



NTEU Fights Employee Battles In Various Areas

Entity employees have been having trouble getting correct information regarding their right to sign up for health insurance. Chapter 97 President Jason Sisk has filed an Institutional Grievance over the matter. Employees can sign up for this most important benefit when they are expected to work six months within a year. Contrary to recent management advice, the six months does not, and has never had to be consecutive. Employees must sign up within 60 days once they become eligible. Employees are to have management sign certification 10380 and contact NTEU with any refusals. NTEU will gladly help in the process.

Recently Article 13 has been of great benefit to employees who have been offered conversion from seasonal to perm. Pretty much all seasonal Tax Examiners's in AUR were offered a conversion opportunity as well as two clerks in CSCO. There is also an offer in AM to convert 15 for days and 42 for swing. This is the benefit of NTEU negotiation. Employees of the area who have performed the work may get a conversion offer based on their place on the release/recall list. This helps eliminate selections based on favoritism, discrimination, or evaluation scores from different jobs of other areas.

Close to two dozen grievances have been filed over denial of steward release. Management is playing a game where they have been trying to deny NTEU time to address the many types of violations of employee rights. As management proposes disciplinary and adverse actions against employees daily, NTEU continues to represent. The contract and statute allow unions to operate without excessive interference. This issue has been won by unions for years and the agency must show work requirements prevented release. No such proof has been supplied to date.

Inside this issue:

<i>Letter To The Editor</i>	2
<i>301 & 343 Series Employees Get Paid</i>	3
<i>Grievances</i>	4
<i>Grievances</i>	5
<i>Grievances</i>	6
<i>Membership</i>	7
<i>Contract Quiz</i>	8

National Settlement In Works On Night Time Differential

The agency has once again failed to follow the law and a prior settlement agreement regarding night differential pay. Swing or other night shift TOD's have been around for years as a benefit for the agency and employees.

Employees have more options because of a swing shift. The agency is aided in better accomplishing it's mission, as work gets done around the clock, while also making most efficient use of resources. The obvious benefit is also there for taxpayers who pay for less space and get returns processed faster. While the benefits for all should be clear, management has always treated swing

employees lesser in many ways. The below is a synopsis of a national grievance over a repeat issue impacting 10% of employee's pay for hours between 6pm and 6am that they may have been shorted.

Forum: Grievance

Attorneys: O'Duden/Adkins/Bialczak

ISSUE: Whether IRS is violating the law, the contract, and a prior settlement agreement between the parties by not paying night differential to employees who are redeeming time off awards and by counting time off awards and religious compensatory

time off toward the 8-hour-per-pay-period limit on night differential pay for employees in leave status.

NTEU LITIGATION UPDATE JULY 2010

STATUS: NTEU filed a national grievance on January 30, 2009. IRS produced information relevant to the grievance and a grievance meeting was held on June 10, 2009. A meeting was held on January 25, 2010, to discuss updated data and settlement discussions are currently ongoing.

NTEU at your \$ervice!

Special points of interest:

- NTEU at your Service, winning back pay for series of employees. See Pages 2 & 3
- Employee issues get resolved See Pages 4,5,6
- NTEU Schedules a Labor Recognition Picnic for Tulare DCO Stewards and Members. See page 7
- Test your knowledge on Job Swapping/ Job Sharing See page 8

Letter To The Editor

The below is a pair of e-mails responding to an all too common paycheck issue where management is uncooperative in following emergency check procedures as negotiated and outlined in Article 53 section 3-6 of the contract. The employee and NTEU wanted to share his experience, as we know, many have been in this position.

They have no regard for me and the others harmed. So be it. They want respect? I don't have to act disrespectful, but they have earned the poor reputation they're known for. Not known just by me, but especially by me. I don't play games. I'm transparent. I don't deceive. They don't know how to be forthright. So be it. I can live with myself and know I have room for improvement and am being steered in that direction. Sometimes the real world forces us to deal with being harmed and moving forward. But it puts IRS management in a true light, a dim light.

