

The People's Voice

NTEU Ch. 67
2018 Vol. 2



Executive
Orders

&

Employee
Rights

THE BONE AND BONE OF AMERICA
UNION LABEL

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

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Tony Reardon Visits Ogden

Tony Reardon recently visited the Ogden campus, while visiting he took the opportunity to attend meet-and-greets in several Ogden campus buildings and meet with employees. Tony discussed the recent victory of NTEU against the executive orders of May 25, 2018 designed to impair NTEU's ability to represent and protect their federal employees.

Reardon shared his experience of visiting several countries and noting that we have the best Federal workforce service bar none.

Tony expressed his desire for federal employees to engage themselves in the political process. "When I meet with agency heads and lawmakers, I'm not concerned about their political affiliation" Reardon pronounced "Republican, Democrat, it doesn't matter. NTEU supports representatives who support federal employees."



NTEU HAS YOUR BACK

NTEU is fighting every day to protect federal employees against the barrage of attacks on your pay, benefits and workplace rights. We are only as powerful as we are united.



Join us today, so we can keep fighting for you tomorrow

www.nteu.org

NTEU@80
PROTECTING FEDERAL WORKPLACES SINCE 1938

Worried about attacks on your **pay, benefits** and **workplace rights?** *Don't be silent.*



Take these five steps to get your voice heard:

1. Visit NTEU.org and click on “Write Congress” in the Action Center.
2. Choose an action alert.
3. Enter your ZIP code.
4. A pre-populated message will appear that you can customize by clicking inside the text box. The message will automatically be sent to your representative(s).
5. Scroll down to sign your name, enter your contact information and click submit.

You're done!

**MAKE IT
FASTER & EASIER
TO TAKE ACTION**

Check the
“Remember Me” box
and Bookmark
Action.NTEU.org.

Take action today for a better tomorrow.

Visit NTEU.org

Caution: Don't use your government email address to send a message through NTEU's Legislative Action Center.

A federal district court has struck down nine anti-union Executive Order provisions challenged in NTEU's lawsuit.

By now, you are all familiar—too familiar—with the three anti-union Executive Orders (EOs) that President Trump issued on May 25, 2018. The EOs weaken employee protections and union rights in several, targeted ways. They would bar union representatives from using official time to help employees with grievances of any type. They would cap overall official time and restrict access to agency office space. They would bar grievances over performance ratings and incentive pay, even if the employer's decision is flawed or discriminatory. They would limit grievances over removals and limit PIP periods to 30 days.

After President Trump issued the EOs, NTEU sprang into action. We have worked to help chapter leaders understand and navigate the practical effects of the EOs. We have filed grievances, engaged its members, and educated the public on the improper bargaining tactics that some agencies have used in the wake of the EOs. And we have sought, through a lawsuit filed in federal district court, to have several of the EO provisions struck down as unlawful.

The litigation, initiated very shortly after the EOs were issued, has been an intense—and critically important—exercise. NTEU challenged 11 provisions in the EOs as being unlawful, arguing that they illegally conflict with the federal civil service regime that Congress created. NTEU detailed those conflicts in its papers seeking summary judgment and during an approximately four-hour oral argument on the litigation on July 25. In addition to NTEU's lawsuit, three other lawsuits have been filed challenging one or more of the EOs, and the four lawsuits have been consolidated in a single proceeding before Judge Ketanji Brown Jackson of the U.S. District Court for the District of Columbia.

On Aug. 24, Judge Jackson issued several rulings in NTEU's favor. In particular, she declared nine of the executive order provisions that NTEU challenged to be unlawful, and she ordered that the government cannot enforce them. These provisions include:

A federal district court has struck down nine anti-union Executive Order provisions challenged in NTEU's lawsuit.

1. The imposition of a 25% cap on the use of official time;
 2. The prohibition against using official time for lobbying;
 3. The ban on the use of official time by union representatives to prepare and present grievances;
 4. The one-hour per bargaining unit employee formula to be applied to set an aggregate cap on the use of official time;
 5. The limitations placed on unions' use of agency facilities, such as office space and computers;
 6. The exclusion of challenges to performance ratings and incentive pay from the scope of the negotiated grievance procedure;
 7. The limitation of performance improvement periods (PIPs) to 30 days, with agencies alone having the discretion to apply longer periods;
 8. The direction to agencies to press for the exclusion of removals from the scope of the negotiated grievance procedure; and
 9. The prohibition against bargaining over the "permissive" subjects described in 5 U.S.C. 7106(b)(1).
10. The Court declined to invalidate two provisions that NTEU challenged. Those provisions would allow agencies to disregard the concepts of progressive discipline and the consistency of penalties with those imposed on others. We are considering our options with respect to these provisions.



