

# The People's Voice

NTEU Ch. 67  
2017 Vol. 1



**NTEU IS**  
Listening

**JOBS**  
&  
**Details**

**DEFENDING**  
Retirement

**LOCAL**  
News



JAMES MONTGOMERY FLAGG

# TOGETHER WE WIN

# THIS WORKPLACE



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## **STRONGER TOGETHER**

Visit us at [www.NTEU67.org](http://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

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**NTEU**  
The National Treasury Employees Union

## Chapter 67

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# NTEU PRESIDENT TONY REARDON MEETS WITH OGDEN EMPLOYEES



[President Reardon talks to employees in the Ogden campus to hear and address their concerns]

NTEU National President Tony Reardon recently visited Ogden to meet with employees. During his visit, he toured working conditions in multiple buildings and had many one-on-one conversations with employees to hear their concerns. President Reardon listened intently as employee after employee shared stories of low morale or a lack of trust with management. He made it clear that if employees speak with one voice and stand together, we can make massive change. *“I need each and every one of you to be with me,”* he said. *“If we do that, we can succeed”*.

He also pointed out that the single most important thing to an elected representative is votes. Representatives in congress will listen if people organize and speak up.

A screenshot of the NTEU Action Center website. The header is red with the text "ACTION ★ CENTER" in white. Below the header, there are four white boxes with blue text and right-pointing arrows. The first box says "Oppose the President's Budget" and "Harmful Cuts to Retirement". The second box says "Oppose Agency Cuts" and "Say No to the President's Budget". The third box says "Protect Taxpayer Information" and "Stop the Use of Private Tax Collectors". Below these boxes are two buttons: "Give to TEPAC" and "Write Congress". At the bottom, there is a blue bar with the word "Connect" and icons for Twitter, Facebook, LinkedIn, and YouTube.

[NTEU Action Center found at [www.NTEU.org](http://www.NTEU.org)]

President Reardon vowed to bring issues concerning low morale, employee-manager trust, insufficient budget/staff and more directly to the Commissioner. NTEU's focus is always on preserving or improving employees' lives, and he reaffirmed that commitment to employees.

During the past year, NTEU has defended against harmful legislation targeting federal employees. In the coming years we may face unprecedented challenges, which we all need to be aware of and act to prevent. Some examples of NTEU's recent successes include:

**Earning** a higher than expected pay raise

**Winning** retroactive transit subsidies

**Securing** fair overtime and back pay for employees

**Safeguarding** the performance award program

**Increasing** credit monitoring protection for data breach victims from three to ten years

\*\* Efforts to get lifetime credit monitoring for members are ongoing

Ogden employees are grateful for the time that President Reardon spent with them. We look forward to future visits and continuing the conversation. Chapter 67 would like to thank President Reardon for his visit and leave you with this final thought:

***“Success and victory is in your grasp but you have to take hold of it.” - NTEU President Tony Reardon***



Left: President Reardon touring the Ogden Campus buildings and inspecting working conditions  
Right: Jenny Brown NTEU Chapter 67 President with the National President of NTEU Tony Reardon

# OUR HISTORY

NTEU began as a group of employees who banded together to improve their working conditions and their workplace. That is what we were from the beginning and what we remain today.

It all started back in 1938 when a group of Internal Revenue collectors organized to improve their working conditions. At the Bureau of Internal Revenue, the pay was low, the work dangerous and many had no civil service protections to protect them from the whims of political bosses. Other federal employee organizations were unwilling to represent these revenue collectors because they were in patronage positions.



Through NTEU's persistence over decades, those workers gained civil service protection, collective bargaining rights and contract rights. NTEU transitioned from a social club to a hard-fighting, professional union that would set the standard for bargaining achievements, workplace representation, advocacy on Capitol Hill and for challenging management in the court.

Today, NTEU has grown to represent 150,000 employees from 31 different government agencies. Our mission: to help create workplaces where every federal employee is treated with dignity and respect. Over the years, we have done this by advocating for fair pay and benefits, negotiating for telework and alternative work schedules, securing back pay for workers who were improperly paid, expanding federal employees' political rights and much more.

We are proud to represent a diverse group of federal employees who make America run. NTEU members collect the money to fund government agencies that help protect our border; ensure we have clean air and water; regulate financial services companies; make sure the airways are used in the public interest; and so much more.