I need to get paid before another two weeks. I've already worked, earned and waited two weeks for this check. There is absolutely no reason why you can't correct this error timely. I'm going to have 2 10hr OT Saturdays on the next paycheck. I don't need more money on the next check to make up for a shortage on this check. I need the money now to make up for the money I was shorted this check. I paid over \$400 on car maintenance last Friday expecting to get paid as we agreed, as I earned. This is irresponsible and very indicative of management inability to empower employees. I will bring this up at the next employee empowerment meeting. I expected this poor response from management. I am not surprised

I will continue to do my job well. My attitude is excellent until management gets involved. My attitude is excellent with other TEs. What's wrong with this picture? What's the common element? **Clint Smith**

MITS 2210 Series Employees Paid From National Grievance

Fresno	\$1,000.00	Not a current employee
Fresno	\$500.00	
Fresno	\$250.00	
Fresno	\$500.00	
Fresno	\$500.00	
Fresno	\$250.00	
Fresno	\$2,000.00	paid
Fresno	\$500.00	Retired
Fresno	\$500.00	
Fresno	\$5,678.40	
Fresno	\$9,311.12	

The figures represent amounts employees have received (or will) for a case where they were not properly compensated for the type and series of work performed. This was an unexpected surprise in tough economic times for employees. Many more are submitting claims now. NTEU is always working on issues for employees even when most don't realize it. Membership and support of your union dictate it's success and yours!





NTEU National Wins Money For Fresno Employees Under Chapter 97

This was from two national grievances over FLSA Law violations where employees were shorted pay under their 343 and 301 series positions. Each line represents an employee's award amount. Let it not be said the union doesn't do anything! Check www.nteu.org for details.

Total FLSA Pay-ment	Liquidated Dam-ages	Grand Total Pay-ment	POD- Series 343 Employ-ees
\$317.22	\$317.22	\$634.44	FRESNO, CA
\$4,737.96	\$4,737.96	\$9,475.92	FRESNO, CA
\$0.00	\$0.00	\$0.00	FRESNO, CA
\$0.00	\$0.00	\$0.00	FRESNO, CA
\$104.42	\$104.42	\$208.84	FRESNO, CA
\$0.00	\$0.00	\$0.00	FRESNO, CA
\$3,678.40	\$3,678.40	\$7,356.80	FRESNO, CA
\$3,216.78	\$3,216.78	\$6,433.56	FRESNO, CA
\$540.36	\$540.36	\$1,080.72	FRESNO, CA
\$1,377.13	\$1,377.13	\$2,754.26	FRESNO, CA
\$0.00	\$0.00	\$0.00	FRESNO, CA
\$0.00	\$0.00	\$0.00	FRESNO, CA
\$0.00	\$0.00	\$0.00	FRESNO, CA
\$336.98	\$336.98	\$673.96	FRESNO, CA
\$1,674.38	\$1,674.38	\$3,348.76	FRESNO, CA
\$1,264.68	\$1,264.68	\$2,529.36	FRESNO, CA
\$1,102.89	\$1,102.89	\$2,205.78	FRESNO, CA
\$703.08	\$703.08	\$1,406.16	FRESNO, CA
\$159.84	\$159.84	\$319.68	FRESNO, CA
\$1,329.12	\$1,329.12	\$2,658.24	FRESNO, CA
\$1,065.63	\$1,065.63	\$2,131.26	FRESNO, CA
\$126.36	\$126.36	\$252.72	FRESNO, CA
\$797.04	\$797.04	\$1,594.08	FRESNO, CA
\$376.77	\$376.77	\$753.54	FRESNO, CA
\$115.68	\$115.68	\$231.36	FRESNO, CA
\$58.50	\$58.50	\$117.00	FRESNO, CA
\$2,165.25	\$2,165.25	\$4,330.50	FRESNO, CA
\$1,343.67	\$1,343.67	\$2,687.34	FRESNO, CA

Series 301 Employees

Total FLSA Payment	Liquidated Damages	Grand Total Payment	POD
\$61.60	\$61.60	\$123.20	FRESNO, CA
\$2,580.61	\$2,580.61	\$5,161.22	FRESNO, CA
\$1,106.74	\$1,106.74	\$2,213.48	FRESNO, CA
\$1,026.08	\$1,026.08	\$2,052.16	FRESNO, CA
\$184.00	\$184.00	\$368.00	FRESNO, CA
\$494.16	\$494.16	\$988.32	FRESNO, CA
\$205.53	\$205.53	\$411.06	FRESNO, CA
\$498.31	\$498.31	\$996.62	FRESNO, CA

AM Employees Fight For Their Rights

AM swing shift employee contacted NTEU after learning she was charged 6.7 hours of AWOL for providing a note that did not reflect the word incapacitated. Research showed the pregnant employee had a doctor's appointment and returned to work with verification only to learn it was deemed unacceptable. AM steward Stephanie Uribe filed the grievance after management failed to respond to her email. Once the grievance was filed, management immediately responded offering to remove the AWOL and replace it with LWOP. Article 32

