



2021 RESOLUTIONS

NATIONAL TREASURY EMPLOYEES UNION

RESOLUTIONS ARE FORMAL EXPRESSIONS OF NTEU'S INTENTS,
BELIEFS AND VALUE STATEMENTS. THEY ARE EFFECTIVE AT MIDNIGHT
OF THE DAY PASSED, AND CONTINUE UNTIL THE NEXT NATIONAL
CONVENTION.

1. Concerted Activity

WHEREAS, collective bargaining in the federal sector is limited in scope by provisions of the Civil Service Reform Act, and WHEREAS, concerted activity has become increasingly necessary to supplement limited bargaining rights, and WHEREAS, to be effective, concerted activity requires coordination and participation of the maximum number of bargaining unit employees, therefore be it RESOLVED, that NTEU continue to develop and maintain concerted action preparedness plans including the procedures to be followed in initiating concerted activity.

2. Bereavement Leave

WHEREAS, in the event of a death in an employee's immediate family, a great emotional impact follows, and WHEREAS, the employee's capacity to perform his/her duties is substantially impaired during this period, and WHEREAS, industry and public service outside the federal sector grant leave for bereavement purposes, therefore be it RESOLVED, that NTEU continue to seek legislation to obtain for employees administrative leave during periods of bereavement caused by a death in the immediate family.

3. Tax Exemption of Federal Annuities

WHEREAS, Social Security benefits and Railroad Retirement benefits are not fully taxable for federal income tax purposes, while Civil Service retirement benefits are taxable at 100 percent, and it is only fair and equitable that federal employees' retirement benefits be exempt from federal income tax at the same level as Social Security benefits, therefore be it RESOLVED, that NTEU continue to strongly support legislation that would make governmental pensions tax-exempt up to the same level as the exemptions for Social Security and railroad retirement benefits.

4. Full Payment of Health Insurance by Government

WHEREAS, it is a common practice in private industry to pay the complete costs of employee hospitalization plans, therefore be it RESOLVED, that NTEU continue to go on record in support of legislation which would amend the Federal Employees Health Benefit Act of 1969 to provide that the entire premium cost of health benefits under such act shall be paid by the government.

5. Retiree COLA Increase

WHEREAS, Civil Service retirement COLAs have been singled out by the Congress to be canceled each year that deficit targets were not met, and

WHEREAS, postponement and cancellation of COLAs are grossly unfair since retirees can never catch up to the current rate of inflation, and

WHEREAS, legislation may be proposed to again single out Civil Service COLAs for cancellation, therefore be it

RESOLVED, that NTEU continue to vigorously oppose any legislation which could further reduce retiree COLA increases and other rights and benefits.

6. Pay and Benefits Legislation

WHEREAS, Congress has continuously proposed restructuring of federal employee pay and benefits, and

WHEREAS, enactment of these Congressional proposals would further reduce pay and benefits, and

WHEREAS, continuing erosion of pay and benefits has resulted in the inability to attract new employees and in a continuing loss of highly qualified, trained personnel who are forced to leave federal sector employment to maintain a desirable standard of living, therefore be it

RESOLVED, that NTEU continue to vigorously oppose these unfair proposals, and be it further

RESOLVED, that NTEU continue to oppose any and all upcoming legislation which could prove detrimental to the rights and benefits of current and prospective federal employees, and be it further

RESOLVED, that NTEU seek inclusion of additional areas within the United States for the purpose of compliance with Federal Employee Pay Comparability Act (FEPCA).

7. Leave

WHEREAS, many private sector employers have increased vacation benefits after ten years of service, and government employees' leave increases after fifteen years of service, therefore be it

RESOLVED, that NTEU continue to seek legislation that annual leave be increased to eight hours per pay period after ten years of government service.

8. Prompt Notification of Results

WHEREAS, internal investigations are of a sensitive nature, and
WHEREAS, these investigations drag over long periods of time, which demoralizes the employee and often affects promotional opportunities, therefore be it

RESOLVED, that NTEU continue to seek legislation to force management to establish a policy for prompt clearance and a policy that employees be immediately informed of the charges.

9. Overtime

WHEREAS, overtime is often a mandatory requirement for many employees, and

WHEREAS, there is no legislation pending on this matter at this time, and

WHEREAS, NTEU has supported efforts in the past to make mandatory overtime payments creditable for retirement purposes, therefore be it

RESOLVED, that NTEU continue to strive to seek legislation to have all overtime earnings, from all sources, credited for retirement purposes.

10. Notification of Charges of Misconduct

WHEREAS, investigations of employee misconduct by management or representatives of the agency or Inspectors General may lead to disciplinary or adverse actions, and

WHEREAS, employees are not being informed of charges against them when they have been called into interrogation by management or representatives of the agency or Inspectors General, therefore be it

RESOLVED, that the agency provide an employee with written notice that he/she is under investigation for misconduct, stating the charges against the employee, and also simultaneously present a notice to the employee stating his/her representational rights.

11. Removal of Outside Employment Restrictions

WHEREAS, the language used in the Code of Federal Regulations, and the interpretation placed upon it severely restricts the rights of all employees to engage in outside employment which would not involve a conflict of interest, and

WHEREAS, employees may need and be desirous of outside employment to supplement their income, and

WHEREAS, the said restrictions prevent personnel who are planning retirement from seeking outside employment and from supplementing their income in preparation for retirement, therefore be it

RESOLVED, that NTEU will continue to strive to obtain rescission or removal of all restrictions on outside employment where there would be no actual conflict of interest.

12. EEO/Diversity Committee Recommendations

WHEREAS, the Equal Employment Opportunity (EEO) Diversity Committees provided for in agreements between agencies and NTEU are purely advisory, and

WHEREAS, the recommendations of the said committees frequently are not accepted and/or implemented by the agency, therefore be it

RESOLVED, that NTEU will seek to have the agency covered by the applicable collective bargaining agreement to advise the EEO/Diversity Committee in writing as to the reason(s) why the agency did not accept or follow said committee recommendations.

13. Retirement when Age and Years of Service Total 80

WHEREAS, the present retirement law, providing for full annuity at age 55 with 30 years of service and at age 60 with 20 years of service, fails to provide for employees age 56 through 59, and

WHEREAS, it fails to provide for long years of faithful service of employees under 55, therefore be it

RESOLVED, that NTEU continue to seek legislation which will provide all employees with the option of retiring without penalty or reduction in benefits when age and years of service total 80, or upon completion of 30 years of service, whichever occurs first.

14. Limit Liability for Violations of the Privacy Act, IRS Restructuring and Reform Act of 1998 and Other Similar Acts

WHEREAS, a federal employee during the normal course of his/her official duties may violate the Privacy Act, and

WHEREAS, the employee may be subjected to civil and criminal penalties, therefore be it

RESOLVED, that NTEU continue to seek legislation to limit liability to willful violations, and require that the federal government indemnify the employee and provide legal representation in all civil actions and reimburse the employee for all costs, including attorney fees in connection with alleged violations of the Privacy Act, IRS Restructuring and Reform Act of 1998 and other similar Acts.

15. Administrative Time for Union Stewards

WHEREAS, the experience of NTEU has been that certain union stewards need and use more administrative time than others, and

WHEREAS, there have been recent attacks on union time, and

WHEREAS, it is in the best interest of management and the union that time be used where it is most needed, and

WHEREAS, the chapter bank time in existing agreements has proven to be insufficient, therefore be it

RESOLVED, that NTEU will strive to ensure that collective bargaining agreements that provide for bank time, should also provide that a grant of a total time be allotted to the chapter to be distributed as the chapter determines necessary up to and including 100% time for designated officers and/or stewards, and be it further

RESOLVED, that NTEU continue to strive to ensure the preservation of existing chapter bank time and official time.

16. Official Time for Chapter Presidents

WHEREAS, the president of an NTEU chapter is the Chief Executive Officer of the chapter, and

WHEREAS, the Chief Executive Officer is responsible for carrying out and enforcing the terms and conditions of the negotiated agreement at the local level, and

WHEREAS, all agreements do not provide for such time, therefore be it

RESOLVED, that NTEU continue to seek to negotiate a clause in all future collective bargaining agreements providing for sufficient official time to carry out these responsibilities, and be it further

RESOLVED, that NTEU continue to strive to preserve those agreements which provide for sufficient official time.

