



Jason– Michelle– Ricardo Make Chapter 97 History

Our recent union election saw all three incumbents re-elected for another three years. The result was a record turn out and number of votes cast in the history of Chapter 97. There was a large effort to get out the vote in this important process which impacts all employees.

Jason, Michelle, and Ricardo have worked together as a team to help build the chapter and assure employees get the experienced representation they deserve. This was Ricardo's second term as Secretary Treasurer while Michelle and Jason were the Chief Stewards in the previous administration and worked full-time for several years as union stewards.

While there is no substitute for knowledge, experience, and dedication, keeping solidarity is quite a challenge while running a chapter of this size. Many new stewards have been trained and worked along with many experienced ones and the result has been much more representation for employees.

Chapter 97 has saw membership grow just as NTEU as a whole has grown to the most members in it's history. Our chapter won first place for most new members recruited in 2009 and third place in 2008. There is no doubt members benefit by strength in numbers. We pledge to keep working together so members get a fair shake.

There should be many favorable arbitration decisions and settlement agreements coming for employees who have cases from the past few years.

Chapter 97 will keep you posted on updates with newsletters, flyers, and events in the coming months. Make no mistake-bad things happen to good people also and getting due process, treated fairly with dignity and respect is our goal. NTEU often hears how we save bad employees but the fact is everyone should be afforded due process and management must simply follow the contract and be consistent when unfortunate things happen.



Re-elected Chapter President Jason Sisk and Vice President Michelle Gardea.

Not pictured: Ricardo Quintana

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Chapter 97 Returns From Contract Training

On May 24th, 2010, Chapter 97 invited 50 stewards to attend National Training in Las Vegas. Despite continued rumors that this is just a yearly goof off time, it is important to know the facts. In order for the union to represent members properly, training and knowledge is required. NTEU National sets a training agenda which is approved by IRS for appropriate official and/or bank time. Annual Leave or LWOP must

be used for any activities not deemed in the joint interest of the agency and employees. Only after a full day of training are stewards on their own time to do as they please. While there is no doubt that some are more serious than others, there is an obligation to gain competence through attendance and learning. It seems there will always be a sense of entitlement to attend by some stewards but those who have been most active and shown the most promise

should be selected to go. The current administration has been fiscally responsible by finding great deals to send 50 stewards at about half the cost compared to previous years. Ask a trusted steward about the valuable experience and knowledge they gained at national training within the last 3 years. Union Negotiators and attorney's conduct most of the classes on various topics that will help us represent you.

Customer Service Agreement Negotiation Update

NTEU has been resisting IRS efforts to go back to the future. For the past three years, NTEU and the IRS have been engaged in very difficult, high stakes bargaining over the Customer Service Agreement (CSA). There has been a push by the agency to change working conditions to look like they did 10 years ago. Conditions were dismal, and employees would not apply into Customer Service while droves downgraded or left the service to get away from the area.

You may ask around and some of the veteran employees of the area can tell you how it was. Some of them are main AM instructors for a long time now! Aspect phones went automatically into available when your call ended as opposed to auto wrap as we have now. AWS was not an option in the area nor was guaranteed read time for the constant changes until NTEU negotiated the 1998/9 Customer Service Agreement. Salaries were capped at GS-7 so those who did Customer Service work were not compensated for

it. Those who were a grade 7 10 years ago have earned \$40,000 more in pay thanks to the NTEU-won increase to grade 8.

- Management wants reduced or eliminated read time.
- Assign 592 paper people to phones as needed without additional pay.
- Restrict conditional wrap time and have consequences for subjective opinion on it's proper use. This would mean being nit picked at will and allow favoritism in.

Today is the day to join your chapter so that your voice can be heard regarding all things that impact your work life. Don't sit on the sideline and expect to ride for free if you want to get to your destination of choice. The more members we have the more we will be able to get done together. There is a two-day mediation and it's imperative every CSR show the mediator they support the union's proposals.

