 3. He hates garlic.
- 4. Samantha for example.
- 8. \_\_\_\_ house.

- 9. Who? Who?
- 10. Mr. O'Lantern.
- 13. Comes out on full moon nights.
- 16. Might be full, half, or new.
- 17. A boney sort of fellow.
- 19. Fire burn, and \_\_\_\_ bubble.
- 21. When something makes our skin crawl, it's this.
- 23. Found in Egypt.



\* solution at union office



## NTEU PARKING RAFFLE

Next drawing is for December and January



Enter by November 22nd @ NTEU Union Office/Stop 935 Union Office # (978)783-8426

**Name:** \_\_\_\_\_

**TOD:** \_\_\_\_\_

**PHONE:** \_\_\_\_\_

## Cozy Up Autumn Recipes

### Salted Caramel Pots de Creme

**Our family loves the way that just a pinch of sea salt brings out the rich, buttery caramel found in this creamy dessert. Sharing the indulgence!**

#### Ingredients

- 1 ¼ cups sugar
- ¼ cup water
- ¼ teaspoon salt
- 1 ½ cups whipping cream
- ½ cup whole milk
- 6 egg yolks
- 1 teaspoon fleur de sel or other flaked sea salt

Prep: 35 mins

Bake: 40 mins at 325°

Cool: 30 mins

Chill: 4 hrs

Servings: 8



**Directions:** Preheat oven to 325°F. Place eight 4-ounce pots de crème pots, ramekins, or 6-ounce custard cups in a large roasting pan; set aside.

In a medium saucepan combine sugar, the water, and 1/4 teaspoon salt. Cook and stir over low heat until sugar is dissolved. Using a soft pastry brush dipped in water, brush down any sugar crystals on sides of pan. Bring mixture to boiling over medium-high heat. Boil gently, without stirring, for 8 to 10 minutes or until mixture turns an amber color. Remove from heat.

Whisking constantly, carefully add whipping cream and milk to sugar mixture in a slow stream (mixture will steam and sugar will harden). Return to heat. Cook and whisk about 2 minutes more or until sugar is dissolved.

In a large bowl whisk egg yolks until light and foamy. Slowly whisk cream mixture into beaten egg yolks. Pour mixture through a fine-mesh sieve into a 4-cup glass measuring cup with a pouring spout. Divide mixture among pots de crème pots.

Add enough hot water to the roasting pan to come halfway up sides of pots de crème pots. Carefully place pan on oven rack. Bake about 40 minutes or until edges of custards are set but centers jiggle slightly when shaken. Transfer pots de crème pots to wire racks; cool for 30 minutes. Cover and chill for 4 hours. Before serving, sprinkle custards with fleur de sel.



**UNITED**  
B E N E F I T S

**Hosted by NTEU Chapter 68**

Invites Members and Non-members

**October 7th—10th &  
October 28th — 31st**

**Schedule Your Appointment**

**Benefits and Retirement Counseling**

**Retirement Calculations and Package Assistance  
TSP, FEGLI, FEHB, FERS, CSRS**

**Café Function Rooms 223 & 224**

**Please request 1 hour of Admin time**

Article 36—Section 11—Subject to workload considerations the Employer may grant an employee up to a total of four (4) hours excused absence per calendar year for the purposes of attending a health benefits fair, reviewing health benefits information and materials, receiving financial counseling, and seeking supplemental retirement counseling. Except for excused absence for retirement planning, as provided for in Article 21, no other administrative time shall be authorized for general benefit counseling.

**Jim Ragan—256.312.3015  
jim@unitedbenefits.com**

**Karen Ragan—256.312.3016  
karen@unitedbenefits.com**





# Membership Meeting

Tuesday,  
October 29, 2019  
5:00pm to  
8:00pm

*Jocelyn's Restaurant  
355 South Broadway  
Salem, NH 03079*

DINNER WILL BE PROVIDED

**\*\*PLEASE RSVP BY OCTOBER 22ND\*\***

CONTACT NTEU CHAPTER 68  
NTEU.CHAPTER.68@IRS.GOV  
PHONE: (978) 783-8426

NTEU Chapter 68





NTEU Sponsored Event

# Blue Cross Blue Shield Information Table

*Blue Cross representative will be available  
for any specific questions.*



Personal one on one meetings to address your individual needs

**Cross Point Tower 3, 9<sup>th</sup> Floor Conf. Rm**

**Date:** Tuesday, October 22<sup>nd</sup>  
**Times:** 11:30 AM to 1:30 PM

**Andover – Café Function Rooms 223 & 224**

**Date:** Thursday, October 24<sup>th</sup>  
**Times:** 10:00 AM – 3:00 PM  
and  
5:00 PM to 7:00 PM



*NTEU members only*

For questions or to schedule a one-on-one meeting, please contact NTEU office at [nteu.chapter.68@irs.gov](mailto:nteu.chapter.68@irs.gov) or call 978-783-8426