17. Equal Employment Opportunity

WHEREAS, NTEU supports equal job opportunities for all employees without regard to race, color, religion, sex, national origin, age, disability, marital status, sexual orientation, gender identity, and

WHEREAS, federal merit systems principles require such equal opportunities for all federal employees, and

WHEREAS, the federal government too often only pays lip service to such laws and does not offer opportunities equally, therefore be it

RESOLVED, that NTEU will continue to give the highest priority to equal job opportunities to all.

18. Equal Opportunity for Women

WHEREAS, NTEU supports equal opportunities for all employees without regard to age, race, color, creed, national origin, or sex, and

WHEREAS, this is required by Title VII of the 1964 Civil Rights Act, as amended, and

WHEREAS, women continue to be significantly underrepresented in high-level positions within the federal government, therefore be it

RESOLVED, that NTEU will continue to support the cause of full equal opportunity for all and will vigorously enforce existing equal opportunity laws and regulations to assure that women are provided the opportunity to compete on an equal status for positions within the federal government.

19. Non-Discrimination for Disabled Employees

WHEREAS, many employees who have disabilities are capable of fully performing jobs at all levels within the federal government, and

WHEREAS, many employees with disabilities are discriminated against for promotion solely because of their disability, therefore be it

RESOLVED, that NTEU continue to take necessary steps to strive to assure equal opportunity for employees with disabilities.

20. Buy American/Union Awareness

WHEREAS, NTEU is recognized by Congressional leaders and federal government officials as the most progressive labor organization representing federal employees, and

WHEREAS, NTEU as a labor organization subscribes to the principles of unionism, and

WHEREAS, many of our fellow union workers have lost their jobs as a result of unfair trade practices and budget deficits, therefore be it

RESOLVED, that NTEU foster among its membership an increased awareness of union principles and support American union-made goods and American union-provided services.

21. Sexual Harassment

WHEREAS, the problem of sexual harassment is one that affects many members of this union, and

WHEREAS, sexual harassment can threaten our members' jobs, promotion and training opportunities, health and well-being, therefore be it

RESOLVED, that this union continue to educate the members by periodically including articles on sexual harassment in the union newsletter, and be it further

RESOLVED, that a protective clause on sexual harassment be identified as a priority for the next round of bargaining with employers.

22. Reductions in Force

WHEREAS, the current Congressional economic policies continue to have an impact on federal employees, therefore be it
RESOLVED, that NTEU continue to closely monitor these activities, vigorously oppose and take whatever appropriate action is necessary, including collective bargaining when available, to minimize the impact on employees.

23. Upgrading of Clerks and Secretaries

WHEREAS, the agencies represented by NTEU have still failed to recognize the present duties, responsibilities and skills required and performed by all of these employees, therefore be it
RESOLVED, that the job descriptions and standards be rewritten to reflect the actual duties and skills, and be it further
RESOLVED, that NTEU strive to ensure that special pay rates are established for clerks and secretaries, and be it further
RESOLVED, that NTEU work to ensure that a career ladder GS-4/5/6/7 be established for all qualified Clerks and Secretaries.

24. Upgrading of Appeals Officers

WHEREAS, the IRS has failed to recognize the responsibilities and skills required by Appeals Officers in the performance of their duties, and the high degree of ability to interpret and apply complex federal and local laws required of them, and
WHEREAS, the position of Appeals Officer requires the ability to communicate effectively and tactfully with taxpayers and their representatives in order to settle disputes that could not be settled at earlier levels in the IRS, and
WHEREAS, Appeals Officers are required to recommend settlements based on case law and must consider the hazards of litigation involved, and
WHEREAS, Appeals Officers are required to make exhaustive research of law as applied by the courts, often in highly specialized fields, and
WHEREAS, Appeals Officers must face, as their opposition, some of the most sophisticated and formidable tax attorneys and certified public accountants in the tax field, and
WHEREAS, Appeals Officers deliberate with some of the most expert corporate tax executives in the country, and
WHEREAS, Appeals Officers are required to make recommendations to settle potential deficiencies and over-assessments amounting to millions of dollars in many instances, and
WHEREAS, Appeals Officers perform duties with minimum supervision and review, and usually possess skills, education,

and experience comparable to those with whom they deliberate, therefore be it

RESOLVED, that NTEU continue to take appropriate action to correct the injustices which have been visited upon Appeals Officers and to take the necessary steps to upgrade the Appeals Officer position to provide them with remuneration which will compare favorably with that received by those with whom they must deliberate.

25. Upgrading of Data Transcribers/Terminal Operators

WHEREAS, the duties and responsibilities of the Data Transcribers/Terminal Operators are complex and a great degree of judgment is required to input documents into the system, therefore be it

RESOLVED, that NTEU strive to see that the job description be rewritten so as to reflect the increased knowledge and responsibilities required, and be it further

RESOLVED, that NTEU strive to ensure that all qualified Data Transcribers/Terminal Operators not currently covered under special locality salary be upgraded to GS-6.

26. Upgrading of IRS Clerks

WHEREAS, the IRS has computerized their record keeping procedures, and

WHEREAS, there are clerks in many areas who perform more complex duties and responsibilities, and further that they are required to prepare and maintain a greater volume of statistical data, therefore be it

RESOLVED, that NTEU strive to ensure that the job description be rewritten so as to reflect the increased knowledge and responsibility required, and be it further

RESOLVED, that NTEU strive to ensure that all qualified clerks be upgraded to GS-5/6.

27. Customs and Border Protection Core Values and Operations

WHEREAS, Customs and Border Protection, Congress and the importing community have caused to be implemented many changes to the operation of Customs and Border Protection, and

WHEREAS, such changes have disrupted the normal and traditional operation of the Customs and Border Protection and have altered the roles and job descriptions of many Customs and Border Protection employees, and

WHEREAS, these changes have served to dilute the effectiveness of the agency and its employees to the detriment of the American public, therefore be it

RESOLVED, that NTEU strive to ensure that Customs and Border Protection continue to maintain the high level of enforcement that the nation has come to expect, and be it further
RESOLVED, that NTEU continue to actively seek to preserve the traditional goals and operations of the Customs and Border Protection, while maintaining a stable work environment for its employees.

28. Revenue Officer-Law Enforcement Retirement Benefits

WHEREAS, the Revenue Officer performs hazardous duties, and agency studies and recent incidents reflect a high risk factor in the performance of said duties, and
WHEREAS, Revenue Officers are not presently receiving retirement benefits comparable to other federal law enforcement officers performing hazardous duties, therefore be it
RESOLVED, that NTEU continue to support legislation which provides for preferential retirement benefits enabling Revenue Officers to retire after 20 years of service at age 50.

29. Protection of Estate and Gift Tax Attorney Positions

WHEREAS, it is imperative that the Estate and Gift Tax Attorneys be able to move into other positions within the IRS, and be entitled to any and all rights under federal personnel rules pertaining to reductions-in-force, and
WHEREAS, Estate and Gift Tax Attorneys are presently in the excepted services and therefore are not able to move into other positions, and are not protected should a reduction-in-force occur, therefore be it
RESOLVED, that NTEU continue to take action to ensure that Estate Tax Attorneys be protected through a variety of techniques, including, but not limited to, a return to the competitive service and early retirement.

30. Overage Cases

WHEREAS, the number and existence of overage cases in the inventory of IRS employees do not accurately reflect their performance, therefore be it
RESOLVED, that NTEU continue to seek to prevent the use of the number and existence of overage cases as an evaluative tool.

31. Overtime Compensation, CBP

WHEREAS, the mission of the CBP and the nature of the CBPO and Canine Enforcement Officer positions require employees to work overtime on a regular basis, and
WHEREAS, CBPOs and Canine Enforcement Officers regularly make personal sacrifices in fulfillment of their overtime duties, and

WHEREAS, CBPOs and Canine Enforcement Officers should be adequately compensated for their overtime service, therefore be it

RESOLVED, that NTEU continue to take all necessary steps to ensure that CBPOs and Canine Enforcement Officers will continue to be fairly compensated for overtime work, by ensuring that the Customs Overtime Pay Reform Act (COPRA) remain in effect.