A Word From Vice President Michelle Gardea

I would like to share an issue that is being raised by our National President, Colleen Kelley. It has been an issue with NTEU that IRS hires temporary employees to do permanent work. Temporary employees are suppose to be hired to do work that would not last more than a year. The agency continues to call each filling season temporary work even though the work is done every year. NTEU is fighting for your rights even as a temporary employee. I have included and excerpt from Colleen Kelley when she addressed Congress on June 30, 2010.

"Chairman Lynch, on behalf of the 150,000 federal workers represented by the National Treasury Employees Union (NTEU), I would like to thank you for holding this hearing and for inviting me to testify on the important issue of the use of temporary employees by the federal government. While temporary employment status can be

of great use to an agency when properly applied, it is also a status that lends itself to abuse and can be an unfair working condition for an employee. Properly, temporary status is for work that is not envisioned to last more than a year. Employees and their collective bargaining representative have few rights in challenging an agency's judgment that work would last no more than a year and agencies have the right to extend temporary status for a second year if they have underestimated the duration of the work. Temporary employees generally are not allowed retirement benefits other than participation in Social Security Old Age, Survivors and Disability Insurance. They lack the right to family and medical leave as well as leave for military service. This might be a defensible policy for a true temporary employee of a one year or less duration, but becomes a severe denial of rights when the status is abused.

Regulations are very clear that agencies are prohibited from using temporary employee status to avoid the costs of employee benefits or to extend the one or two year probationary period already present in permanent positions. Temporary status also is not to be used to avoid competitive hiring. However, we are concerned that these regulations are often ignored. Vigilance on this matter is very important. Mr. Chairman, with today's hearing, you are doing your part and I commend you for it. Where temporary employees have representation by NTEU, we do all that we can under the limitations of law federal sector unions are subject to. The Office of Personnel Management and federal Departmental leaders must also be committed to seeing that temporary status is not abused."



Grievance Page

Submission Receipt and Control

swing shift employee contacted NTEU after learning the agency underpaid her for 30 hours of work. Submission steward Joseph Yanez immediately collected the employee's 3081's, SETR, and copies of her pay statements then presented the information to the department manager. The department manager immediately input a Time and Attendance (T & A) adjustment to allow the employee to be paid for the missing 30 hours. Article 53 Section 3

Submission Receipt and Control

swing shift employee contacted NTEU after receiving an annual appraisal that was not indicative of his performance. Research showed the employee did not receive a departure rating from his prior manager. Submission steward Joseph Yanez filed the grievance, Joseph and the employee met with management and challenged them to show the employee didn't deserve the higher rating (considering the facts). As a result, management did correct his annual appraisal and issued him an appraisal that was indicative of his performance. Article 12 Section 4.4(a)

Submission ERS employee contacted NTEU after receiving a proposal of a 14 day suspension for an underreported tax issue that resulted in a balance due after April 15th. Day Shift Chief Steward Terrie Laney requested an oral reply on behalf of the member. During the oral reply, Terrie presented the facts, gave examples of lesser discipline for similar cases, and presented mitigating circumstances. As a result, management's decision was to reduce the 14 day suspension to a Letter of Reprimand.

NTEU
The National Treasury Employees Union

AM day shift employee contacted NTEU after learning her Advanced Sick Leave was changed to LWOP by management. AM steward Teresa Martinez met with the employee and learned she had a serious health condition. Teresa then went to management and informed management the request for Advanced Sick Leave should have never been denied as she met all requirements in Article 34 Section 6. As a result, the LWOP was removed and replaced with Advanced Sick Leave.

Compliance ACS Support day shift employee contacted NTEU after learning she received AWOL even though a doctor's note was provided. Compliance steward Adelena Garza met with the employee's team leader to discuss the issue and informed management the employee can contractually obtain the opinion of a second health care provider at the agency's expense if management doubted the validity of the note. As a result, the issue was dropped and the employee's AWOL was removed and replaced with LWOP.