# Members Only Event



## health fair

Sponsored By

**NTEU**

The National Treasury Employees Union

**Chapter 68**

**Our Mission**

To organize federal employees to work together to ensure that every federal employee is treated with dignity and respect.

**Tuesday, November 19th**

**In the Communication Center**

**(By The Rear Lobby)**

**Times: 10:30 AM to 1:00 PM**

**2:00 PM to 4:30 PM**

**5:30 PM to 7:00 PM**

**ADMIN TIME WILL NOT BE  
APPROVED FOR THIS EVENT**

Arrange to attend during your

**OWN TIME**

**\*\*\*Any questions visit our office\*\*\***

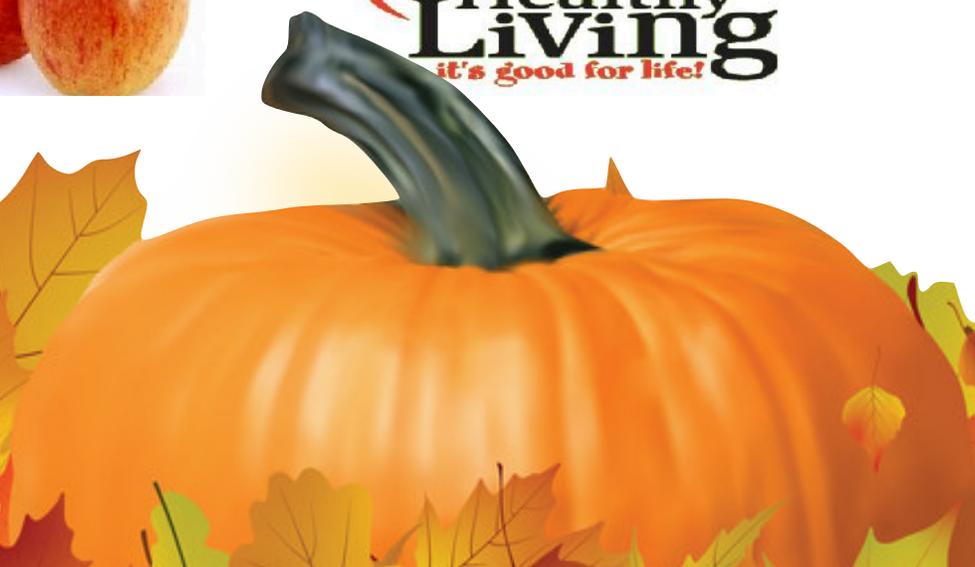
**Call (978) 783-8426 or email**

**[nteu.chapter.68@irs.gov](mailto:nteu.chapter.68@irs.gov)**



**OPEN SEASON**

**Nov. 11 thru Dec. 9**



# O F F I C E R S

## CHAPTER 68

Gary Karibian, Chapter President, (978)783-8425

Maria Zangari, Executive Vice President, (978)783-8423

Beth Willwerth, Secretary, (978)783-8426

Noelia Batista, D/S Chief Steward & Treasurer, (978)783-8424

Rob MacFarlane, N/S Chief Steward & Executive Coordinator, (978)783-8426

Nell Arndt, Membership Trustee & Legislative Coordinator, (978)783-8426

Barbara Thomas (Doumaney), Membership Trustee, (978)783-8426

Robert Harrington, National Vice President Dist. 6, (978)783-8426

NTEU Union Office local at ANSC Stop 935, Room 1106

Mailing Address: P O BOX 4186 Ballardvale Station, Andover, MA 01810

**Website**

[www.nteuch68.org](http://www.nteuch68.org) [www.NTEU.org](http://www.NTEU.org)

[www.facebook.com/NTEU-Chapter-68](http://www.facebook.com/NTEU-Chapter-68)

[www.facebook.com/NTEU/National](http://www.facebook.com/NTEU/National)



# Happy Fall

Gary, Maria, Beth, Nellie, Rob, Nell, Barbara & Bobby