32. Inclusion of Criminal Investigation Employees and Physical Security and Emergency Preparedness Employees in Bargaining Units

WHEREAS, Criminal Investigation and Physical Security and Emergency Preparedness employees in agencies represented by NTEU are not part of the bargaining unit, therefore be it

RESOLVED, that NTEU make every effort possible to bring those employees into the bargaining unit and allow them to share the benefits of NTEU negotiations and the advantages of biweekly payroll deductions.

33. Performance Standards and Critical Elements

WHEREAS, the Federal Labor Relations Authority has determined that performance standards and critical elements are non-negotiable, and

WHEREAS, the negotiability of performance standards and critical elements is vital to the interests of NTEU members, therefore be it

RESOLVED, that NTEU continue to seek legislation to provide that performance standards and critical elements be fully negotiated.

34. Bargaining for Pay and Benefits in the Public Sector

WHEREAS, the Civil Service Reform Act demonstrates the federal government's expectation that federal employees will be held accountable for their performance in a similar manner as employees in the private sector, and

WHEREAS, employees in the private sector have the right to bargain for pay and benefits, and

WHEREAS, the prohibition on federal employees bargaining for their pay and benefits and the prohibition on federal employees taking certain concerted actions, such as strikes, are based upon the principle that Congress and the president will, in good faith, determine federal employees' pay and benefits, and

WHEREAS, in the past and present, federal employees are not having their pay and benefits determined in good faith, therefore be it

RESOLVED, that NTEU endorse the principle that federal employees be able to bargain for their pay and benefits, and be it further

RESOLVED, that NTEU endorse the principle that federal employees be able to take action to encourage their employer, the federal government, to bargain in good faith in the same manner and by the same methods as employees in the private sector.

35. Seized Property Specialists/Custodians—Law Enforcement Retirement Benefits

WHEREAS, Seized Property Specialists/Custodians are continually called upon to engage in certain specialized and hazardous activities, and

WHEREAS, Seized Property Specialists/Custodians are not presently receiving retirement benefits comparable to other federal law enforcement officers performing hazardous duties, therefore be it

RESOLVED, that NTEU continue to support legislation which provides for LEO retirement benefits for Seized Property Specialists/Custodians.

36. Endorsement of Presidential Candidates

WHEREAS, the legislative and political processes have become increasingly important in determining the pay, fringe benefits, and other rights of federal workers and annuitants, and

WHEREAS, the policies of the President of the United States and his/her administration have a crucial role in establishing the legislative agenda that affects the working lives of active employees and retirement benefits of former employees, and

WHEREAS, the President serves as the chief executive officer in establishing, through regulations and other means, working conditions that affect every federal employee, and

WHEREAS, it is vital that NTEU participate to the fullest extent possible in electing a president whose policies and programs are favorable to federal workers and annuitants,

WHEREAS, we believe it is the right of the membership to be made aware of the rationale relied upon to endorse a candidate, therefore be it

RESOLVED, that the NTEU National President will continue to solicit the views of NTEU's leadership and members prior to endorsing a presidential candidate, and be it further

RESOLVED, that the National President shall publish to the membership by appropriate media means NTEU's rationale for candidate endorsement.

37. Healthy and Safe Work Environments

WHEREAS, GSA and other federal agencies continue to require federal employees to work in offices which are unsecure, overcrowded, unsafe and unhealthy, showing blatant disregard for their welfare, and

WHEREAS, many of the offices contain unsafe levels of asbestos, radon and/or other carcinogenic materials, and

WHEREAS, all federal employees are entitled to a work environment which provides adequate work space which is free from:

- Asbestos, radon and other unhealthful substances

- Poor lighting

- Unsafe drinking water

- Poor ventilation

- Excessive noise levels

- Sick Building Syndrome

- Unlabeled hazardous materials

- Visual and acoustical distractions

- Unreasonable exposure to life-threatening viruses, and

WHEREAS, it is a long-term goal of the highest priority of NTEU to achieve a quality work environment which is healthy, safe, secure and conducive to a positive work life, therefore be it

RESOLVED, that NTEU will continue to aggressively emphasize the health and safety of all federal employees by taking all possible measures in both the legislative and negotiations processes, to ensure that employees are not subjected to sick, unsafe and unhealthy work areas, and be it further

RESOLVED, that in instances where employees are currently exposed to these hazards, NTEU demand that employees be removed from these work areas and/or otherwise accommodated until they are safe and secure, and be it further

RESOLVED, that NTEU continue to seek the highest level of security standards for all work areas that house NTEU bargaining unit employees to insure their safety and security, and be it further

RESOLVED, that NTEU continue to seek a Congressional review of all GSA regulations that establish standards for space allocations, lighting, ventilation, overall office decor, standards for materials utilized in carpeting and installation, wall construction and other furniture materials, to ensure that the regulations are consistent with accepted standards required in office space in the private sector; where GSA standards are low, that NTEU take whatever steps are necessary to enact proper standards in the federal sector.

38. Inclusion of Appropriate Employees in Bargaining Units

WHEREAS, many employees are being excluded unfairly from NTEU bargaining units, and

WHEREAS, because of this practice, employees are denied the benefits and representation their colleagues receive, therefore be it

RESOLVED, that NTEU continue to actively strive to challenge the current management practice and seek to bring appropriately classified positions into the bargaining unit.

39. Hazardous Duty Pay and Environmental Differential Pay

WHEREAS, federal employees are required to work in sick buildings and under hazardous working conditions, such as extreme air pollution, therefore be it

RESOLVED, that NTEU continue to pursue hazardous duty pay or, where appropriate, Environmental Differential Pay under 5 CFR for these employees.

40. Contracting Out/Competitive Sourcing

WHEREAS, the federal government has encouraged and promoted contracting out of federal employees' jobs to private companies, and

WHEREAS, many federal employees face loss of their jobs as a result of the implementation of Circular A-76 from Office of Management and Budget (OMB), and

WHEREAS, federal agencies have failed to accurately compute the costs of implementing this program,

WHEREAS, over the past several years, there has been an ever increasing effort in Congress to reduce the size of the federal government and contract work out to the private sector which was formerly performed by federal employees, and

WHEREAS, many federal employees may follow the work into the private sector and have no effective job site representation, and

WHEREAS, the power and influence of NTEU would be adversely affected by further contracting out to private sector employees, therefore be it

RESOLVED, that NTEU continue to take such action as may be necessary to protect the jobs and job rights of federal employees, and be it further

RESOLVED, that NTEU continue to take such action as may be necessary to organize employees of the private sector who are assuming work previously performed by the federal employees represented by NTEU.

41. Annual Pay Raise

WHEREAS, federal employees are entitled to reimbursement for their services which fairly reflects the value of their work, and

WHEREAS, the Congress failed to provide federal employees with annual pay raises as provided by the Federal Employees Pay Comparability Act of 1990, and

WHEREAS, federal employees are now being paid at a rate which is up to 35 percent less than that being paid to individuals doing comparable work in the private sector, therefore be it

RESOLVED, that NTEU continue to seek the enactment of legislation which would provide federal employees with meaningful across-the-board and locality pay increases, particularly in the midst of an economy recovery and a return to healthy pay raises being given in the private sector.

42. Agency Appropriations Staffing

WHEREAS, in recent years federal agencies have been under great pressure by Congress to cut budgets and reduce staffing, and

WHEREAS, many federal employees are facing the prospect of losing their jobs as a result of these reductions, and

WHEREAS, many federal employees have lost their jobs as a result of these reductions, and

WHEREAS, the business of the federal government cannot be efficiently accomplished without adequate funding and staffing, therefore be it

RESOLVED, that NTEU support legislation to provide adequate funding and full staffing of all agencies represented by NTEU.

43. Use of Enforcement Statistics

WHEREAS, most federal employees are continuously subjected to increasing workloads while under mounting production pressure, and

WHEREAS, simple quantitative criteria do not accurately reflect the complexities of employee job performance, therefore be it

RESOLVED, that NTEU continue to seek to prevent the use of quantitative production quotas and comparative enforcement statistics between individual employees and organizational units to evaluate the performance of federal employees.

