

The People's Voice

NTEU Ch. 67
2015 Vol. 2

New National
NTEU President:
Tony Reardon

**Benefits
&
Money**

**AWS Shifts
Challenged**

**OPM Breach
Update**

THIS WORKPLACE



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NTEU



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STRONGER TOGETHER

Visit us at www.NTEU67.org to stay informed

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

~The National Treasury Employees Union Mission



INSIDE



State of the Union

with NTEU President Tony Reardon PG. 3



Money and Benefits

PG. 5



NTEU PREVAILS IN AWS GRIEVANCE

PG. 7



Data Breach Update

PG. 8



ALSO INCLUDED



Register to vote

PG. 7



Rising prescription costs

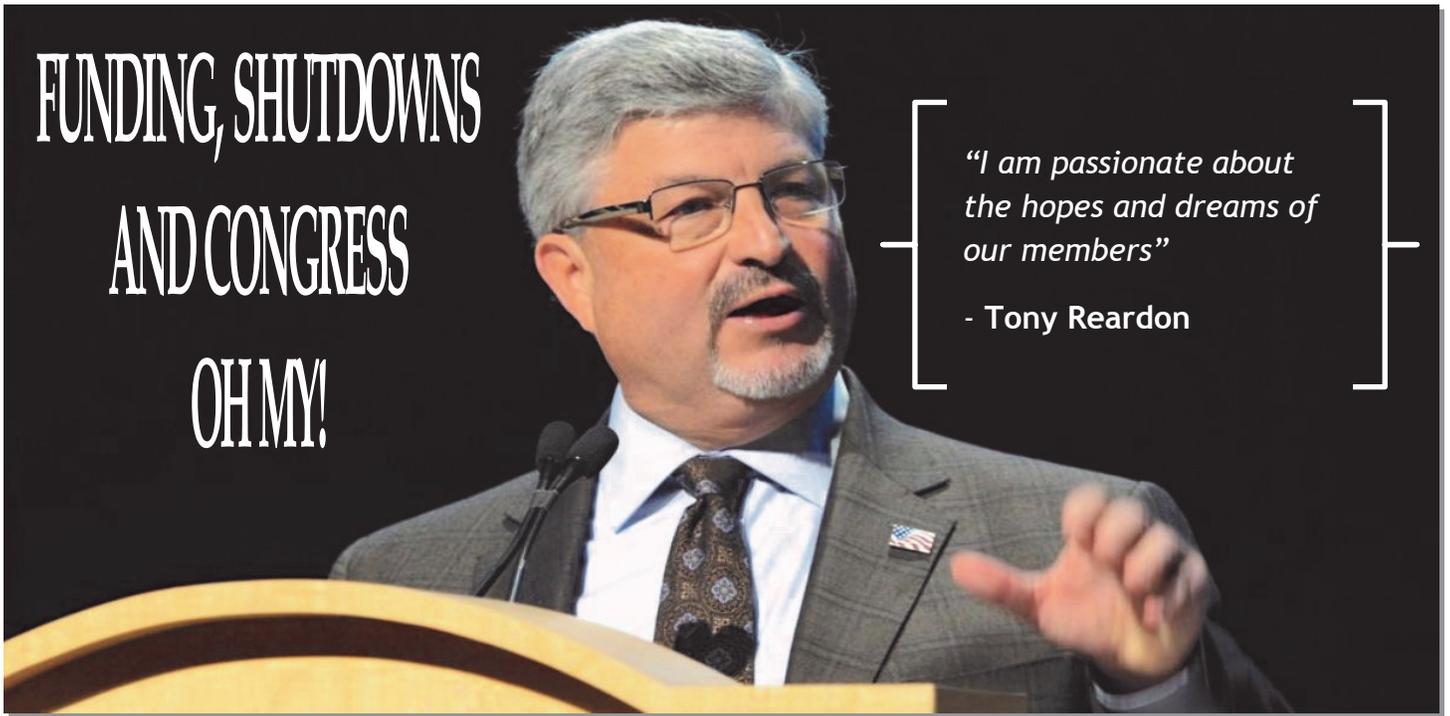
PG. 9

Christmas Party PG. 6

Changes at work? PG. 10

Chapter 67 honored PG. 11

FUNDING, SHUTDOWNS AND CONGRESS OH MY!



