



STRENGTH



RESPECT



PRIDE

NTEU 2009 - 2011



NTEU IN ACTION 2009-2011



THE PAST TWO YEARS have been pivotal ones for government employees and their unions.

After years of battling an anti-federal employee administration, we had high hopes for a change in tone in Washington. However, our country's economic woes resulted in the election of lawmakers across the country with a slash-and-burn mentality about government spending. The result has been relentless attacks on federal pay, retirement, staffing and agency budgets.



It is against this backdrop that NTEU and its members have proven our mettle. From the threat of a government shutdown to massive financial regulatory reform to a tragic attack on IRS employees in Austin, NTEU has lived up to its more-than-70-year legacy as:

- A strong, consistent presence on Capitol Hill warding off countless attacks while continuing to make important improvements in the lives of those we represent;
- A smart, experienced negotiator at the bargaining table winning new rights and benefits for those we represent;

- A tough, strategic litigator defending the rights of federal workers;
- A staunch, knowledgeable advocate in the workplace enforcing the individual rights of our members and our contracts; and
- A credible voice in the media speaking intelligently and forcefully on federal employee issues, reminding the public that federal employees truly do work for U.S.

We have maintained our unwavering commitment to our mission—to work together to ensure that every federal employee is treated with dignity and respect, and in so doing, reached our highest membership levels in the history of our union.

With unyielding dedication, we have come together, time and time again, as a union to protect and defend those we represent so they can continue to carry out the important work of our country, work that every American depends upon. With great pride, we look to the future and our union lives on.

A handwritten signature in blue ink that reads "Carol M. Kelley". The signature is fluid and cursive.

NTEU WORKING FOR YOU

- ★ Long-term and ongoing efforts bear fruit with declines in federal contracting.
- ★ A successful Legislative Conference rally of hundreds of NTEU members at the U.S. Capitol drew seven members of Congress speaking out in support of federal employees and generated extensive media coverage.
- ★ With tough negotiations complete, a single contract covering all NTEU-represented employees at Health and Human Services is put into place.
- ★ A historic agreement at Customs and Border Protection covers, for the first time, every member of the bargaining unit.
- ★ Employees at a number of agencies finally receive premium pay for Sunday work.
- ★ Awards program at the Internal Revenue Service hits \$60 million.
- ★ Landmark decision finally assures CBP employees of two consecutive days off each week and back pay for those who worked the illegal schedules for years.



STRENGTH ★ RESPECT ★ PRIDE

In tough times, it takes an outstanding organization that can push back and grow even stronger. NTEU is such an organization.

Few would question that the past two years have been tough ones for federal employees. Across government, federal agencies have been in the spotlight with their missions questioned, the quality of their work derided, and their employees disparaged. Some lawmakers and media commentators continue with a relentless campaign against the federal workforce. Troubled economic times help fuel anti-government rhetoric and attacks on unions in general have become politically expedient.

NTEU was not content to sit back quietly and try and ride the storm out. That is not the NTEU way. Rather, we drew strength from each of our bargain-

ing units. We came together as a single voice, and we demanded respect.

We did it because of the pride our members feel in their work for our nation, and the pride they feel in

*“Every day, federal employees perform **work that is vital for the American people and our way of life.**”*

President Kelley, *Spartanburg (South Carolina) Herald-Journal*, Aug. 20, 2010

the knowledge that NTEU is sticking up for them, no matter who is throwing the stones.

There was plenty to push back against, too. The most dramatic demonstration of anti-government feelings may well have come in an act beyond all reason, when a disgruntled taxpayer flew his private plane into a Texas office building housing more than 200 Internal

Chapters Raise Voices at Rallies

Not content to sit quietly while their pay and benefits are at risk, two NTEU chapters took to the streets in support of federal employees and their contributions to our country.



DETROIT

In Detroit, a Chapter 78 (IRS Detroit Computing Center) rally in the heart of the city drew hundreds of people to send a strong message against those who scapegoat federal employees as the cause of the nation's current economic ills. Joining the demonstration that day was chapter member Erikka Baker-Keese. "I was out there for myself and my family," she said. "NTEU does not let you stand alone. Everyone is being affected by the down economy, but that does not mean that employees should stop fighting for what we believe in."

Chapter 47 (IRS Manhattan) also led a loud and boisterous rally in its city. Again, hundreds of NTEU members joined together to send a message of pride in the work they perform and let the public know that federal workers deliver for them every day.

"It is vital that we not only stress our contributions to our fellow Americans but that we stand up for our rights, pay and benefits, all of which we earn every day by our performance on behalf of the public," said Chapter 47 President Frank Heffler.

Both rallies were very successful and received widespread media coverage ensuring that the messages of the frontline employees were heard throughout their regions.



NEW YORK

RESPECT

FIGHTING BACK

Revenue Service employees. He killed one employee—a 26-year IRS veteran—and wounded others.

The other attacks took a different form but they were serious attacks nonetheless.

The new Congress, driven by an anti-government sentiment seen only infrequently, began efforts to chop away at federal pay and benefits. Bills called for severe reductions in agency budgets; cuts of 10 percent in the federal workforce; a halt in federal hiring; a years-long extension of a pay freeze already scheduled for two years; increases in federal employee pension contributions with no boost in annuities; and similar dangerous steps.

For the first time since the mid-1990s, federal employees faced a government shutdown because of disputes over appropriations, generating deep anxiety in their ranks throughout the country, not knowing who might work; when or whether they would be paid, if they did work; and how they would pay their bills if they did not.