44. Technological Change in the Federal Workplace

WHEREAS, technological innovation and development is proceeding at an accelerated pace, and will have an ever-increasing impact on federal employees, and

WHEREAS, the application of advanced technology to the federal workplace will alter the types and numbers of jobs, as well as the nature of work itself, and

WHEREAS, advanced technology holds the promise of increasing skilled and well-compensated jobs, providing for employee career development, reducing tedium, enhancing employee satisfaction, and improving the effectiveness and efficiency of government service, and

WHEREAS, the misapplication of technology, the absence of employee involvement in selecting the appropriate technology, the lack of structured timing and career development programs, and inadequate implementation planning on the part of management present the threat of diminished skill and compensation levels, employee displacement, career stagnation, demoralization, reduced productivity, and increased costs, and

WHEREAS, NTEU has been long committed to securing the promise of the future for today's federal employees through positive and aggressive leadership on federal workplace issues, therefore be it

RESOLVED, that NTEU create a means to review and assess technological change in the federal workplace and the potential impact of that change on federal employees with a view toward ensuring that:

Federal employees are, as soon as possible and in a timely manner, provided with the best available technology with which to perform their jobs;

The selection of appropriate technology involves the employees who will ultimately utilize or be affected by the technology;

Formal training programs be mandated to provide career development and advancement for employees in occupations affected by technological change;

Any workers displaced from their current positions be entitled to job retraining to obtain job skills necessary for career development and advancement in occupations and positions created as the result of technological change;

The design and implementation of advanced technology programs in the federal workplace be specifically directed at reducing barriers to salary and career advancement based on race, color, religion, sex, national origin, age, disability, marital status, or sexual orientation; and

All necessary measures be taken to eliminate any safety and health risks resulting from the introduction of new technology.

45. Social Issues

WHEREAS, NTEU's goals include working to achieve respect and dignity for our members; enhancing their opportunity for development, growth and promotions; and maximizing their participation in work processes; and

WHEREAS, NTEU's tactics to achieve its goals include focusing on issues and problems which emphasize our common problems and unified agreement on a resolution; and

WHEREAS, NTEU understands and supports the philosophy that employees in the workplace, wherever they may be, must have the right to join together in free democratic unions; and

WHEREAS, there are many social issues of general concern to the NTEU membership; and

WHEREAS, there is recognition that NTEU must focus its attention on issues consistent with its goals and philosophy and issues on which we are willing to expend resources; therefore be it

RESOLVED, that NTEU will continue to take formal positions only on those social issues which involve NTEU's goals for job-site justice or NTEU's philosophy about unionism and on which NTEU members are willing to commit resources.

46. Performance Ratings

WHEREAS, employees' performance ratings now have, or may soon have, under the OPM "pay for performance" criteria, a potential for tremendous impact on RIFs, promotions, within-grade increases, awards, demotions, and removals, and

WHEREAS, many developed performance standards are still not as measurable, quantifiable, attainable, observable, understandable, or objective as required, leaving their use open to discrimination, and

WHEREAS, OPM's Performance Management System requires that performance ratings of record must be approved by "the official with the responsibility for managing the performance awards budget within the agency" who does not have first-hand knowledge about the employee's performance, therefore be it

RESOLVED, that NTEU should continue to work for a uniform nationwide policy for the establishment of measurable, quantifiable, attainable, observable, understandable and objective performance standards, and be it further

RESOLVED, that NTEU should pursue a change of OPM regulations to eliminate all review and/or approvals of performance appraisals by any individual who does not have first-hand knowledge of the employee's performance.

47. Non-member Arbitration Costs

WHEREAS, NTEU incurs certain substantial costs beyond those providing staff representation by taking employee grievances to arbitration, and

WHEREAS, these costs amount to thousands of dollars, and

WHEREAS, NTEU does not want the member to carry a heavier financial burden than the non-member in a grievance, therefore be it

RESOLVED, that NTEU continue to seek legislation permitting NTEU to bill the non-member for costs other than for representation, e.g., arbitrator fees and costs, transcript costs, and other incidental costs.

48. Parking

WHEREAS, the cost of accessible parking for many federal employees is a major financial burden, and

WHEREAS, many federal offices are located in metropolitan/urban areas which are often crime-infested and dangerous, and

WHEREAS, public transportation is limited and time-consuming or not available nor practical, and

WHEREAS, a public policy of providing accessible parking for Federal employees would promote efficiency and service to the general public, therefore be it

RESOLVED, that NTEU continue to seek legislation to provide free accessible parking for all employees where not now available, and be it further

RESOLVED, that when an office in which NTEU is the exclusive representative is being relocated, a request for parking will be included with the office request to GSA.

49. Employee Associations

WHEREAS, employee associations have, on occasion, gone beyond their original purpose as previously communicated to NTEU, and

WHEREAS, employee associations are using government resources, which are, at times, denied to the Union, to provide services to employees which have always been provided by the Union, and

WHEREAS, employee associations, at times, seem to be interfering with NTEU's ability to be the exclusive bargaining unit representative, therefore be it

RESOLVED, that NTEU continue to educate these organizations on NTEU's exclusive bargaining unit status and to assist them in directing their members to local union stewards for representational services.

50. Employee Involvement in Decisions that Affect Them

WHEREAS, the Agencies represented by NTEU have not fully recognized the ability of their employees to decide for

themselves the conditions that would most enhance quality and productivity for the Agencies, and
WHEREAS, the Agencies continue to question NTEU's ability to speak for the needs of the bargaining unit, therefore be it
RESOLVED, that NTEU will pursue a policy of spreading the spirit of employee empowerment, systems management, and employee input into the strategic planning process and the daily operations of the Agencies, and be it further
RESOLVED, that NTEU continue to encourage all agencies to instruct their management officials to be proactive in their role of accepting employee involvement.

51. Ergonomic Furniture

WHEREAS, many agencies are not providing employees with ergonomically-designed furniture, thereby causing and/or aggravating injuries such as carpal tunnel syndrome, therefore be it
RESOLVED, that NTEU continue to closely examine policies within the agencies it represents and take whatever action necessary to minimize the harmful effects of these policies, including, providing such employees with ergonomically-designed furniture, appropriately designed work stations, adequate work breaks, and a glare-free work environment.

52. Humane Treatment by Management, Representatives of the Agency and the Inspectors General

WHEREAS, the current practice for investigating employees is at times insulting, demeaning and unprofessional, and
WHEREAS, notification is occasionally unreasonable, with no regard to existing employee rights, and
WHEREAS, NTEU is a separate entity and is driven by its own agenda and daily workload demands, therefore be it
RESOLVED, that NTEU continue to demand proper civil respect be given when such employee and their representatives appear before management or representatives of the agency or Inspectors General, and that a prompt resolution be provided.

53. Non-Discrimination for Disabled Customers

WHEREAS, many customers of the services provided by the federal government have physical disabilities, and
WHEREAS, many customers with physical disabilities are discriminated against when they seek access to services provided by the federal government, especially the hearing impaired, therefore be it
RESOLVED, that NTEU continue to take all necessary steps to ensure that all agencies, where NTEU is the exclusive representative, provide all appropriate forms of reasonable

accommodation necessary (especially sign language interpreters) to ensure that these customers are provided equal access to the services provided.

54. Development from Within

WHEREAS, unionism has always embodied the principle of employee empowerment within the worksite, and

WHEREAS, membership activism and quality of representation should be furthered and promoted at all times, and

WHEREAS, NTEU has committed itself to a tradition of excellence in service to its members, and

WHEREAS, the growth of NTEU may be related as much to the services it provides, as to those it obtains, and

WHEREAS, there are often insufficient opportunities for employees to familiarize themselves with the job duties and responsibilities of new positions causing employee failures in their new position, therefore be it

RESOLVED, that NTEU shall continue in its commitment to the improvement of training programs in agencies in which NTEU is the exclusive representative, and to pursue a policy of development-from-within wherever possible, and be it further

RESOLVED, that NTEU will continue to seek to negotiate opportunities for employees to gain on the job training and/or experience prior to formal training for the acquired new position.

55. Aging Workforce

WHEREAS, with the aging of the federal workforce, it is important for NTEU to look to the future to help ensure that the federal government continues to have access to a highly qualified and dedicated workforce, and

WHEREAS, many capable and devoted federal employees will reach retirement age and may leave government service in the next few years, therefore be it

RESOLVED, that NTEU continue to aggressively pursue steps to insure that the federal government's ability to retain top quality dedicated workers remains high.

