
NTEU-IRS CONTRACT 2009



*It's your contract;
it's your life.*

The NTEU-IRS Performance Incentive Awards

How much do you know about the performance awards program in your office? Here is a TRUE-FALSE quiz you can use to test your knowledge. The answers are on the back. Check your NTEU collective bargaining agreement for the answers.

- ❶ The government-wide federal personnel system does not require that anyone, even the best performers, get awards.
- ❷ IRS employees work under a system that guarantees tens of thousands of IRS employees cash awards only because NTEU negotiated that provision in its contract.
- ❸ The current contract requires management to award about \$60 million per year in cash awards.
- ❹ A top performing employee can get as much as \$3,000 this year—and \$3,500 next year in awards money.
- ❺ NTEU's agreement guarantees that 10 percent of all employees rated Outstanding will get a Quality Step Increase (QSI) each year, which amounts to a permanent three percent salary increase.
- ❻ Our collective bargaining agreement allows employees to exchange their cash awards for time off if they wish.
- ❼ The contract's cash awards are announced and paid out in December of each year.
- ❽ NTEU's collective bargaining agreement gives someone in each NTEU chapter access to all the data on how awards were determined in case you have a question about your award.
- ❾ If an IRS employee believes his or her award was not correctly calculated, the union can file a grievance and even go to arbitration to get the employee more money.
- ❿ IRS employees who get awards get extra points when competing for promotion because federal law requires that.

See how well you did. If you have any questions, an NTEU representative can get you the answers.

1. **TRUE** Law and regulations authorize a performance awards program, but nothing requires agencies to grant even one dollar in awards.
2. **TRUE** Article 18 of the NTEU-IRS contract is a legally binding guarantee negotiated at NTEU's insistence that ensures not only that awards be given, but that they be granted fairly without disparate treatment. Over 55 percent of the IRS workforce gets them each year.
3. **TRUE** The collective bargaining agreement has a formula that has increased awards funding over the last 12 years from \$17 million to \$60 million a year. *See Section 1A.*
4. **TRUE** In 2010, the minimum amounts of awards increases from \$250 a year to \$500 a year. *See Section 2A.*
5. **TRUE** See a union representative if you do not know the formula that guarantees you this raise.
6. **TRUE** NTEU negotiated a provision that allows employees to buy hours and days of paid time-off without charging annual or sick leave by turning back their cash awards. *See Section 4.*
7. **FALSE** The awards are paid out in late September each year.
8. **TRUE** The chapter president and chief steward have access to data to help you figure out whether you and the members of your group got your correct share of the award money. *See Section 1B.*
9. **TRUE** An arbitrator can order management to give you a retroactive cash award.
10. **FALSE** The NTEU contract requires that employees who get awards earn extra points for promotion. NTEU insisted in negotiations that earning an award should improve a person's chance to get promoted too.

For more information on your new contract, visit the Members-only section of NTEU.org.

Not a member? See your local NTEU representative.



www.nteu.org