Submission ERS swing shift employee contacted NTEU after learning she was charged 16 hours of AWOL. Research proved the employee never received the AWOL memorandum but management input the AWOL into SETR. Swing shift Chief Steward Marcella Gutierrez immediately contacted management regarding the issue and discussed the Article 32 Section 9 violation. As a result, management removed all 16 hours.

Submission ERS employee contacted NTEU after receiving an annual appraisal which was not indicative of their performance. The self assessment the employee submitted was not used when the appraisal was prepared. Assistant Chief Steward Dawn Horton filed the grievance based on the Article 12 violation. A meeting was scheduled with NTEU, the employee and management and they helped to re-do the self assessment. As a result, the CJE's were raised to an acceptable rating and NTEU withdrew the grievance.

Submission Receipt and Control swing shift employee contacted NTEU after learning work was available but was not called to duty. The employee missed out on a total of 15.5 hours of work. Swing shift Chief Steward Marcella Gutierrez filed a grievance citing the Article 14 violation and requested back pay for the time missed. Prior to the meeting, management agreed to pay the employee the two days back pay since management failed to call the employee to duty as called for in Article 14.

Compliance ACS day shift employee contacted NTEU after learning she was denied her request for Advance Annual Leave based on the fact the word "incapacitated" was missing from her note. Swing Chief Steward Marcella Gutierrez contacted the Team Leader and DM and informed them the information on the note does not have to say "incapacitated" the word "unable" should suffice. The doctor's note was in accordance with Article 34 Section 3c and the employee should have been approved for the Advance Leave. As a result, the DM contacted Marcella to state the employee's advanced leave request was approved.

Submission DATA swing shift employee contacted NTEU after receiving annual rating that was not indicative of her performance, and form 5141 with no rating, or seniority points. NTEU noticed the employee's CJE 4 was also lowered from a 4 to a 1 without counseling, coaching, mentoring, or any indication the employee was given an action plan or an opportunity letter. Swing Chief Steward Marcella Gutierrez immediately set up a meeting with the DM to discuss the Article 12 violation. As a result the employee received a corrected evaluation and her Form 5141 will reflect the change during the next run.

Grievance Page

Submission Processing Accounting

day shift employee contacted NTEU after learning she was charged 6.5 hours of AWOL. Research proved the employee had an emergency situation the day before in which leave was granted. The employee requested LWOP for the following day but was only allowed 1.5 hours of LWOP and 6.5 hours of AWOL. Submission steward Micaela Cardenas filed the grievance and asserted management granted leave the day before as well as a portion of the following day, and had no substantiation for the 6.5 hours of AWOL. As a result, the AWOL was removed and replaced with LWOP. Article 32

Submission Processing Accounting

day shift employee contacted NTEU after receiving a Letter of Reprimand for an Employee Tax Compliance (ETC) issue. Research and past practice showed management always issued an Admonishment before issuing a Letter of Reprimand for ETC issues. Submission steward Micaela Cardenas immediately met with Labor Relations and the Department Manager to discuss the improper steps the agency took and provided management with examples to show the first step in the process should have been an Admonishment. As a result, management agreed and issued the admonishment instead of the Letter of Reprimand. APM Guide

AM swing shift employee contacted NTEU after learning he was charged 28 hours of AWOL. Research showed the team leader refused the medical documentation the employee provided and charged the employee AWOL. AM Steward Charlotte Coffey immediately filed the grievance and provided management with copies of all the doctor's notes showing the employee's absences were substantiated. As a result, the 28 hours of AWOL were removed and converted to LWOP. Article 34, Time & Leave Handbook

Submission Document Perfection

(Numbering) day shift intermittent employee contacted NTEU after receiving information she would be terminated for dissent and discord. Submission steward Oscar Alcantar set up a meeting to meet with the department manager and the front line manager to discuss the issue and explain the other side of the story. As a result, the employee was allowed to keep her job.