56. Random Drug Tests

WHEREAS, federal employees have dedicated their careers to the service of the nation, and

WHEREAS, these same employees represent the most stable and responsible work force in the country, and

WHEREAS, statistics have proven that the incidence of drug use among federal workers is negligible, and

WHEREAS, random drug testing is demeaning, unnecessary, and a gross waste of the taxpayer's money, therefore be it

RESOLVED, that NTEU strongly continue to oppose the use of random drug testing for all employees.

57. Notification Before Withholding

WHEREAS, there have been too many incidents in which employees have had money taken out of employer payments, including but not limited to travel reimbursements, without just cause or warning, and

WHEREAS, this unjustly causes them financial hardship and frustration, therefore be it

RESOLVED, that NTEU continue to seek legislation or policy changes that requires agency payroll officials to notify employees prior to any action in which money would be taken from their employer payments, including but not limited to travel reimbursements, for other than normal deductions. The prior notice and dispute procedures would enable the employee to answer and hopefully resolve the matter.

58. Retirement/Financial Planning

WHEREAS, seminars to plan adequately for retirement are given on an ongoing basis in the private sector, agencies give such seminars and allow participation to employees, and

WHEREAS, since financial planning is necessary throughout an employee's career, therefore be it

RESOLVED, that NTEU continue to seek to mandate all agencies which NTEU represents to provide retirement and financial planning as part of Continuous Education Program (CEP) courses for all employees.

59. Reviews

WHEREAS, the current IRS and CBP systems of review are repetitive and oppressive and the results are generally overly negative, very counterproductive, and not cost effective, and

WHEREAS, these reviews demand excessive accountability, infringe on employee judgment, and are contrary to the goal of employee empowerment, therefore be it

RESOLVED, that NTEU continue to demand and pursue elimination of all such unnecessary and oppressive reviews.

60. Disability Retirement Reform

WHEREAS, many of our members have experienced problems with the processing and acceptance of disability retirement claims, and

WHEREAS, the current regulations are complex and technical beyond the capabilities of most employees to comprehend or challenge, and

WHEREAS, the current process for initial processing and appealing denied claims can take years to wade through with no

entitlement to benefits nor to legal counsel or assistance,
and
WHEREAS, the financial burden and emotional drain on employees
who are unable to work because of these disabilities causes
additional problems for employees and their families and,
WHEREAS, employees who have served their country as civil
servants should be entitled to prompt and judicious
determination, therefore be it
RESOLVED, that NTEU continue to pursue changes to the Federal
Employee Disability Retirement process through legislative
action to ensure that claims are processed in an expeditious
manner and that the appeals process be modified to provide
legal/ombudsman assistance at government expense and to
provide a quicker response to any and all claims and appeals.

61. Increased Retirement Age

WHEREAS, Congress continually looks at increasing the retirement
age beyond 55 with 30 years of service, and
WHEREAS, there have been other proposals to limit retirement
benefits for retirees under age 62 even though fully qualified
to retire, therefore be it
RESOLVED, that NTEU continue to actively and vigorously oppose
any and all efforts to increase the retirement age or reduce
benefits of retirees who are under the age of 62.

62. Preserve Federal Employee Health Benefits Program (FEHB)

WHEREAS, Congress can introduce legislation to increase the cost
of health care benefits for federal employees, and
WHEREAS, the Federal Employee Health Benefits (FEHB) plan is
considered a more lucrative and costly system and will likely
be a prime target for elimination, and
WHEREAS, federal employees would most likely lose health
benefits and suffer increased costs well beyond the massive
increase experienced over the last several years, and
WHEREAS, federal employees should be entitled to a reasonable
health care system comparable to those enjoyed by private
sector corporations, therefore be it
RESOLVED, that NTEU continue to vigorously oppose any
elimination of the FEHB or increase in cost, and be it further
RESOLVED, that NTEU continue to pursue legislative reform of our
health benefit package to expand the benefits and reduce costs
to employees.

63. Workers Compensation Reform

WHEREAS, federal employees must seek compensation through the
Office of Workers Compensation Programs (OWCP) for work-
related injuries or illnesses, and

WHEREAS, many claimants are harmed physically, and frequently financially, due to poor communications and the slow processing of claims, appeals, and payments, therefore be it RESOLVED, that NTEU will continue to seek through legislative action to restructure the workers compensation system to allow for expeditious processing of claims and to streamline communication efforts.

64. Awards

WHEREAS, Congress has traditionally under-funded federal agencies represented by NTEU, and
WHEREAS, awards have traditionally been among the first areas to suffer when an agency makes cuts, and
WHEREAS, awards are important to the morale of employees who earn them, therefore be it
RESOLVED, that NTEU will continue to vigorously oppose any cuts in awards programs and will seek to educate Congress and the agencies on the value of maintaining current award levels.

65. Chapter Office Space

WHEREAS, the livelihood of NTEU depends on well organized chapters effectively dealing with many issues including, but not limited to, membership, legislative issues and cooperative initiatives affecting workplace changes, and
WHEREAS, chapters need space to organize, plan and implement changes, therefore be it
RESOLVED, that NTEU continue to make every effort to secure for every chapter within NTEU private and appropriate office space, office supplies, maintenance, telephones, and telecommunication equipment, up-to-date computers, ergonomically designed furniture, etc., all to be provided by the employer.

66. Visually Impaired Employees

WHEREAS, visually impaired employees are a valuable asset to all federal government agencies, and
WHEREAS, many agencies continue to ignore the needs of visually impaired employees, and
WHEREAS, visually impaired employees are loyal and valuable members of NTEU, therefore be it
RESOLVED, that NTEU continue to vigorously pursue and continue to insist that federal government agencies provide training material, publications and tax forms that are Section 508 compliant to its visually impaired employees in a timely manner, and be it further
RESOLVED, that NTEU set an example by continuing to provide the Bulletin and other member communications in Section 508

compliant formats, whenever possible, and by inserting provisions in all future national agreements that Section 508 compliant versions of the national contracts will be furnished to all visually impaired employees.

67. Equal Employment Opportunity for Sexual Orientation and Gender Identity

WHEREAS, NTEU supports equal opportunity for all employees without regard to race, color, religion, sex, national origin, age, disability, marital status, genetic information, sexual orientation or gender identity, and,
WHEREAS, there are no guarantees that existing federal laws or regulations requiring such equal opportunities for LGBTQ federal employees will continue to be interpreted to do so and be enforced, and
WHEREAS, it has been documented that LGBTQ federal employees have been denied promotion, equal benefits and fair treatment, therefore be it
RESOLVED, that NTEU will continue to vigorously support the cause of full equal opportunity and equal benefits for all employees.

68. Employee Hazardous Foreign Assignments

WHEREAS, several NTEU-represented agencies periodically seek volunteers from their ranks to travel to foreign destinations for various details, and
WHEREAS, some details are to war zones, areas of armed conflict or areas of political unrest, therefore be it
RESOLVED, that NTEU continue to negotiate with the employers where it is the exclusive representative over hazardous duty pay and adequate life insurance coverage and other compensation for such details.

69. Hiring at Lower Grade than Offered

WHEREAS, current personnel practices allow the hiring official to orally state a pay grade at which a potential employee can be hired, and
WHEREAS, such a statement leads the potential employee to believe that they will be hired at the stated pay grade, and
WHEREAS, OPM determines the lowest pay grade which the potential employee will accept and offers the position at the lower pay grade even though the potential employee meets or exceeds the qualifications to be hired at a higher pay grade, therefore be it
RESOLVED, that NTEU will continue to seek to have an offer sheet presented at the pre-employment oral interview, such offer sheet to be dated and signed by the hiring official, stating

the pay grade to which the potential employee is entitled, and at which the potential employee will be hired subject to verification of qualifications by the background investigation.

70. Oklahoma City Bombing

WHEREAS, the bombing of the Federal Building in Oklahoma City on April 19, 1995, was a major catastrophe which struck at the heart of every American citizen, and
WHEREAS, the value of life of both federal employees and their families is of major concern, therefore be it
RESOLVED, that NTEU continue to seek legislation to ensure that federal employees are protected properly and able to work in a secure environment free from the threat of physical harm.

71. Collaborative Efforts

WHEREAS, the Executive Order that mandated Partnerships exist has been revoked, and
WHEREAS, NTEU remains committed to encouraging pre-decisional involvement between its members and management, and
WHEREAS, such pre-decisional/collaborative efforts have been conducive to improving the quality of our organizations, therefore be it
RESOLVED, that NTEU continue to demand all agencies engage in a total pre-decisional/collaborative effort with NTEU in all issues.