"I am passionate about the hopes and dreams of our members"

- Tony Reardon

Tony Reardon, the new national president of National Treasury Employees Union (NTEU), has appeared in radio and television interviews to speak about appropriate funding for agencies and continued shut-down threats from congress.

In a statement, Tony Reardon said, "Federal employees should not become pawns in a political game all over again. Enough is enough. Congress must do the right thing and fulfill its basic responsibility to our country of passing a budget." President Reardon and NTEU will work with the administration and congress to draft a bill that will provide adequate funding to government agencies and end the harsh sequester spending cuts.

Bringing the country to the brink of a shutdown creates anxiety for millions of federal employees, potentially costing them their home and livelihood, and damaging America's reputation and credit in the world.

The cost on already cash-strapped agencies to prepare and plan for a shutdown is another burden congress creates each time we go through this, not to mention the countless other ripple effects this has throughout our economy.

J. David Cox, national president of the American Federal of Government Employees, echoed with similar remarks, saying, "The only thing Congress accomplished by averting a government shutdown was postponing a crisis it created in the first place."

In recent years, Congress has tapped federal employees' pay and benefits for funds many times. "Federal employees have already contributed \$159 billion in compensation cuts toward deficit reduction. That's far more than enough," President Reardon said.

Most of us have to manage a budget to keep the lights on. Typically, people manage a budget through planning, so we are not surprised when the bills come in. Congress seems to get yearly amnesia regarding the bills that it has racked up, and likes to throw a tantrum when it sees the cost of their actions. Debates over important issues should be had and are healthy, but not at the cost of holding America and its workers hostage.



Tony Reardon is a staunch supporter of federal employees and he has been telling anyone who will listen! Get to know your new National President by watching one of his more recent interviews at the following location:

<http://wjla.com/news/government-matters/government-matters-october-4-2015>

[CTRL + CLICK TO OPEN]

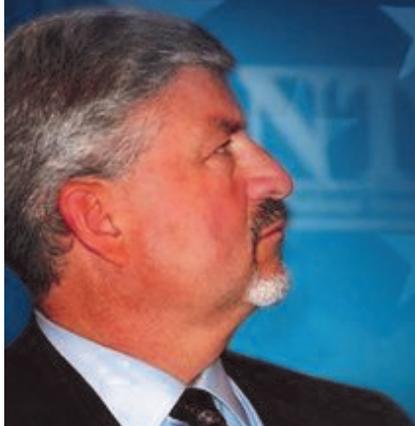
Source:
www.WJLA.COM



“Without you and the work you do, this nation would grind to a halt. You keep America going day after day.

During Labor Recognition Week, let’s celebrate all that NTEU has done for the federal workforce over the past seven decades and honor the contributions that federal employees make every day to our country.”

—NTEU PRESIDENT TONY REARDON



NTEU
The National Treasury Employees Union



BENEFITS

Money matters in many of our decisions we make on a daily basis. Often we hear people say that they cannot be a member due to financial reasons. NTEU understands these concerns and has used our considerable bargaining power to garner benefits for our members. If NTEU members took advantage of a few local and national benefits, they can easily pay for membership dues.

There is power in numbers and both Congress and businesses recognized that fact. The National and local NTEU benefits guide has been updated and is now available on www.NTEU67.org and www.NTEU.org

I *t is essential that there should be organization of labor. This is an era of organization. Capital organizes and therefore labor must organize.*

~Theodore Roosevelt

A festive graphic for an NTEU Christmas Party. The background is a deep red, framed by a decorative border of white and gold snowflakes. In the center, the text "NTEU Christmas Party" is written in a white, elegant script font with a subtle drop shadow. To the left, a white balloon is partially visible. At the bottom, there are illustrations of a red poinsettia, a silver party hat, and a red and gold ribbon.

NTEU Christmas Party

*NTEU Chapter 67 would like to invite you to our
holiday festivities!*

A nice lunch, Santa and prizes will be provided

*Join us Dec. 12 at 11am until 2pm in the Clinton
Community Center located at:*

1651 West 2300 North—Clinton, UT 84015

*NTEU Members RSVP to x6511 or Shannon Cook
by Dec 8*

NTEU PREVAILS IN AWS GRIEVANCE

An arbitrator has sided with the union in ruling the IRS failed to justify its refusal to allow two Ogden-based IT employees to work an alternative work schedule (AWS), specifically 4/10 compressed work schedule. Even though they had a contractual right to the schedule if it didn't hurt productivity, the manager had expressed his personal opposition to his employees working compressed schedules.