NTEU continues to make history through its accomplishments even when times are tough. Whether we're fighting on Capitol Hill, at the bargaining table and in workplaces across the country, NTEU has emerged a powerful force for federal employees. Built by a small group of Internal Revenue employees—and fortified by our members and our mission to ensure that every federal employee is treated with dignity and respect.

# 100+ House Members are Standing Up for Federal Employees

## NTEU Commends House Members for Defending Federal Retirement Programs

**Washington, D.C** – More than 100 House members announced their opposition to proposed salary and pension cuts for federal employees in a new letter sent to House leadership and endorsed by the National Treasury Employees Union (NTEU).

“No other group of Americans have been asked to sacrifice more for the sake of deficit reduction,” the letter states. “We cannot balance the budget on the backs of the federal workforce, and we should not try.”

The letter was spearheaded by House Minority Whip Steny Hoyer, Rep. Jamie Raskin and Rep. Elijah Cummings, all of Maryland, along with Virginia Rep. Gerald Connolly. It was signed by more than 100 others who are concerned about the financial security of federal employees and their families.

“These are highly skilled and dedicated public servants,” they wrote to House Speaker Paul Ryan (R-Wisc.) and House Minority Leader Nancy Pelosi (D-Calif.). “Taking their pensions away and gutting their pay would have the effect of pushing those skilled people out of the civil service and impairing the recruitment of new talent.”

The administration’s 2018 budget includes proposals for raising the amount that current employees have to pay toward retirement; basing future retirement benefits on the average of the highest five years of salary instead of the current three; eliminating the supplement for employees who retire before they can start collecting Social Security at age 62; eliminating the cost of living adjustments for all current and future retirees covered by the Federal Employee Retirement System (FERS); and reducing the cost of living adjustments for Civil Service Retirement System retirees.

The elimination of the FERS supplement would be especially harsh for federal law enforcement officers, firefighters and air traffic controllers who are forced to retire early because of the physical demands of the job, the letter states.

“If enacted into law, these cuts would adversely impact every current, past and future federal employee for the rest of their lives,” said NTEU National President Tony Reardon. “We commend these members of Congress for their strong opposition to yet another attack on the nonpolitical civil servants who have already endured pay freezes, unpaid furloughs and increased retirement contributions.”

The House members say that the cuts amount to a broken promise. “We should not alter policies that families have planned their lives around, particularly when it affects current retirees with limited ability to make up for unforeseen reductions in expected income,” the letter states.

NTEU members around the country are speaking out against the cuts in letters and phone calls to members of Congress.

“Middle class federal employees have already given up \$182 billion in benefits since 2010. Asking them to sacrifice even more to finance tax cuts for the wealthy is insulting and mean-spirited,” Reardon said. [Source [www.NTEU.org](http://www.NTEU.org)]

# APPLICATIONS, DETAILS AND PROMOTIONS

Oh my!

**NTEU** is here to support employees and help better your lives. NTEU will work with management and members of Congress to find common ground we agree on and get the best possible deal for employees. Standing up for members and helping them when they need guidance of assistance.

The local NTEU office handles a large range of topics for our members. On the rise are problems and questions regarding applications, details and promotions.

## APPLICATION/RESUMÉ TIPS:

- **RESEARCH:** Read the position description (PD), including the critical job elements (CJE) for any detail or job you are applying for.
- **TAILOR:** Address each CJE listed with examples for each element, if possible.
- **SPECIFY:** Do not give generic examples. If you use IDRS, what codes? If you have skills related to the job, what skills?
- **DEMONSTRATE:** Show that you can deliver results. If you accomplished a project or assignment, what was the outcome?
- **UNDERSTAND:** Think about the job specific questions from the hiring official's point of view.
- **DECLARE:** Always be truthful in your answers. It is illegal to lie on an official document.

*"If you want something you've never had, you must be willing to do something you've never done before."*

*- Thomas Jefferson*

## DENIALS RELATED TO JOBS OR DETAILS

- ♦ **APPLICATION:** Management should never deny anyone for applying for a detail or job
- ♦ **LATERAL MOVES:** If the detail or job is the same grade (GS) with no promotion potential past your current position then management *may* have a right to deny the detail/job.
- ♦ **PROOF:** If you are denied for a job or detail get it in writing with a reason cited on the denial. Workload or staffing is often cited but is overused and the burden of proof is on the employer.
- ♦ **PROMOTION:** If the detail or job offer has promotion potential beyond your current capacity there should be no denial.
- ♦ **HELP:** NTEU can help with questions and issues that arise through the detail and hiring process. If you have any questions or concerns please contact your steward or the NTEU office at extension 6511.
- ♦ **CONTRACT:** Thankfully the IRS/NTEU 2016 National Agreement has language to help us navigate this scenario:

### **Contract Article 4 Section 2 part D states:**

[The employer shall not] Deceive or willfully obstruct any person with respect to such person's right to compete for employment.