The shutdown was averted, literally at the 11th hour, but at the cost of reduced resources for the remainder of fiscal 2011. NTEU fought hard against draconian cuts and succeeded in staving off the worst of the proposals. At the same time, NTEU stepped up during the shutdown threat to speak on behalf of federal workers and to serve as a resource, providing

“I stand with you because you are the front lines for America.”

Sen. Ben Cardin (D-Md.), NTEU Legislative Conference, March 2011

employees with information about what a shutdown would mean.

The same high-stakes game emerged from the talks to come up with a deal on the debt ceiling. Cuts to federal employee pay and benefits were on the table and NTEU worked diligently behind-the-scenes and through a nationwide grassroots effort to educate the

Providing Tools for Success

"Thanks to the stubbornness of NTEU, my workplace is now a much smoother, less stressful place," said Chapter 73 (IRS Cincinnati Campus) member Mary Jean Gerken. "I was suffering, but NTEU was a savior."

Gerken's workplace improvements are the result of the settlement of a national grievance NTEU filed on behalf of IRS employees who are deaf and hard-of-hearing. Gerken had spent years sharing a single Text Telephone (TTY) with other deaf and hard-of-hearing employees and she was not alone in her situation. Not only does she now have her own TTY, she also has a video phone to assist her on the job.



COURTESY: SIGNIFICANT SIGNVIDEO SERVICES

The grievance alleged that as many as 1,000 deaf and hard-of-hearing employees across the IRS were improperly denied equal access to information, training, and promotional opportunities. The settlement provided eligible employees with reasonable accommodation for their needs, as well as monetary awards of up to \$3,000 for job-related losses such as poor appraisal ratings.

STRENGTH

MOVING FORWARD

of the opportunity for employees to telework. That would not have happened without NTEU. There was a sharp decline in the amount of contracting by federal agencies. That would not have happened without NTEU. Federal employees who did not have the right to get credit for unused sick leave got it. That would not have happened without NTEU. The Federal Career Intern Program, misused by agencies to undercut the government's merit-based competitive hiring system, was dropped by the administration. That, too, would not have happened without NTEU—which waged a long legal fight to achieve that good result.

At NTEU-represented agencies across the country the day-to-day work of the union continues unabated. From solving workplace issues through grievances or arbitrations to finding common ground with management in work groups and other labor-management

forums, NTEU is hard at work promoting positive changes for employees and fending off harmful management proposals.

*“Federal employees want a voice in their workplace, and unions provide that voice. As a union, our goal is the same as the government: to attract and retain talented and skilled employees who **provide effective and efficient service to taxpayers.**”*

President Kelley, Washington, D.C. *Examiner*, Nov. 26, 2009

Over the past two years NTEU has grown even tougher and stronger with a membership that is the largest ever in the union's history and that is not afraid to fight back and to demand respect. NTEU is moving forward determined to make the future brighter for each and every NTEU member. ★

Fire and Ice

Cecilia McGraw said the wildfires that ravaged San Diego County in 2007 were unlike anything she has ever seen. "It was horrible," recalled the Chapter 92 (IRS San Diego) member. "It was literally raining ash." When the IRS forced McGraw and other chapter members to use leave during the emergency instead of granting them administrative time off, NTEU stepped up to protect their rights. Last year, the union won a grievance restoring leave to impacted workers in the area.



NTEU won similar settlements this year that restored more than 17,000 hours of leave to nearly 2,000 Chapter 71 (IRS Philadelphia Campus) bargaining unit members who were forced to use leave to cover their absences during a severe 2010 blizzard and returned leave to CBP employees impacted by the same blizzards. Your workplace rights do not change, even if the weather does.

Fair Pay for Honest Work

When Customs and Border Protection (CBP) Officer Shayne Anderson joined NTEU, he did not do it for the money. He believed joining was "the right thing to do." But as it turns out, NTEU membership has paid off, not once but twice.

The Chapter 141 (CBP Maine) member first received back pay for nine Saturdays he worked after the union reached a 2005 settlement agreement for CBP Officers who attended training on Saturdays at the Federal Law Enforcement Training Center.

A few months later, Anderson again received a payout when NTEU challenged CBP for unilaterally terminating joint local awards committees. The arbitrator ordered CBP to rerun its fiscal 2005 awards and Anderson received his due award.

FAIR TREATMENT

WE ARE PROUD TO BE NTEU

NTEU represents some 150,000 employees nationwide and in Aruba, the U.S. Virgin Islands, the Bahamas, Bermuda, Guam, Puerto Rico, Canada and Ireland who work for:

Department of Agriculture

- Farm Service Agency
- Food and Nutrition Service

Department of Commerce

- Patent and Trademark Office

Department of Energy

Department of Health & Human Services

- Administration for Children and Families
- Administration on Aging
- Food and Drug Administration
- Health Resources and Services Administration
- Indian Health Service
- National Center for Health Statistics
- Office of the Secretary
- Program Support Center
- Substance Abuse and Mental Health Services Administration

Department of Homeland Security

- U.S. Customs and Border Protection

Department of the Interior

- National Park Service

Department of the Treasury

- Bureau of Engraving and Printing
- Bureau of the Public Debt
- Departmental Offices
- Financial Management Service
- Internal Revenue Service
- Office of Chief Counsel
- Office of the Comptroller of the Currency
- Tax and Trade Bureau

Environmental Protection Agency

Federal Communications Commission

Federal Deposit Insurance Corporation

Federal Election Commission

National Credit Union Administration

Nuclear Regulatory Commission

Securities and Exchange Commission

Social Security Administration

- Office of Disability Adjudication and Review

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TO BE
REPRESENTED
BY THE BEST
FEDERAL
EMPLOYEE
LABOR UNION.”**

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