AM swing shift employee contacted NTEU after learning she was charged AWOL because her note was deemed unacceptable by management for not reflecting the word "incapacitated". Research showed the employee missed work to take her ill toddler to the doctor. Swing Shift Chief Steward Marcella Gutierrez immediately filed the grievance and stated the note does not need to state "incapacitated" as it applies to the child not the parent who is covered by Article 34. Marcella pointed out the note was acceptable as it reflected the employee as the parent, excused her for duty, provided the dates, and it was signed by and dated by the health provider. As a result the AWOL was changed to LWOP.

AM day shift employee contacted NTEU after receiving AWOL for coming to the union. Research showed the employee was working in a hostile work environment as meetings with the Team Leader have been very confrontational. AM steward Leida Guerrero met with the DM to discuss the Article 5 and 12 violations, the AWOL, the mid year, and the managerial directive given to the employee in regards to going to the union after discussions with management. As a result, the mid year was raised, and the managerial directive and AWOL were removed.

AM ICT swing shift employee contacted NTEU after receiving AWOL for having insufficient leave. Upon returning to work, the employee provided management with an administratively acceptable doctor's note and management was to change the AWOL to LWOP. Management failed to make the change. Swing Shift Chief Steward Marcella Gutierrez immediately filed the grievance and stated management violated Article 5, Article 32, and Article 34. As a result, management submitted a SETR copy to show the AWOL was replaced with LWOP.

AM day shift employee contacted NTEU after being denied their request for Advanced Sick Leave. NTEU Vice President Michelle Gardea immediately set up a meeting with management and was able to show that management not only did the employee qualify for the Advanced Sick Leave Request, management was in violation by denying the request. As a result, the Advanced Sick Leave was approved.

AM day shift employee contacted NTEU after receiving AWOL and a Sick Leave Restriction Letter. Research showed both were issued in error. Day Shift Chief Steward Terrie Laney-Brown immediately filed the grievance and was successful at getting the AWOL and SLRL removed.

AM swing shift employee contacted NTEU after being harassed by her Team Leader. Research showed the manager gave her errors with no IRM references, ordered her to come in after having oral surgery, ordered her to come in against doctor's orders on another occasion just to fill out a SF-71. The team leader also had her sign on aspect for the 30 minutes she was there. AM steward Leida Guerrero met with the DM on several occasions with no resolution. She then requested to meet with the Ops and Director on the issue. As a result, the employee was paid for the 30 minutes and immediately moved from the unit.

AM ICT swing shift employee contacted NTEU after receiving advanced AWOL for the time spent in the hospital recovering from an unexpected emergency surgery. Swing Chief Steward Marcella Gutierrez immediately contacted the Team Leader to inquire about the AWOL. The Team Leader failed to respond, therefore an email was sent to the DM. The DM failed to respond, so a third attempt was made to Ops level to address the issue. Marcella stated management was in violation of IRM 1.4.18.6.1.1 as well as Article 34 and filed the grievance when no response was received from the Ops. Prior to the grievance meeting, management sent an email stating "The AWOL charges have been reversed and changed to LWOP".

AM swing shift employee contacted NTEU after receiving no response on his vacation request. Research showed the employee was asked to submit a SF-71 requesting the time off so management could put it in Leave Tracker. Weeks turned into months without a response from management. AM steward Leida Guerrero met with the DM and cited Article 32 Section 1(D) and the vacation was approved on the spot.

AM ICT swing shift employee contacted NTEU after receiving .5 hours of unwarranted AWOL. Research showed the employee was charged AWOL for allegedly taking a long break that the manager did not witness. Swing Shift Assistant Chief Steward Dawn Horton filed a grievance based on the Article 32 and 34 violations. As a result, the AWOL was removed as was the counseling from the employee's file.

AM swing shift employee contacted NTEU after receiving a Letter of Reprimand for charges of AWOL based on a part time denial. AM steward Charlotte Coffey filed the grievance based on the Article 33,34,36,38, and 39 violations. As a result, the Letter of Reprimand was removed.