AM swing shift employee contacted NTEU after learning she was charged 8 hours of AWOL after calling in to request FMLA. Since the Team Leader was not available, a phone number and a message was left with the designated lead. AM steward Sachi Sato set up a meeting with the DM to discuss the issue and asserted the team leader based the AWOL solely on a third party message and should have contacted the employee with any questions. As a result, the employees AWOL was removed and changed to advanced sick leave. Article 33.

AM swing shift employee contacted NTEU after learning she received a Probationary Performance Letter. AM steward Liz Fina discovered the letter was based on an EQRS review that was issued in error. Liz advised and assisted the employee with the rebuttal. As a result, the error was removed. Since the letter, the employee received 100% reviews and will make it through her probationary period. Article 12, 37

Submission Processing DCO swing shift employee contacted NTEU after receiving an annual appraisal that was lowered in CJE 1 and CJE II without counseling. Assistant Chief Steward Dawn Horton and the employee met with the department manager and informed her of the requirements outlined in Article 12 as well as the violation. As a result, the department manager agreed to reinstate the employee's annual appraisal and restore it to its original rating of straight 5's.

Submission Processing ERS day shift employee contacted NTEU after learning her Advanced Sick Leave was denied. Research showed the employee was not on a Sick Leave Restriction Letter, is able to accumulate leave, and met the other requirements. Submission Steward Micaela Cardenas set up a meeting to discuss the issue with the Department Manager who refused to meet. Micaela then set up a meeting to discuss the issue with the Ops' manager. As a result, the employee was granted her 80 hours of Advanced Sick Leave. Article 34

Submission Processing RCO swing shift employee was charged with 16 hours of AWOL although the employee submitted medical documentation for their absence. Assistant Chief Steward Dawn Horton immediately emailed management to inquire on what deemed the medical notes unacceptable and was able to prove the employee was within the Article 34 guidelines. As a result, management agreed to remove the AWOL and replace it with the appropriate leave.

Submission Data swing shift employee contacted NTEU after receiving a Letter of Reprimand (LOR) for having excessive AWOL (80 hours). Chief Steward Marcella Gutierrez immediately filed a grievance on the LOR due to the fact the employee was in an accident and applied for FMLA 9 months prior to receiving the LOR. Marcella was able to prove FOH had the employee's FMLA paperwork and admitted to misplacing it. Marcella met with the Op's Manager to present the facts and evidence and was successful at getting all 80 hours of AWOL removed and changed to LWOP as originally requested.

Grievance Page

Submission RAIVS swing shift employee contacted NTEU after learning he was charged .3 hours of AWOL for arriving late to work. According to the information the employee provided, he tried calling his Team Leader to inform her he'd be late due to heavy traffic on the freeway but there was no answer. Swing Chief Steward Marcella Gutierrez immediately filed a grievance and informed management the AWOL was not warranted. The Employee Personnel Resource Guide covers brief periods of absences and tardiness and the employee should have been able to use Annual Leave or LWOP to cover the time. Before Marcella was to present the grievance, management decided to remove the AWOL and change the .3 to LWOP as originally requested.

Submission Processing ERS day shift employee contacted NTEU while on Maternity Leave to inform NTEU management is not returning her calls or responding to her emails. Research shows the employee made several attempts for over a month to contact her front line manager and DM to request a hardship to days. Submission Steward Micaela Cardenas set up a meeting to speak to the Op's manager regarding the issue and to provide the copies of emails that both Micaela and the employee submitted with no response from management. As a result, the employee was allowed her hardship from swing to days. Article 33.

Submission Processing ERS swing shift employee contacted NTEU after receiving unwarranted AWOL charges. Assistant Chief Steward Dawn Horton immediately contacted management to discuss the AWOL charges, the Article 32 & 34 violations, and the employee's leave of absence request. Dawn was able to prove the AWOL was not justified and as a result, the AWOL was removed and the leave of absence was approved.