**Chapter 67 would like to invite our members to
our annual NTEU Christmas party!**

Join us Dec. 8 from 12-3pm at Boondocks Fun Center

525 Deseret Dr. Kaysville, UT 84037

Lunch will only be served from 12-1:30pm

Santa visits from 1-2:30pm

RSVP by December 1st with a \$5 refundable deposit

Call NTEU at 801-620-6511 or email Shannon Cook

TSP Contribution Limit Increases by \$500

**There's good news for federal employees looking
to save more for their retirement.**

The IRS announced yesterday that it is increasing the contribution limit for employees who participate in retirement plans including the Thrift Savings Plan (TSP). For the 2019 tax year, the contribution limit will increase from \$18,500 to \$19,000.

The catch-up contribution limit for employees 50 and over who participate in the TSP remains unchanged at \$6,000.

This cost of living adjustment also applies to 401(k), 403(b), and most 457 plans.

In other TSP news, participants will soon see tighter security measures when accessing their online accounts. The Federal Retirement Thrift Investment Board, which administers the TSP, announced it is implementing two-

factor authentication by the end of the next fiscal year.

Two-factor verification requires a user to enter both a password and a special code generated by a device of an authorized user. As a result, even if a hacker gets a federal employee's password, they would need to steal the employee's device to access their account.

This increased security is part of the federal government's efforts to boost the security of its websites and databases, which continue to face cyber-threats, according to government audits.

YOU HAVE RIGHTS

As a federal employee you have rights provided by law and negotiated in your contract.

These rights are enforced for daily by NTEU

Included in these rights are

- Participate meaningfully in decisions that affect your work life.
- NTEU representation during investigatory interviews that may lead to discipline.
- Be treated with courtesy and tact.
- Training to effectively perform your job.
- Have your job expectations presented to you.
- NTEU assistance and representation in a dispute with your agency
- Freedom from coercion in the exercising your rights.
- Fully participate in the political process away from your job.
- Work in a safe and healthy environment.
- Join NTEU and take full advantage of membership benefits.

Here's a closer look at some of those rights:

NTEU representation during investigatory interviews that may lead to discipline.

Any questioning of an employee in the bargaining unit by a representative of the agency about an investigation, including an agent of your agency's Inspector General Office, entitles you to have NTEU representation if you reasonably believe the questioning or interview may result in disciplinary action against you and you request representation.

Work in a safe and healthy environment.

NTEU works diligently to prevent problems such as bullying, discrimination, or sexual harassment through prevention and vigilance. However, if such a situation should occur your NTEU chapter knows what to do when these matters are brought to their attention. The NTEU-negotiated grievance procedure can protect the targeted employee from adverse actions and stop the conduct.

NTEU Chapter 67 believes it's our job to help you be successful in your workplace and ensure you are treated with respect and dignity.



INFORMATION FROM NTEU

National NTEU and the local NTEU office send out information and materials to make the most of your membership and to keep you informed of important issues surrounding federal employees.

If you are not getting information from either source, please visit or call the local NTEU office at **801-620-6511** to make sure we have the correct information.

MEMBER BENEFITS

Member benefits are intended to help you and your family save money and add value. Benefits range from discounts at local businesses to special member only events and activities.

Visit www.NTEU.org for national benefits and www.NTEU67.org for local benefits, events and information.

HELP US, HELP YOU

Our members are the backbone of who we are. NTEU is working to retain or improve existing benefits, retirement and pay for federal employees. Our goal is to protect your rights while also working to improve every federal employee's work life. The single easiest way to help yourself in your work life is by becoming an NTEU member.

If you know someone who isn't a member, let them know that NTEU is the one to thank for performance awards, pay raises, back pay on night differential, seasonal furloughs during the government shut-down and defending against harmful legislation targeting federal employees.

Potential members, please call the NTEU office at 801-620-6511 or talk to your steward.

Thank you to the members and stewards that support NTEU and enable us to help you.

THIS WORKPLACE



PROTECTED BY

NTEU



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