Many federal employees today benefit from an enhanced work-life balance under compressed work schedules, which NTEU worked hard to establish and continues to aggressively enforce. In a 4/10 work schedule, an employee works four 10-hour days each week of the pay period and has an extra day off each week.

Chapter 67 (IRS Ogden Campus) filed a grievance charging that management's denial of two separate requests for a 4/10 compressed work schedule was based on hypothetical and speculative concerns. The agency did not offer evidence of any actual negative impact to service resulting from the employees' 4/10 schedule. In absence of such evidence, the arbitrator sustained the grievance and ordered that the employees be permitted to work the schedules. [Source: NTEU.org]

Congress decides every aspect of a federal employee's job, pay, benefits and retirement. If you want to make a difference in your everyday life, you should get involved. We live in a great democracy and the disastrous tragedy is that a growing majority decide not to use our collective voices at the ballot box.

Let your voice be heard and ensure you are registered to vote! Together, we control our destiny.

Register now! @ www.NTEU.org





DATA BREACH UPDATE

NOTIFICATIONS FINALLY BEGIN

The Office of Personnel Management (OPM) informed NTEU that notifications are beginning to happen for the 21.5 million federal employees affected by the recent background investigations breach.

The facts you need to know:

- Affected individuals will get three years of credit monitoring through ID experts, expiring Dec. 31, 2018.
- Notifications will be mailed and include a PIN number, required to enroll.
- Once you get the letter, please go to the ID Experts website to enroll.
- No one will call you directly or reach out to you and ask for personal information.
- Beware of scammers looking to take further advantage of the situation.
- The notifications will happen over a period of 12 weeks.

What is NTEU doing to ensure proper protections are in place for employees?

- I. We are working on Capitol Hill and with the current administration to get lifetime protection for all impacted individuals by supporting positive legislation that meets this goal.
- II. NTEU has filed a lawsuit on behalf of our members for lifetime identity theft protection, in case the legislative action doesn't get traction.

Employees and their families have been dealing with fear and anxiety during this lengthy process and need to know that their information and identities are protected.

NTEU FIGHTS FOR PRICING REFORM REGARDING PRESCRIPTION DRUGS

Employees currently enrolled in the Federal Employee Health Benefit Program (FEHBP) pay high prices for their prescriptions. Under the current system, prescription drugs account for a bloated 30% of the total cost for the entire FEHBP program. FEHBP contacts the Pharmacy Benefit Manager (PBM) who operates as middlemen to negotiate prescription drug prices. Afterwards, the PBM



keep any resulting savings or rebates from the manufacturers rather than pass the savings back to FEHBP enrollees or the taxpayer. The result is increasingly expensive prescription drug costs.

NTEU is supporting provisions in a House of Representatives bill that would give FEHBP more control over prices and require the return of any rebates, incentives and discounts to FEHBP program participants.

HOW CAN YOU MAKE A DIFFERENCE?

NTEU ACTION CENTER

Go to www.NTEU67.org and take a look at the NTEU Action Center (along the left side). It contains information on legislative actions that affect the lives of all federal employees. Anyone can quickly and easily get involved and let their voice be heard on matters that are important to them.

What a Bargain! Understanding Negotiations



What are negotiations?

NTEU will negotiate (AKA bargain) when there is a change in working conditions. Working conditions can include personnel policies, practices and matters that affect a bargaining unit employee's daily work life.

When are they necessary?

When the issue affects multiple locations National Office will create a team consisting of Chapter Presidents from the impacted areas. If an issue is localized the corresponding chapter will negotiate the agreement.

What are some local agreements NTEU 67 has negotiated?

- * Local forms, such as detail applications and clerical functions
- * Cadres to assist employees with career development skills
- * Employee relocation/moves
- * Changes in processes and/or working conditions
- * Various localized issues affecting employees

How does NTEU negotiate?

NTEU works to find solutions for the benefit for employees. The agency determines the best methods to complete workload and assignments. Your chapter refers to the contract to ensure all actions are within the guidelines. Every employee deserves respect and fair treatment.

How can you request a negotiation?

If you feel there is a change that requires NTEU negotiations, talk with your steward, visit your NTEU office or call 801-620-6511.