AM swing shift employee contacted NTEU after learning she was issued AWOL after being denied FFLA LWOP (Expanded Family/Medical Leave). AM steward Sachi Sato requested the employee's file and discovered SETR didn't reflect AWOL for the day in question but the AWOL memorandum was placed in the employee's file proving the intent was there. Sachi filed the grievance and presented the facts during the meeting with management. As a result, the AWOL memorandum was removed from the employee's file and the employee received a memo confirming the correction. 2009 National Agreement II Exhibit 33-2.

AM ICT swing shift employee contacted NTEU after receiving an annual appraisal which was not indicative of her performance. Research showed the grievant had 4 different managers during her rating period and received only 2 departure ratings. Research also showed management did not use all the information provided in the self assessment. Swing Assistant Chief Steward Dawn Horton immediately filed a grievance based on the Article 12 and IRM 6.430.3 violations. As a result, management agreed to change the grievant's rating to an overall 4 compared to the 3 that was originally issued.

Submission Code and Edit Swing shift employee contacted NTEU after suffering from breathing problems brought on from the dust in her building. Swing shift steward Tiffannie Mays immediately contacted the DM to request accommodations and requested the employee to be moved to a different building. To prevent further breathing problems, management agreed to move the employee to a different building.

Submission Data swing shift employee contacted NTEU after being charged 9.5 hours of AWOL. Research showed 8 of the 9 hours should have been charged to LWOP but management input AWOL into SETR. The remaining 1.5 hours was unwarranted. Swing Chief Shift Steward Marcella Gutierrez immediately filed a grievance and found the employee requested an hour off to attend a school function for her child but couldn't get through as the phone was busy. The manager claimed she didn't observe her and charged the additional 15 minutes. Marcella cited the Expanded Family/Medical Act and the employee's contractual right. As a result the AWOL was removed. Article 32

Compliance ACS day shift employee contacted NTEU after learning she was denied her request for Advance Annual Leave based on the fact the word "incapacitated" was missing from her note. Swing Chief Steward Marcella Gutierrez contacted the Team Leader and DM and informed them the information on the note does not have to say "incapacitated" the word "unable" should suffice. The doctor's note was in accordance with Article 34 Section 3c and the employee should have been approved for the Advance Leave. As a result, the DM contacted Marcella to state the employee's advanced leave request.

Submission Entity 1040x swing shift employee contacted NTEU after learning she was facing a personal hardship and needed to switch from swing to days immediately. The employee immediately put in for a hardship. Swing shift Chief Steward Marcella Gutierrez contacted management to inquire on the status since the employee's request went unanswered for almost a week. Marcella followed up and learned the employee was being asked for specific information that would be considered disclosure. As a result, Marcella was able to get the employee sent to days on a hardship.



GRIEVANCE PAGE

AM ICT swing shift employee contacted NTEU after receiving an annual appraisal that was not indicative of the employee's performance. Research showed the employee's current manager was not the manager for the last 60 days of the employee's rating period and the previous manager's departure was not used. Research also showed the CJE's were lowered without any counseling. Assistant Dawn Horton filed a grievance based on the Article 12 violation. As a result, management offered to rescind the annual appraisal and issue the departure as the annual appraisal.

AM swing shift employee contacted NTEU after receiving 24 hours of unwarranted AWOL. AM steward Charlotte Coffey filed a grievance based on the Article 34 violation. Research showed the employee was on a Sick Leave Restriction Letter but provided medically acceptable documentation to cover her absences. Charlotte discussed the AWOL with the DM and was successful at getting the 24 hours of AWOL removed.

Compliance ACSS day shift employee contacted NTEU after being denied Advanced Sick Leave. Research showed that the manager falsified Part II of the FSC Form 0157. Compliance Assistant Chief Steward Adelena Garza immediately elevated the administrative error and had it corrected and resubmitted. Operations denied the advanced sick leave and stated Advanced Sick Leave was not for family members. Adelena quoted Article 34 Section 6 of the National Agreement. Operations then stated the employee did not prove there was a serious health condition but would approve advanced Annual or LWOP. The employee was content with the advanced Annual Leave.