Compliance Employees Getting Results With Help From NTEU Stewards

Compliance AUR day shift employee contacted NTEU after learning he was charged a total of 9.5 hours of AWOL for two instances. Compliance day shift Assistant Chief Steward Adelena Garza immediately met with management to discuss the 9.0 hours of AWOL on the first instance in which a valid doctor's note was not taken into consideration. In the second instance .5 hours of AWOL was charged because the employee reported to the lead since the manager was not in. Past practice proved that employees have reported to the lead in the absence of the manager. In both instances, the AWOL was removed.

Compliance Exam swing shift employee contacted NTEU after receiving a Letter of Admonishment. Compliance steward Chris Tabarez met with management and explained the penalty for the first offence in the penalty guide for minor misconduct as well as the Article 38 violation. As a result, the Letter of Admonishment was removed and replaced with a verbal counseling.

Compliance swing shift employee contacted NTEU after learning she received an annual appraisal that was not indicative of her performance. Compliance steward Chris Tabarez met with the department manager and pointed out management lowered the annual appraisal and failed to follow the appropriate evaluation process. As a result, the annual was raised from a 2.4 to an acceptable rating of 3.0.

Compliance swing shift employee contacted NTEU after being told her previously approved move to day shift was going to be denied based on the corresponding day shift employee "not leaving after all". Compliance Assistant Chief Steward Brandon Dominguez set up a meeting with management to discuss the move and the Article 23 Section 6 violation. As a result, the employee was informed her move to day shift was again approved.

Compliance swing shift employee contacted NTEU after being denied her contractual right to request Advanced Sick Leave under Article 34 of the contract. Research showed the employee had been previously approved for FMLA but also wished to invoke her right to Advanced Sick Leave based on meeting the qualifications. Day Shift and Swing Shift Assistant Chief Stewards Adelena Garza and Brandon Dominguez corresponded with management advocated for the employee and as a result were successful in getting the Advanced Sick Leave approved for the employee.

Compliance swing shift employee contacted NTEU after being denied a AWS 4/10 schedule. Swing steward Jeannie Presswood informally met with the Operations Manager as well as the Department Manager to discuss the bases of the denial and the verbiage found in the AWS Agreement that entitles the employee to the AWS 4/10 schedule. As a result, the employee was offered the 4/10 schedule.

Compliance AUR day shift employee contacted NTEU after learning 35.5 hours of AWOL were charged instead of the 35.5 hours of the LWOP the employee requested. Compliance Assistant Chief Steward Adelena Garza met informally with the front line manager to discuss the AWOL charges and successfully pointed out the AWOL was not issued timely according to Article 32 Section 9. Due to the lack of decision making on the front line manager's part, the DM was notified. As a result, the AWOL was removed and LWOP was granted.

Compliance day shift employee contacted NTEU after receiving a letter of a proposed suspension for conduct unbecoming of any IRS employee. Vice President Michelle Gardea prepared and presented an oral reply on behalf of the member. As a result the employee was not suspended and was issued a clarification letter instead.

Compliance Day Shift Examination employee contacted NTEU after learning she was charged 40 hours of AWOL for the week her daughter was in ICU. Research showed the lead was left in charge and failed to check the voicemail to retrieve the information left by the employee. NTEU learned the manager informed the employee the AWOL would stick because the daughter was not the employee's dependent. Swing shift Chief Steward Marcella Gutierrez immediately contacted both the manager and the lead, informed them NTEU will be filing a grievance, pointed out the discrepancies on the AWOL counseling and requested the drop file. Management immediately "decided to change the hours of AWOL to LWOP". Article 32

Compliance day shift AUR employee contacted NTEU after learning her Advanced Sick Leave was denied. Research showed the employee requested 80 hours of Advanced Sick Leave to care for her daughter after surgery. Day Shift Assistant Chief Steward Adelena Garza filed a grievance based on the Article 34 Section 6 violation and sent an email to the Operations Manager requesting a reason for the denial. As a result, the manager emailed back informing NTEU the Advanced Sick Leave was approved. The grievance was withdrawn.

Compliance days shift ACSS employee contacted NTEU after learning her Advanced Sick Leave was denied. Research showed the employee was denied because Advanced Sick Leave did not cover family members. Assistant Chief Steward Adelena Garza immediately met with the Operations Manager and quoted Article 34 Section 6. The operations then changed her reason and stated the employee did not show proof of a serious health condition but would allow Advanced Annual Leave. Article 32 Section 6

More Grievances

AM swing shift employee contacted NTEU after receiving an annual appraisal that was not indicative of her performance. Research showed the employee was not advised or informed that a self assessment could be done during the final 30 days of the employee's rating period. AM steward Stephanie Uribe filed the grievance based on the Article 12 violations and stated the extra duties and assignments could have been taken into consideration had the employee known to submit the self assessment. As a result, three of the five CJE's were changed from a "meets" to an "exceeds".

