

Ask yourself, what do you want in your next contract?



NTEU Wants...

More money to reward good performers with cash bonuses or permanent salary increases

Extra compensation when your workload inventory is increased

Greater rights to work from home and save in commuting time and costs

More money for employees who use a second language on the job

Longer employment contracts for seasonal employees so that more can qualify for health insurance

The right for any employee to have an alternative work schedule

Student loan reimbursements and retention allowances for the best employees who are eligible to retire

The right to use pre-tax dollars to pay any daily parking costs management does not reimburse

Promotion preferences for current employees over outside applicants

IRS Management Wants...

No increase in these funds

No additional money for your extra work

Additional restrictions on your right to work at home

A reduction in the bonus money for using language skills

No change in who currently qualifies for health insurance

No change from what employees are eligible for today

No commitment to pay for either program

No pre-tax program

To make it easier for outside applicants than it is for you to get these jobs

The bottom line: NTEU is fighting for more money, flexible schedules, improved benefits and a fairer promotions procedure.

Help us secure these improvements. Show management that you're behind NTEU. Support the union that supports you.



WE'RE BUILDING ON 30 YEARS OF GAINS.

\$60
million
in
awards

AWS

Flexiplace

Leave
advances

Through years of aggressive bargaining, NTEU has secured a long list of gains for IRS employees.

They include:

- More than \$60 million in annual awards for top performers
- The right to Flexiplace and Alternative Work Schedules for tens of thousands of employees
- Numerous protections against unfair discipline and evaluations
- Higher salaries for employees asked to perform higher-graded work
- The right to reassign to other positions by seniority
- An open promotions process that provides retroactive promotions for mistreated employees
- Access to advances of sick and annual leave
- Protection against layoffs and RIFs that unfairly target specific employees
- The ability to grieve virtually any harmful management decision and take unresolved disputes to an arbitrator for a legally-binding decision

And we're not done yet.

NTEU and the IRS have exchanged the first round of proposals. We're seeking improvements in pay, benefits and workplace rights, but the IRS wants restrictions or more of the same. That's why your support of NTEU is crucial. Together, we can make the IRS a better organization for employees and taxpayers.

NTEU
The National Treasury Employees Union

www.nteu.org

10/27/08

NTEU IRS BARGAINING SURVEY



NTEU and IRS have exchanged proposals and are sitting down to the bargaining table to negotiate a new agreement that will define your workplace rights and benefits. The following survey outlines some of management's key proposals and solicits your views on how these proposals would impact your work life. Please take the time to fill it out and return it to your NTEU steward or officer.

Promotions & Awards

NTEU will be working to convince management to back down on a number of its bargaining proposals. Of the following management proposals, NTEU will be working to revise, please rank them in the order of most importance to least importance to you using the numbers 1 through 5.

- Management wants to do away with the promotion preference for on-board employees which gives on-board employees first consideration over candidates who work outside the government.
- The IRS wants to develop promotion ratings in secret without any requirement to use the same process and criteria each time.
- The IRS wants to assign you higher-graded work without paying you for it.
- Management wants to reduce the number of bilingual awards given.
- The IRS wants to eliminate Incentive Pay and Gainsharing programs.

Other Workplace Issues

Of the following management proposals, NTEU will be working to revise, please rank them in the order of most importance to least importance to you using the numbers 1 through 3.

- The IRS wants to increase management rights to access your private medical documents.
- For employees working Flexiplace, the IRS wants to limit employees to a location in the office commuting area.
- Management is proposing that each division chief would have the right to set his own Alternative Work Schedule and incentive award rules.

What do you see as the single most important issue in the current contract bargaining?

Write your response here.

Name:

Email Address:

Contact Number:

POD:

Talking Points for NTEU Leaders on NTEU-IRS Contract Negotiations

The NTEU IRS contract determines so many vital things about your work life here at the IRS.

It determines whether performance awards are available, whether you can work AWS or Flexiplace, whether you qualify for health insurance and whether you are considered for a promotion first before the job is handed to someone outside the IRS.

It is easy to forget where our major benefits and protections come from once they are included in our NTEU contract and become accepted practice. It is easy to forget how hard we had to fight for every provision in today's contract. In the last several decades, our union has bargained to create dozens of benefits and rights that most employees take for granted.