72. Upgrading International Examiners, Engineers, Appraisers and Economists

WHEREAS, the IRS has failed to recognize the performance of these specialized employees, who are doing higher graded duties in interpreting the complexity of the tax laws, and
WHEREAS, these employees are assisting and supporting the controlled large case agents (GS-13 and 14), and
WHEREAS, the adversaries of these employees in the private sector are sophisticated and highly paid professionals in their field, therefore be it
RESOLVED, that NTEU continue to support the upgrading of these employees to the GS-14 level.

73. Resolutions Update

WHEREAS, resolutions are accepted at every NTEU Convention to help direct the actions of this union to ensure the equal pay, rights, benefits, etc., of federal employees, and
WHEREAS, the members of NTEU are interested in the accomplishments of our resolutions, therefore be it

RESOLVED, that as the resolutions are accomplished, appropriate publicity will be provided.

74. Upgrading Farm Services Agency Clerks and Technicians

WHEREAS, the service agency has failed to recognize the present duties, responsibilities and skills required and performed by all of these employees, therefore be it

RESOLVED, NTEU continues to seek establishment of a career ladder GS-4, 5, 6, 7 for all qualified clerks and a career ladder of GS-6, 7, 8, 9 for all technicians.

75. Upgrading Appeals Tax Examiners

WHEREAS, Appeals Tax Examiner positions have changed drastically, and

WHEREAS, management has required employees in these positions to be responsible for added volume and increased complexity of input in computer and reporting fields, therefore be it

RESOLVED, that NTEU strives to ensure that the job description be rewritten so as to reflect the more complex duties and responsibilities, and be it further

RESOLVED, that NTEU continues to seek an upgrade for all qualified Appeals Tax Examiners to GS-7 and Senior Appeals Tax Examiners to GS-8.

76. Appeals Officers and Appeals Auditors Affected by Downsizing

WHEREAS, Appeals Officers and Appeals Auditors may be affected by future workload decreases, therefore be it

RESOLVED, that NTEU strives to ensure that all Appeals Officers and Auditors forced to return to the operating divisions should be exempt from meeting any additional requirements to the Revenue Agent position by virtue of their experience gained while working in Appeals, and be it further

RESOLVED, that NTEU strives to ensure that all Appeals Officers and Auditors forced to return to the operating division will retain their current grade.

77. Night Differentials and Premium Pay

WHEREAS, it is often mandatory for many employees to work shifts, with night differentials, and holidays/Sundays for premium pay, therefore be it

RESOLVED, that NTEU continue to take whatever measures necessary to have differentials and premium pay credited for retirement purposes.

78. Expansion of Customs Overtime Pay Reform Act

WHEREAS, the mission of CBP and the nature of certain CBP positions such as Seized Property Specialists/Custodians, CBP Technicians, Aides, Clerks, Vessel Entry Control Specialists and others require employees to work overtime on a regular basis, and
WHEREAS, these CBP positions require personal sacrifices in fulfillment of their overtime duties, and
WHEREAS, these CBP positions should be adequately compensated for their overtime service, therefore be it
RESOLVED, that NTEU continue to take all necessary steps to expand the Customs Overtime Pay Reform Act (COPRA) to cover these CBP positions.

79. IRS Education and Training

WHEREAS, a comprehensive Education and Training program is an essential ingredient for employee and organizational improvement, and
WHEREAS, employees are the most valuable resource of the Internal Revenue Service, and
WHEREAS, a viable Education and Training program requires vision, strategic planning, stakeholder input and the proper application of resources, and
WHEREAS, abundant opportunities for improvement exist within the current Education and Training program, therefore be it
RESOLVED, that NTEU continue to take a leadership role in the planning and implementation of education and training within the IRS.

80. Training

WHEREAS, one of the main objectives of NTEU is to educate and train its members to deal effectively with issues that impact the bargaining unit, and
WHEREAS, smaller chapters with limited funds are frequently unable to send all chapter officials to the annual National Training Conference, therefore be it
RESOLVED, that NTEU attempt to schedule training at all NTEU National events to maximize the training opportunities of all chapters.

81. Contracting Out/Competitive Outsourcing

WHEREAS, there has been an increased effort to favor services performed by outside contractors over those performed by federal employees, therefore be it
RESOLVED, that NTEU continue to vigorously oppose any effort to outsource any work currently performed by NTEU members.

82. Union Official Career Advancement

WHEREAS, NTEU's existence is highly dependent on the willingness of members to volunteer to serve as local officers and stewards, and

WHEREAS, Union members who use a substantial amount of official time representing fellow employees often suffer severe adverse impacts with respect to their own career advancement, and

WHEREAS, such adverse career impacts have the effect of discouraging involvement in Union leadership positions, therefore be it

RESOLVED, that NTEU will continue to pursue legislative, bargaining and education efforts toward the ultimate goal that NTEU officials shall hereafter be permitted to engage in legitimate representational activities without suffering adverse impacts to their personal career advancement.

83. Committee Appointments

WHEREAS, agency managers have persisted in unilaterally appointing members of the bargaining unit to committees, task force groups and other teams in violation of law, regulations, and labor agreements, and

WHEREAS, an insufficient amount of union members are appointed to these committees, task force groups and teams,

WHEREAS, the success of the work depends on the employees who perform the work and have value-added knowledge and experience to offer, therefore be it

RESOLVED, that NTEU continue to vigorously oppose such practices and take appropriate action to ensure that the culpable agency managers comply with the law, regulations, and labor agreements to the same high extent that the bargaining unit is required to comply with the law, regulations, and labor agreements, and to the extent that the improper appointments by management constitute violations of the law and thus become Rule of Conduct violations, that the appropriate level of management be notified, and be it further

RESOLVED, that NTEU continue to vigorously pursue equal representation at these meetings for NTEU representatives appointed by the Chapter Presidents.

84. Candidate Information

WHEREAS, NTEU has historically endorsed candidates for President, the Senate and the House based on their records and/or positions on issues of interest to NTEU members, and

WHEREAS, it is important that NTEU members have access to information concerning candidates and a means of advising NTEU officials on their personal views regarding all candidates for office, therefore be it

RESOLVED, that NTEU is encouraged to maintain a candidate endorsement section on its Web Page which lists candidate records and positions that NTEU has available on each candidate and provide a means by which members can express their preference for the candidates for elected office in their voting district.

85. Upgrade CBP Technicians

WHEREAS, CBP has failed to recognize the present duties, responsibilities and skills required and performed by all of its employees, and

WHEREAS, the CBP Technician position requires greater knowledge, skills and abilities than ever before, and

WHEREAS, the present compensation of CBP Technicians is not commensurate with the expertise and demands of the position, therefore be it

RESOLVED, that NTEU strive to ensure that the job description of CBP Technician position be rewritten so as to truly reflect the increased knowledge and responsibility required, and be it further

RESOLVED, that NTEU strives to achieve an upgrade for CBP Technicians.

86. Hours for Travel

WHEREAS, federal agencies attempt to disallow the payment for hours while traveling outside of normal commuting time, therefore be it

RESOLVED, that NTEU continue to actively and vigorously use all means necessary to ensure that all employees are properly compensated for that travel time.

87. Section 1203 of RRA 98

WHEREAS, Section 1203 of the Restructuring and Reform Act (RRA) of 1998 contains "10 deadly sins" that have created anxiety and apprehension among IRS employees, and

WHEREAS, a wrongful application of 1203 implementation procedures by the IRS could result in the mandatory termination of employment of IRS employee(s), therefore be it

RESOLVED, that NTEU continue to monitor the application of the implementation procedures of Section 1203 to ensure that they are carried out in a fair, uniform and consistent manner.

88. Restructuring of the IRS

WHEREAS, the IRS continues to change its organization structure with potential negative impact upon employees' jobs and careers, therefore be it

RESOLVED, that NTEU continue to participate in and monitor all agreements to ensure that they are carried out in a fair, uniform and consistent manner while protecting the rights of employees and minimizing the negative impact to employees' jobs and careers.