AM swing shift prior manager, now CSR contacted NTEU after being told no training would be given to learn TPI's and 1040X's but was told to read from the binder and proceed to do the work. AM steward Charlotte Coffey informally met with management to address the issue and cited the Article 30 violation, and the 5 CFR 410 violation. As a result, the employee was given a coach for one week for one on one training and additional help with TPI's and 1040X's until she is up to speed with the new programs.

AM day shift employee contacted NTEU after learning she was being charged 12.5 hours of AWOL. Research showed the employee received 8 hours of AWOL for a day she called in sick in which she had leave on the books. Research also showed the employee was not on a Sick Leave Restriction Letter. The employee was also charged another 4.5 hours for a day she had to care for an ill family member although proof was provided. Submission day shift steward Eddie Valdez immediately contacted the department manager and informed him of the Article 32 and 34 violation. As a result, the department manager had the front line manager remove all 12.5 hours of AWOL.

Submission swing shift ERS employee contacted NTEU after learning her annual appraisal was lowered. Submission/Compliance Steward Chris Tabarez set up a meeting with the department manager and provided information to show the employee was entitled to her previous annual appraisal. Research showed that management failed to follow the appropriate evaluation process. As a result, the employee's annual appraisal was raised to an acceptable overall rating. Article 12

AM day shift employee contacted NTEU after receiving a proposal for removal for underreporting taxes resulting in a balance due. Day shift Chief Steward Terrie Laney-Brown filed an oral reply and presented the mitigating circumstances. After management considered all the information, the employee received a Letter of Reprimand and a 30 day suspension.

AM day shift employee contacted NTEU after receiving a proposal for removal for underreporting federal taxes. NTEU Vice President Michelle Gardea prepared and presented the Oral Reply on behalf of the member. Michelle presented the mitigating circumstances and management reduced the penalty from a removal to a 3 day suspension.

Submission Processing DCO swing shift employee contacted NTEU after receiving an annual appraisal that was not valid or indicative of the employee's performance. Submission Swing Assistant Dawn Horton filed a grievance based on the Article 12 violation. As a result, management agreed to change CJE V from a 2 to an unmeasured 3 which allowed the grievant to qualify for a grade increase and back pay for the grade increase.

Submission Processing employee contacted NTEU for assistance with a hardship request. Research showed the employee needed a day shift due to family issues. Submission steward Tiffannie Mays assisted the employee and contacted management regarding the Article 15 entitlement was successful at getting the hardship approved.

Submission Processing day shift employee contacted NTEU after receiving notification of AWOL. Submission Steward Deana Sample set up a meeting to meet with management over the AWOL counseling and the Article 32 violation. As a result, management agreed to remove the AWOL.

Submission Processing RAIVS employee contacted NTEU 97 after being charged 24 hours of AWOL for not appropriately following leave procedures. Compliance Assistant Chief Steward Brandon Dominguez filed the grievance based on the Article 32 and 34 violations and met with the DM over the issue. As a result, the AWOL was changed to LWOP.

AM day shift employee contacted NTEU after being denied LWOP and charged AWOL for the time spent in the hospital and recuperating. Vice President Michelle Gardea set up a meeting with the director to discuss the Article 34 violation and as a result, Michelle was able to get the employee 3 months of LWOP for procedures and recovery.

Submission Processing RAIVS employee contacted NTEU after being charged 80 hours of AWOL. Research showed the employee, an Armed Forces Veteran, had a chronic condition but didn't qualify for FMLA as a probationary employee. His Team Leader had been made aware of the condition upon his hiring. Compliance Assistant Brandon Dominguez filed the grievance and immediately set up a one on one meeting with the DM. Upon receiving a copy of his medical documentation, management agreed to change all 80 hours of AWOL to LWOP.

Submission DCO employee contacted NTEU after being charged 20 hours of AWOL due to being denied part time for schooling. Submission steward Joseph Yanez filed a grievance based on the Article 22 violation. As a result, all 20 hours were removed and changed to LWOP.

NTEU New Discounts/ Labor Recognition Picnic For Tulare Transcribers

NTEU Chapter 97 is proud to announce a new discount and a new partner to add to our list of discounts.