For example, NTEU contract demands have resulted in:

- Tens of thousands of employees getting an extra day off every other week through negotiated AWS programs.
- Over \$60 million being distributed each year to the top performing employees.
- More than 15,000 employees working at Flexiplace locations.
- Two dozen fairness requirements managers must meet when evaluating employees.
- An open promotion process that permits mistreated employees to get retroactive promotions.
- The right to reassign to other positions by seniority.
- An entitlement to be paid a higher salary when management asks you to do higher graded work.
- Access to advances of sick and annual leave.
- Protection against RIFs aimed at "getting" specific employees.
- Numerous contract protections against unfair discipline.

As we begin a new round of contract negotiations for a new agreement with the IRS, it is worth remembering that the most important benefits we have come from prior NTEU negotiations.

Negotiations between NTEU and the IRS began on Oct. 27 and will likely continue into the spring. These negotiations could result in a strong reinforcement and expansion of your rights or a significant contraction or loss of rights and benefits.

The bargaining will be complex. More than 500 contract issues in nearly 40 contract articles have been opened for discussion.

NTEU is seeking additional compensation for deserving employees, such as more money for bilingual awards and the preservation of incentive pay and gainsharing programs, and expanded employee rights and protections, such as the right to privacy of medical information and reasonable accommodations for employees with disabilities. If IRS negotiators have their way, the bargaining will result in cuts, takebacks and more rights for management.

Here are some of the proposals NTEU has advanced:

Increase funding for performance awards and secure additional money for bilingual awards.

Thanks to NTEU's work at the bargaining table, each year tens of thousands of bargaining unit members receive approximately \$60 million in awards. NTEU wants to increase the amount available for performance awards and bilingual awards.

Expand the right to work Alternative Work Schedules (AWS) and the right to work Flexiplace.

During these negotiations, we hope to address continuing problems with AWS and Flexiplace in areas such as Accounts Management, MITS and the Taxpayer Advocate Service (TAS). We want to increase the number of people who have the opportunity to work alternate schedules and the number of people who can work Flexiplace.

Retain first consideration for bargaining unit employees for promotion opportunities before outside applicants are considered.

Management wants to consider all applicants at the same time which would make it easier for management to bypass internal applicants rather than give internal applicants first consideration.

Construct a system of contract rules to regulate the current abusive use of the Embedded Quality (EQ) system to evaluate employees.

Embedded quality is being misused as a performance appraisal measure and is unfairly driving performance evaluation scores down. NTEU wants to stop the abuse of EQ and construct a fair set of rules about how it can be used to evaluate employees.

Protect employees from being harassed by repeated demands that they reveal personal medical information to their supervisors to take various kinds of leave.

NTEU will press for language that minimizes the supervisor's access to personal medical information and retains reasonable requests for medical certification.

NTEU will press for reasonable accommodations for all employees with disabilities so they can continue to work for IRS.

NTEU will work to ensure that employees are provided with reasonable accommodations and their full rights under the newly-amended Americans with Disabilities Act.

Here are some of Management's more objectionable proposals:

Promotions:

Management wants to do away with promotion preference for on-board employees over candidates who work outside the government.

The IRS wants to develop promotion ratings in secret without any requirement to use the same process and criteria each time.

Management wants to take away your right to grieve a promotion decision--even when civil rights laws have been violated.

Money Issues:

IRS wants to eliminate incentive pay and gainsharing programs for employees who have been receiving them for years without demonstrating that they are not working.

The IRS wants to deny you a temporary promotion when you are assigned to do higher graded work for more than 30 days.

Management wants to reduce the number of bilingual awards given.

Leave:

Management wants to place limits on the right to earn religious compensatory time.

Arbitrations:

The IRS wants to eliminate the requirement that management witnesses appear at arbitration hearings or be subject to cross-examination.

Flexiplace:

For employees working Flexiplace, the IRS wants to limit employees to a location in the office commuting area.

Management Discretion:

Management is proposing that each division commissioner would have the right to set his or her own Alternative Work Schedule and incentive award rules.

In Conclusion:

So these are just some of the highlights of what our team will face at the table. As you can see, it won't be easy. NTEU has tough, skilled negotiators working on your behalf, aided by a highly experienced bargaining team of NTEU chapter presidents from around the country.

I cannot stress enough how important it is that we have the support of every bargaining unit employee when fighting back against takebacks and the unjust expansion of management rights.

We need each of you to join NTEU and convince your friends and colleagues that there is too much at stake to sit idly by hoping that the results won't be too bad. I am asking you to join NTEU and to sign others up as well. We need to sit at the table from a position of strength. We need every IRS employee to join with us in our efforts to make the IRS a workplace where we can grow and develop as professionals while at the same time serving this great nation.

Thank you.

Oct. 27, 2008