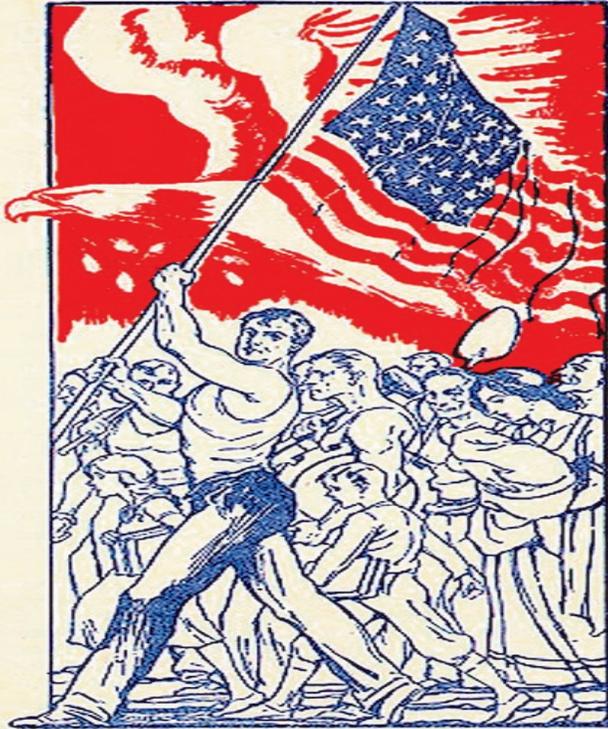
### **IRS/NTEU Contract Article 4 Section 2 part E states:**

[The employer shall not] Influence any person to withdraw from competition for any position for the purpose of improving or injuring the prospects of any other person for employment.

### **IRS/NTEU Contract Article 13 Section 1 part A states:**

The parties recognize the importance of a systematic and equitable process that affords long-term employees opportunities to work in the location of their choice and provides bargaining unit employees the maximum opportunity to develop and advance to their full potential, consistent with the recognized need of the Employer to maintain staffing and skill levels sufficient to meet mission requirements. Thus, the Employer has determined that the area of consideration for bargaining unit positions announced under the provisions of Article 13 will be Service-wide and that the organizational assignment, as well as the geographic location of the candidate, except when related to a priority entitlement listed in subsection 2E, will not be used as an evaluative factor when filling vacant positions.

# YOUR RIGHTS



# AS WORKERS

# EMPOWER YOURSELF

National Treasury  
Employee Union  
Chapter 67  
Text Messaging Service

Make the most of your membership

Scan to like us on Facebook



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Scan to follow us on Twitter



@NTEU67

SMS to join our text list

Text: **NTEU67**  
To: **41411**

No charge for subscribing  
Expect approx 1 text msg per wk.  
To opt any time, reply STOP  
Msg & Data Rates May Apply  
Numbers never shared or sold.



Important information regarding events, benefits and issues affecting federal employees

FEDERAL EMPLOYEE LIVES ARE DECIDED  
BY CONGRESS.

Information leads to action and action  
creates change.

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facebook.com/NTEU\_Chapter\_67\_13494093990007?

Scan to follow us on Twitter



@NTEU67

SMS to join our text list

Text: **NTEULEGISLATION**  
To: **41411**

No charge for subscribing  
Expect approx 1 text msg per wk.  
To opt any time, reply STOP  
Msg & Data Rates May Apply  
Numbers never shared or sold.



Up-to-date information sent via text to your phone

NTEU Chapter 67  
Text Messaging  
Service for  
Seasonal Employees

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Scan to follow us on Twitter



@NTEU67

SMS to join our text list

Text: **NTEU67SEASONAL**  
To: **41411**

No charge for subscribing  
Expect approx 1 text msg per wk.  
To opt any time, reply STOP  
Msg & Data Rates May Apply  
Numbers never shared or sold.