89. "Pre-Tax" Benefits

WHEREAS, private sector companies are currently offering their employees many "pre-tax" benefits, therefore be it
RESOLVED, that NTEU continue to seek to expand legislation to secure "pre-tax" benefit options for federal employees and retirees.

90. Upgrading of Attorney-Advisors in OHO

WHEREAS, the Social Security Administration and Office of Hearings Operations has failed to recognize the present duties, responsibilities and legal skills and education required for the position of Attorney-Advisor, therefore be it
RESOLVED, that NTEU continue to strive to ensure that the journeyman grade for Attorney-Advisors be increased from GS-12 to GS-13 and that NTEU take active action to achieve career advancement with career ladders for Attorney-Advisors within SSA/ODAR.

91. Use of Second Language Premium Pay

WHEREAS, the duties and responsibilities of a position description often require the use of a language other than English on a regular basis, therefore be it
RESOLVED, that NTEU continue to actively seek a premium pay to compensate employees for those additional skills.

92. Stays of Disciplinary Action

WHEREAS, the Federal Labor Relations Authority has held as negotiable, bargaining proposals that require reasonable stays for a time certain or until the arbitrator rules, whichever is less, and
WHEREAS, the expeditious processing of removals, and the granting of stays until decisions are issued would be extremely beneficial to employees, therefore be it
RESOLVED, that NTEU strive to seek inclusion of such clauses in all its bargaining agreements.

93. Divestiture of Holdings

WHEREAS, the employees of various agencies may be required under certain circumstances to divest holdings in publicly traded corporations and mutual funds, and whereas it is in the interest of bargaining unit employees, management, and the

public that any required divestiture be carried out fairly and equitably, therefore be it

RESOLVED, that NTEU will continue to work actively to bring about a fairer and more equitable system for required divestitures that will protect the rights of bargaining unit employees serving in these positions.

94. Chief Counsel Non-Attorney Employees

WHEREAS, many non-attorney Chief Counsel employees have previously worked in other parts of the IRS, and whereas many non-attorney Chief Counsel employees can only enjoy upward mobility in IRS positions, therefore be it

RESOLVED, that NTEU continue to support the ability of Chief Counsel employees to compete for IRS positions on the same basis as other IRS employees.

95. IRS Special Emphasis Programs

WHEREAS, the IRS focus is on customer service and whereas inadequate staffing results in disallowing call site employees to attend special emphasis programs, therefore be it

RESOLVED, that NTEU continue to actively and vigorously discuss and negotiate with the IRS to ensure maximum employee participation in all special emphasis programs.

96. Employee Student Programs

WHEREAS, certain employee student programs currently deny within grade step increases to its participants, and

WHEREAS, these temporary employees are normally not eligible for grade increases, and

WHEREAS, many of these employees may work under these student programs for several years without any increases in pay, therefore be it

RESOLVED, that NTEU continue to strive to make all student programs eligible for annual within-grade step increases.

97. Upgrading Tax Compliance Officers

WHEREAS, tax enforcement at the field level today calls for employees with greater skills, abilities and education who can successfully deal with highly skilled representatives in the private sector, therefore be it

RESOLVED, that NTEU continue to take the necessary measures to upgrade the journey level for all Tax Compliance Officers from GS-9 to GS-11.

98. Preserve Federal Employee Health Benefits Program (FEHBP)

WHEREAS, from time to time, Congress works on legislation to modify Medicare provisions, and
WHEREAS, there is a risk of reduced benefits and increased costs to the Federal Employee Health Benefits Program (FEHBP), therefore be it
RESOLVED that NTEU continue to oppose legislation reform of the Medicare program that would negatively impact the FEHBP.

99. Upgrade of Estate and Gift Tax Attorneys

WHEREAS, Estate and Gift Tax Attorneys are required to deal with complex legal issues, and
WHEREAS, the journeyman grade is not comparable with private sector attorneys, therefore be it
RESOLVED that NTEU continue to support the upgrading of the journeyman level for Estate and Gift Tax Attorneys and the journeyman level be upgraded to appropriate higher grades, and be it further
RESOLVED that NTEU seek to upgrade the competitive-level grades.

100. Building Evacuation Plan

WHEREAS, the security of all federal employees is important and the agencies represented by NTEU have the responsibility to keep all employees safe and informed, therefore be it
RESOLVED that NTEU continue to work to ensure that all employees receive an annual briefing on their building evacuation plan.

101. Termination of Probationary Employees

WHEREAS, a federal employee has a right to all information that the agency relied upon to terminate them and a probationary employee may not know of this right, therefore be it
RESOLVED that NTEU will work to ensure that all probationary employees automatically receive all information that the agency relied upon in a termination action.

102. Non-discrimination for Disabled Employees

WHEREAS, many employees of the federal government have physical disabilities, and
WHEREAS, many physically disabled employees are discriminated against when agencies communicate with employees, therefore be it
RESOLVED that NTEU take all necessary steps to ensure that these employees are provided equal access to information on workplace issues.

103. Formal Meetings

WHEREAS, agencies have implemented many formal meeting topics via computer based training (CBT) and in many cases have not conducted Section 7114 meetings regarding these topics, and WHEREAS, employees may have unanswered questions regarding these topics, therefore be it
RESOLVED that NTEU work to ensure that agencies conduct follow-up 7114 meetings after the CBT training of each formal meeting topic is completed.

104. Staying Abreast of all Applicable Agreements

WHEREAS, agencies represented by NTEU need to recognize that all employees need to be aware of and understand all applicable agreements between NTEU and the agencies, therefore be it
RESOLVED that NTEU continue to strive to ensure that all local agreements contain provisions for distribution and §7114(b) meetings similar to those written in National Agreements, and be it further
RESOLVED, that newly hired employees affected by any local and national agreements will also receive copies of the agreements and a §7114(b) briefing.

105. Upgrading of CBP Seized Property Specialists/Custodians

WHEREAS, Seized Property Specialists/Custodians are responsible for the acceptance, verification, storage, control, disposition and destruction of all merchandise including narcotics seized by the CBP, and
WHEREAS, Seized Property Specialists/Custodians are responsible for the acceptance, verification, storage, control and deposit of large amounts of currency seized by the CBP, and
WHEREAS, Seized Property Specialists/Custodians are responsible for the integrity of the chain of custody necessary for the successful prosecution of criminals and terrorists by United States Attorneys, and
WHEREAS, the present compensation for Seized Property Specialists/Custodians is inadequate in light of the requirements and demands of the position, therefore be it
RESOLVED that NTEU support the upgrading of the journeyman level of the Seized Property Specialists/Custodians from GS-11 to GS-12.

106. Department of Energy Contracting Out

WHEREAS, almost all of the federal jobs in the Department of Energy are contracted out, and
WHEREAS, the Department of Energy has received numerous GAO and IG findings that DOE is not, and was not, provided adequate oversight of contractors, therefore be it

RESOLVED, that NTEU will do everything in its power to inform Congress and the public that continuing outsourcing of jobs at DOE will exacerbate the current poor oversight because of the lack of adequate numbers of career federal employees.

107. Office Furniture

WHEREAS, office furniture in agencies represented by NTEU is often excessed and given to designated organizations, and
WHEREAS, employees in agencies represented by NTEU particularly telework employees, could benefit from the excessed furniture, therefore be it
RESOLVED, that NTEU will work vigorously to see that employees have an opportunity to use the furniture or equipment prior to the furniture or equipment being declared excess including any high cost equipment.

108. Compensatory Time for Travel

WHEREAS, legislation allows federal employees to receive compensatory time for travel, and
WHEREAS, employees are not always allowed to use compensatory time earned as a result of travel, therefore be it
RESOLVED, that NTEU seek full implementation to allow employees earning compensatory time for travel to use the compensatory time hours earned.

109. Civil Service Offsets

WHEREAS, the Windfall Elimination Provision (WEP) and Government Pension Offset (GPO) remain in effect, and
WHEREAS, these provisions unfairly reduce earned retirement benefits, therefore be it
RESOLVED, that NTEU continue to seek repeal of the GPO and WEP.

110. EPA Funding

WHEREAS, Congress and the White House have too often proposed funding for the Environmental Protection Agency (EPA) with deep budget cuts, and
WHEREAS, those cuts and legislation would result in EPA being unable to fulfill its mission of protecting human health and the environment, therefore be it
RESOLVED, that NTEU continue to oppose legislation that mandates inadequate funding for EPA and preventing the Agency from fulfilling its mission.