Deli Delicious located on Kings Canyon and Clovis has offered not only NTEU members, but IRS employees a discount on their delicious sandwiches.

How does a medium sandwich, chips, and medium drink sound for \$7.00? How about a FREE bag of chips and a FREE medium drink with the purchase of a small

sandwich? Keep in mind, these sandwiches are jammed packed and live up to their name. Deli delicious!

Coupons can be found at all campus locations as well as in the NTEU offices. Coupons only available at the Clovis and Kings Canyon location.

Remember to bring your badge!



Attention NTEU Tulare Transcribers

All NTEU Tulare Data Transcribers are invited to join other members and family to some fun in the sun in honor of Labor Recognition.

Date: September 18th, 2010 (Saturday)

Time: 4:00pm-7:00pm

Place: Visalia-Plaza Park –Area 3

Potluck Style Picnic- Chapter 97 will provide the drinks, meat, and condiments (including plates, napkins, etc). Members are asked to bring side dishes, chips & dips, and desserts since we are told Tulare prefers potluck style. For more information, please contact Kathy Thurman at 559-684-8369 or Mary Akin at 559-625-6755.

NTEU and The Fresno Grizzlies

As we say good-bye to the baseball season and get ready for another favorite past time (football), NTEU would like to thank the Fresno Grizzlies for partnering with NTEU and offering great deals and discounts on tickets for NTEU Chapter 97 members.

Looking back on this season with the Grizzlies, NTEU members came out in mass to celebrate “Mad Tigt 90’s Night” featuring Alfonso “Carlton” Ribeiro (best known

for his role in the Fresh Prince of Bel Air), Twilight Night in honor of the new Twilight movie ‘Eclipse’, the Buster Posey bobblehead Night, and lastly the Parker bobblehead/ Mascot wrestling night.

With only a few home games left, NTEU still has ticket vouchers (good for any game) on sale for \$8.00. Tickets must be redeemed at the ticket office.

This special price is valid for the remainder of the season and each

voucher is good towards any Super View seat (regular \$11.00- \$13.00).

As always, with every purchase, NTEU has special prizes to offer the ticket holder as a token of appreciation for supporting our local AAA baseball team.

For ticket information call Marcella Gutierrez at 454-6626

Go Grizzlies!!!!!!



\$15.00 Labor Day Magic Mountain Tickets Going Fast!!!!

Summer time is upon us and it’s that time of the year when parents take their children on vacation, or when adults treat themselves to a little fun in the sun. Either way, NTEU has you covered.

For a limited time only, Six Flags Magic Mountain will be offering general admission tickets for \$15.00.

That’s right, \$15.00! That is \$44.99 discount off the regular general use price of \$59.99! Tickets are valid from August 28th to September 6th only. Because this offer is for a limited time, NTEU members are urged to contact the NTEU office right away to purchase your tickets!

With each ticket purchase, the

ticket holder will received coupons to use at Six Flags.

One more way to save you money.

Tickets can be purchased from the hours of 9am to 12:30am at the Butler Site. Furloughed employees, please call prior to arriving to ensure tickets are still available.

Office: 454-6626





NTEU Chapter 97

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The National Treasury Employees Union

We are on the
web...

www@nteu-97.org

Or Current Resident

Job Swapping, Sharing, Shifting, and Splitting

Test your knowledge of your rights and benefits under the new contract. Answer True/False

1. The NTEU contract gives you the right to swap jobs with someone across the hall, across town, or across the country.
2. The NTEU web site contains a database that enables members to identify whether anyone anywhere in the country would like to swap with you.
3. If you are interested in swapping to a new location, you can register on the NTEU web site to see if anyone would like to swap with you.

4. You can only swap with someone in your same position, grade, and in some cases the same area.

5. The NTEU contract does not require management to let you share your job with someone else so that you both only have to work part time.

6. The NTEU contract permits you to shift or relocate to a vacant position in your own commuting or geographic area if you hold that position and grade now.

7. The NTEU contract gives you the right to shift or relocate to a vacant position in your occupation in another city if you have a hardship.

8. The NTEU contract defines a job shifting hardship only as some medical problems you personally have.

9. The NTEU contract requires management to make every reasonable effort to let you shift your work to your home or even another POD if you have a temporary hardship.

10. The NTEU contract gives you the opportunity to split your work hours with some time off under certain circumstances if it will help you pursue additional schooling or care for a child.

Visit www.nteu.org for answers