Up-to-date seasonal employee information sent directly to your phone

# Local Benefits



- Cinemark Movies: \$7 each
- Concession combo \$6 each\*
- Crane Field (Clinton): 20% off\*
- Disney on Ice: 10-20% off \*\*\*
- Eccles Dinosaur Park: 10% off
- Fastkart Speedway: 25% off
- Fat Cats: 10% off
- Front Climbing Club: 20% off
- Happy Days Riding: 10-20% off
- Hoogle Zoo: \$12 adult/\$9 child \*
- Lagoon: \$42 day/\$117 season \*
- Boondocks: \$5 adult—\$3 child \*
- SL Grizzlies hockey: 10-15% off \*
- Salt Lake Bees baseball: \$12 \*
- SL Screaming Eagles football: \$10 end zone/\$15 middle \*

Visit [www.NTEU67.org](http://www.NTEU67.org)

- Powder Mountain Skiing: \$10 off \*\*
- Sea Quest: 20% off pass or membership
- Remuda Golf (Farr West): 20% off \*
- 7-11 on 12th St: Food and drink discounts \*



- All the Perks Coffee : 10% off
- Costa Vida (Junction): 10% off
- Popcorn Express: Varying Items
- Salt Rock Coffee House: 10% off
- Steiny's: free soda with purchase
- Subzero (Junction—Ogden): 10% off
- Ye Olde Cupcake Shoppe: 10% off

#### How to use your benefits:

No asterisk = Show card

\* = Tickets/Coupons available

\*\* = Website or codes required

\*\*\* = Point of contact required

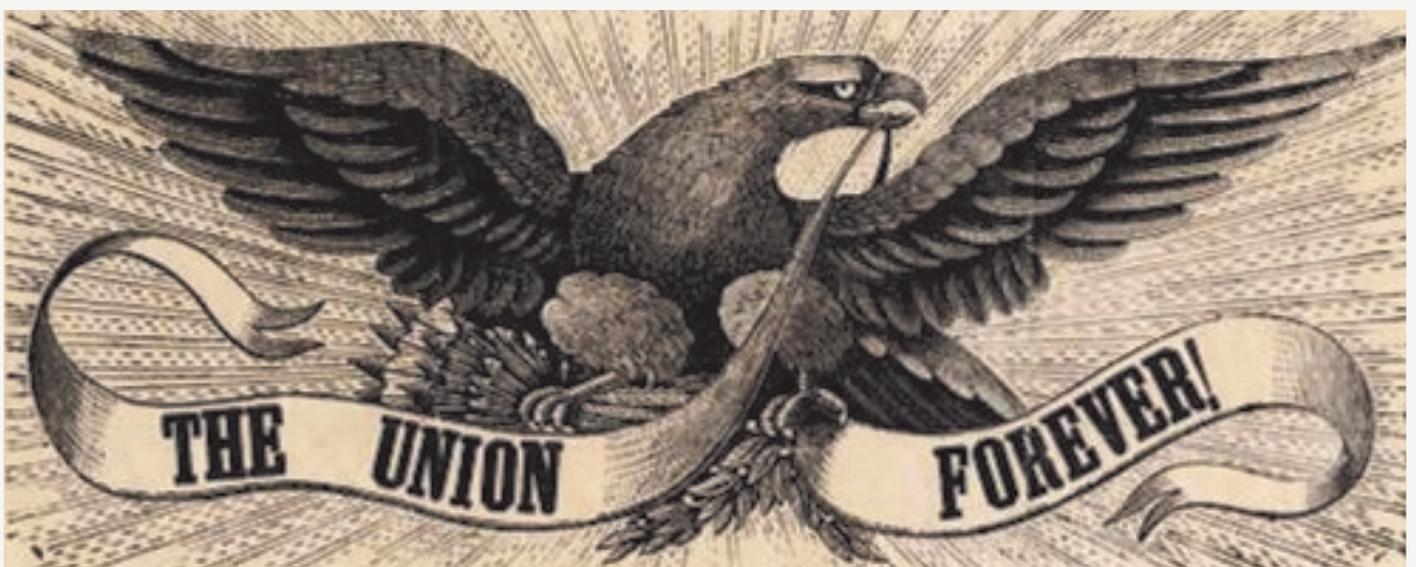
## Products and Services

- Agree-able Mediations: 50% off
- Anniversary Inn: Seasonal \*\*
- Ben Henry HVAC: 10% off
- Cricket Phone: 10% off
- Gold's Gym: Varies \*\*\*
- Herbs for Health: free iridology, 10% off bulk
- Jiffy Lube: 15% off select services
- Lady Fitness: Varies \*\*\*
- Les Schwab Tires (12th St): 5% off
- MP USA Martial Arts: 10% off
- Planet Beach: \$49 per mo.