Submission Processing DCO swing shift employee was charged 40 hours of AWOL which was not warranted. Research showed the employee submitted medical documentation for her spouse (who is also an employee) but management charged AWOL because the note did not have the employee's name on it. The documentation was presented to excuse the spouse for taking the other spouse to the doctor. Assistant Chief Steward Dawn Horton filed a grievance based on the Article 32 and 34 violations. As a result, management agreed to remove the AWOL charges and allow the appropriate leave.

Compliance AUR day shift employee contacted NTEU after receiving 196 hours of AWOL with an acceptable doctor's note. Research showed management deemed it unacceptable due to it missing a prognosis/diagnosis. Compliance Assistant Chief Steward Adelena Garza met with the front line manager to discuss the AWOL and informed her that management is not entitled to a prognosis/diagnosis and will be sued by the employee for practicing medicine without a license. As a result, all 196 hours of AWOL were removed and replaced with LWOP.

AM swing shift employee contacted NTEU after receiving 28 hours of unwarranted AWOL AM steward Charlotte Coffey filed a grievance and discussed the AWOL charges as well proving the employee had doctor's notes for each absence. As a result, management removed the AWOL and the grievance was withdrawn.

AM swing shift employee contacted NTEU after being forced to use her AWS day to attend training. AM steward Charlotte Coffey met with management to inform them the employee needed her day off to take her husband to the doctor. The employee requested to be compensated with 10 hours of LWOP to use in the future without documentation. Management agreed to approve the request.

Compliance AUR day shift employee contacted NTEU after receiving AWOL once the employee's FMLA was exhausted. Research showed the employee was a chronically ill and due to a miscommunication between the employee and the manager, the employee was charged AWOL. Compliance Assistant Adelena Garza set up a meeting with the manager which resulted in the AWOL being removed and replaced with LWOP.

AM day shift employee contacted NTEU after receiving a conduct counseling for alleged dissension and discord. Submission Steward Eddie Valdez contacted management to schedule a meeting to discuss the counseling. Management refused to meet. Eddie immediately filed a grievance and management offered to remove the counseling from the employee's file before the grievance meeting took place.

Compliance AUR day shift employee contacted NTEU after being denied Advanced Sick Leave. Research showed the employee was originally approved 80 hours of Advanced Sick Leave to care for her daughter after surgery but was denied the additional Advanced Sick Leave the employee requested. Compliance Assistant Adelena Garza contacted the Operations Manager requesting a reason for the denial and cited the Article 34 violation. Adelena received a response informing NTEU the employee request for Advanced Sick Leave was approved. The grievance was withdrawn.

AM swing shift employee contacted NTEU after receiving an evaluation that was not indicative of his performance. Management failed to consider extra duties the employee did such as lead, coaching, and instructing. AM steward Stephanie Uribe filed a grievance based on the Article 12 violation. As a result, Stephanie was successful in getting the employee's evaluation raised to an "exceeds" in the effected CJE's.



National Chapter Building Contest Kicks Off July 1st

NTEU National Office kicks off the annual chapter building contest beginning July 1st through September 25th, 2010 between the chapters. Chapter 97 is offering each new member who joins during this period their choice of:

- (2) Movie Tickets (\$15.00 value)
- (1) Wild Water Adventures Ticket (\$17.00 value)
- (1) Island Water park ticket (\$20 value)
- (1) Santa Cruz Beach Boardwalk Ticket (\$25.15 value)
- (1) Magic Mountain Adult Ticket (\$23.99 value)
- (1) Gilroy Gardens Ticket (\$23.00 value)
- (1) Monterey Bay Aquarium Adult Ticket (\$25.95 value)
- (1) Adult California Academy of the Sciences Ticket (\$19.46) or (2) Child tickets (valued at \$29.90)
- (2) Grizzlies tickets to July 31st or August 14th game

**Join NTEU
Today!!!!**



Chapter 97 Celebrates Twilight Night With The Grizzlies

On June 26th, 2010 NTEU members came out to celebrate Twilight Night with the Fresno Grizzlies. In honor of the event, Chapter 97 members were able to purchase special priced Super View tickets for \$12.00. As a special bonus, each ticket included a \$5.00 Grizzlies food/drink voucher.