111. Austin Echelon Attack

WHEREAS, the attack on the Echelon Building on February 18, 2010, was a disaster which represented a specific attack on federal employees, and

WHEREAS, the value of life of both federal employees and their families is of major concern, therefore be it
RESOLVED, that NTEU continue to seek legislation to ensure that federal employees are protected properly and able to work in a secure environment free from the threat of physical harm.

112. Upgrading Specialists in HHS Regional Offices

WHEREAS, HHS has failed to recognize the responsibilities and skills required by Program and Grants Specialists and OMHA Attorney/Advisors in the performance of their duties, and the high degree of ability to interpret and apply complex federal and state laws required of them, and
WHEREAS, the positions of Program and Grants Specialists and OMHA Attorney/Advisors must negotiate and impose violations with state officials, state governor offices, local community agency heads, and non-profit agency heads, therefore be it
RESOLVED, that NTEU strive and ensure that all existing GS 12 Program and Grant Specialists and OMHA Attorney/Advisors be upgraded to GS 13.

113. Use of Social Security Numbers by NTEU

WHEREAS, the National Treasury Employees Union issued statements criticizing the recent Office of Personnel Management computer security breach that released copious quantities of federal employee personally- identifiable information, including social security numbers;
WHEREAS, the National Treasury Employees Union filed a lawsuit against the Office of Personnel Management seeking to have it better protect personally-identifiable information, including social security numbers;
WHEREAS, the National Treasury Employees Union currently uses social security numbers to identify members in its computer databases;
WHEREAS, the Social Security Administration notes on its website that "Identity theft is one of the fastest growing crimes in American society" and that "routine and often indiscriminate use of social security numbers as identifiers creates opportunities for individuals to inappropriately obtain personal information;
WHEREAS, the Social Security Administration also notes on its website that "Repetitive use and disclosure of social security numbers in organizational record keeping systems, multiplies the susceptibility of persons to potential identity theft" and that routine use of SSNs "can also lead to civil liability for the organization and its individual

employees if someone is harmed by information that has been made available to others;

WHEREAS, hackers can breach even the most secure computer systems to steal personally-identifiable information;

WHEREAS, there is a substantial possibility that the National Treasury Employees Union's computer systems could be hacked and have their personally-identifiable information stolen, including social security numbers;

WHEREAS, substantial embarrassment would befall the National Treasury Employees Union if its computer systems were hacked and social security numbers were stolen;

WHEREAS, such embarrassment would cause members and potential members to lose confidence in the Union and potentially affect membership;

WHEREAS the National Treasury Employees Union's computer system can currently accommodate use of numeric and alpha-numeric identifiers that are not social security numbers to identify members;

WHEREAS, the Social Security Administration recommends that "Organizations should avoid using Social Security numbers as identifiers for any type of transaction; and

WHEREAS moving the National Treasury Employees Union's computer systems to use of identifiers other than social security numbers will take time, now, therefore, be it

RESOLVED that the NTEU should continue to work to transition its computer systems away from the use of social security numbers; and

BE IT FURTHER RESOLVED that NTEU should continuously monitor its computer systems to ensure that social security numbers are protected to the greatest extent practicable during the transition period.

114. Racial and Economic Justice

WHEREAS, workers form unions to build strength and power at the workplace to ensure their labor rights AND workers are also residents of this country and need their unions to play a vital role in protecting their civil rights as well.

WHEREAS, for this reason, the labor movement in the United States has been inextricably linked to the fight for racial, gender and economic justice from its inception.

WHEREAS, in an era of increasingly anti-labor sentiment from the government, specifically the use of historically oppressive frameworks that target marginalized populations to pass

preemptive laws against increasing labor standards in places like North Carolina, unions have had to work with community groups, faith leaders and social movements in order to create a broad base of support for worker's rights.

WHEREAS, labor leaders have always worked in solidarity with civil rights and social justice groups on federal legislation fighting injustices such as employment and housing discrimination, unequal pay, and lack of jobs.

WHEREAS, The March on Washington in 1963 was a profound example of solidarity between civil rights groups and labor unions and history has consistently shown that social movement unionism is the most effective way to increase support for labor in the eyes of the American people.

WHEREAS, without intentional collaboration between unions and civil rights and social justice groups, the laws establishing and protecting the very basic but critical rights of workers could not have been won.

WHEREAS, our union's membership includes a significant number of Black and people of color, is largely female, and very diverse in terms of religion and ethnicity.

WHEREAS, these groups have their civil and human rights continually threatened simultaneously in their workplace and in their communities.

WHEREAS, these marginalized NTEU members and their communities have seen racism, sexism and xenophobia undermine their right to collectively bargain at work.

WHEREAS, the loss of worker rights and protections disparately impacts these marginalized members and their communities.

LET IT BE RESOLVED that NTEU adopts a formal strategic orientation towards social movement unionism and stands in solidarity with social movements for racial justice, gender equality and the human and civil rights of all residents of this nation, regardless of religion.

WHEREAS, workers are experts in their own lived experience and our lived experience and our political, civil and economic needs differ based on our identities.

LET IT BE FURTHER RESOLVED that NTEU's commitment to social justice begin by taking steps to ensure that its leadership reflects the diversity of its membership in terms of race, gender, sexual orientation, age, and national origin.

115. Reimbursement for IRS Revenue Agents of CPA Review Courses

WHEREAS, IRS Revenue Agents prior to June 2019 were not reimbursed for CPA review courses, and a CPA certification greatly improves the Revenue Agents' work efficiency and accuracy, and

WHEREAS, in the past the IRS had an ongoing program to reimburse IRS Revenue Agents for CPA review courses, and due to a lapse in funding, this program was temporarily discontinued, therefore be it

RESOLVED, that NTEU make every effort to seek reimbursement for qualified employees who paid out of pocket for the review course during the period of lapsed funding.

116. Reimbursement for IRS Chief Counsel Attorneys for Student Loan Payments

WHEREAS, IRS Office of Chief Counsel Attorneys are required to be members of a bar association, their education is at a great cost in incurred student debt in the form of loans, and

WHEREAS, the IRS has a program to offer reimbursement for student debt after an Attorney makes ten years of payments; to date, only 1% of Office of Chief Counsel Attorneys have received reimbursement payments or qualified for reimbursement, therefore be it

RESOLVED, that NTEU make every effort to seek reimbursement for qualified employees and seek an appeal process for the 99% that do not receive the reimbursement.

117. Enhanced Promotion Systems

WHEREAS, adjustments to federal pay scales over the last decade have not kept up with rising wages for the public at large, and

WHEREAS, hardworking, talented federal employees are passed over for interviews - or blocked from natural next steps due to narrow eligibility criteria, and

WHEREAS, fair, objective, and transparent advancement opportunities enable top-notch recruiting, retention, and leadership, and

WHEREAS, career training helps agencies and employees engage and perform best, and

WHEREAS, agencies have a wealth of experience by which to guide employees to excellence, therefore be it

RESOLVED, that NTEU will work with agencies for promotion systems that provide employees frequent and systematic career-progress training, consideration, and feedback.

118. IRS Office of Chief Counsel Journey Level Grade 15 Attorneys

WHEREAS, NTEU has previously resolved to work to expand the number of competitive bargaining unit Grade 15 attorney positions in the IRS Office of Chief Counsel, and
WHEREAS, the current journey level bargaining unit Grade 14 attorney position fails to keep up with the salaries of similarly skilled attorneys in the private sector, and
WHEREAS, the GS-14 journey level does not accurately reflect the duties and responsibilities of the bargaining unit attorneys in the IRS Office of Chief Counsel, therefore be it
RESOLVED, that NTEU seeks to upgrade all IRS Office of Chief Counsel attorney positions to include a journey level Grade 15.

119. DoD Police/Security Personnel-Law Enforcement Retirement Benefits

WHEREAS, DoD Police/Security Personnel are continually called upon to engage in certain specialized and hazardous activities, and
WHEREAS, DoD Police/Security Personnel are not presently receiving retirement benefits comparable to other federal law enforcement officers performing hazardous duties, therefore be it
RESOLVED, that NTEU continue to support legislation which provides for LEO retirement benefits for DoD Police/Security Personnel.