Member only events such as:  
Valentine bowling, Campout,  
Christmas Party, plus more.

BENEFITS MAY VARY: Updated on 04/21/17



# LOCAL



Bringing you information regarding the Ogden Campus

## **NOT GETTING 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 to make sure we have the correct information.

Please call the office at: **801-620-6511**

## **BENEFITS FOR MEMBERS:**

Your benefits as members are two-fold. Not only do members get nationwide benefits, there are many local benefits that have been secured for employees in Ogden. These benefits are intended to help you and your family save money and add value. The benefits range from discounts at local businesses to special member only events and activities.

For updated benefit information visit [www.NTEU.org](http://www.NTEU.org) for national benefits and [www.NTEU67.org](http://www.NTEU67.org) for local benefits and events.

## **WANT TO GET INVOLVED?**

Supporting NTEU by becoming a member is the single easiest way to get involved and help protect yourself. However, if you want to take a more active role, help your co-workers, educate yourself and are willing to do whatever it takes—NTEU may have a job for you. Come into the NTEU office and we will let you know what jobs are available. If you are interested fill out a steward application form and we can go from there.

Thank you to all of the members and stewards that support NTEU and help us support you!

## **MAIN BUILDING RENOVATIONS:**

The Ogden Campus Main building will be undergoing various renovations and to start them off the old steam boilers are being replaced with state of the art hot water boilers. The steam boilers are original equipment that was installed in 1964.

The new boilers will be able to provide heating for the main building in a much more efficient manner while consuming considerably less of our precious resources.

The new boilers will be on line and functioning in time for the fall and winter heating season. Until then, the building will not have heat. With the fluctuation of outside temperatures the internal



temperature may be cooler than normal, you may want to bring a sweater or jacket during duty hours to fit your needs.

“Renovations are never easy but if we keep the lines of communication open we will get through it and we will all enjoy the improvements to our building” stated NTEU Ch. 67 President, Jenny Brown.



## OLD BOILER

Picture of (L-R): Jenny Brown, NTEU President, Ch. 67, Scott Wallace, SP P&A Chief,

Denise Lage, Field Director SP, and Keith Olsen, FMSS Building Manager.



## NEW BOILER

Keith Olsen, FMSS Building Manager shows off a new boiler to Denise Lage, Field Director, Submission Processing, and Jenny Brown, NTEU President, Ch. 67.

[Source: Facilities Management—Ogden. UT]

## PAPERWORK, REBUTTALS, NARRATIVES AND MORE? LET NTEU HELP.

If you need help filling out paperwork for FMLA, retirement, rebuttals, appraisal narratives, etc. NTEU can help!

NTEU files grievances if there is a violation of the contract for anyone, but we take special care of our members. We can help you get through some of the more challenging or confusing aspects of life as a federal employee.

**We are always here to help and support our members whenever possible.**

# NTEU MEMBER POOL PARTY

**JULY 29 AT THE ROY AQUATIC CENTER**

**STARTING AT 11AM AND ENDING AT 6PM**

**LUNCH INCLUDED & SERVED FROM 12:30-1:30PM**

**PRICE IS \$4 EACH FOR THE FIRST 5 TICKETS**

**ANY TICKET(S) BEYOND THE FIRST 5 IS \$6 EACH**

**\*NON-REFUNDABLE, PURCHASE BY COB JULY 27**



## NTEU Chapter 67 Contact Information

Main Office open 8:30am until 11pm Monday-Friday

# 801-620-6511

**President:**

Jenny Brown  
620-7021

**1st Vice President:**

Robert Lawrence  
620-6511

**2nd Vice President:**

Lori Roach  
620-6758

**Secretary:**

Shellee Gamble  
620-6223

**Treasurer / Oral Reply:**

Shelly Carver  
620-6000

**Chief Steward (Day Shift):**

Shannon Cook  
620-6222

**Chief Steward (Swing Shift):**

Wendy Guerra  
620-6508

**Oral Reply Specialist**

Richard Smyka  
620-6000

**Communications:**

Justin Greathouse  
620-6530