Team Jacob and Team Edward fans filled the stands despite the warm temperature and enjoyed watching the Grizzlies take on the Las Vegas 51's.

During the game, fans were able to play Twilight trivia, watch clips from Twilight movies, bid for the

Twilight themed jerseys worn by the players during the game, and even enjoyed a "New Moon" on the big screen after the game.

NTEU would like remind members there is one more NTEU night coming up. July 31st is Buster Posey Bobblehead night. The first 2000 fans will receive a Buster Posey bobblehead, come early! Tickets on sale for \$12.00 and includes a \$5.00 food/drink voucher.

Contact Marcella Gutierrez at 454-6655 for more ticket information.



Grizzlies Mascot "Parker" shows his support for Team Edward Fans

Labor Day Tickets on Sale Now

Being a member of NTEU Chapter 97 entitles to you to much more than top notch representation, it also entitles you to getting discounts no one else offers.

Normally NTEU offers members **Six Flags Magic Mountain** tickets for \$23.00 a piece. The deal gets sweeter just in time for Labor Day. During the week leading up to Labor Day, NTEU is offering mem-

bers a special price of \$15.00!

Members are urged to take advantage of this special price as it is good during August 28th through September 6th, 2010 only.

Tickets are limited and will be available for a short time. Call NTEU today to purchase your tickets. NTEU also has the following tickets on sale:

California Academy of the Sciences

Adult \$19.46, Youth \$15.96 and Child \$ 14.95

Gilroy Gardens \$23.00

Great America \$29.99

Island Water Park \$17.50/
\$20.00 with lunch/ or Season Passes \$50.00

Legoland \$60.00 for Park/
Aquarium/Water park or \$49.00 park only

Magic Mountain \$23.99 or \$15.00 under 48"

Monterey Bay Aquarium

\$25.95 or \$13.95 child

Movie Tickets \$7.50

Santa Cruz Beach Boardwalk \$ 25.15 unlimited rides

Wild Water Adventures \$17.00 or \$44.99 Season Pass

Grizzlies \$8.00 any game voucher or \$12.00 ticket to July 31st game- comes with \$5.00 food voucher.



**National Treasury Employees
Union Chapter 97**

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We're on the Web!!!!

Visit us at www.nteu-97.org

How Well Do You Know 2009 The National Agreement II

The new NTEU-IRS contract provides employees with a lot of rights. At the same time, it provides the union rights as well. To make the most of your new contract, it is helpful to understand what rights NTEU has and how the union can help you.

Test your knowledge about NTEU's role under the contract.

Answer TRUE/FALSE

1. An employee can file his or her own grievance but only NTEU has the power and right to take a case to arbitration.
2. When you have a problem, your options under the contract are limited to filing a grievance.
3. The contract gives you time on the clock during the workday to meet with a union representative if you have a problem, question or just want some advice.
4. If you file a grievance over your performance appraisal, only NTEU representatives have a statutory and contractual right to get documents relevant to your claim, such as your manager's back-up notes, agency reports on your performance or sanitized copies of other similarly-situated employees' evaluations.
5. Simply completing the Standard Form 1187 in Article 10 makes an employee an NTEU member.
6. No matter what your job is at the IRS, under Article 10 of the contract you pay the same dues as every other IRS employee.
7. The contract allows NTEU to appoint attorneys to represent employees, when appropriate.
8. You have no control over the leadership of your local NTEU chapter.
9. The National Treasury Employees Union represents only Treasury Department employees.
10. Only NTEU members get to vote to ratify a new contract and they have access to information that non-members do not.

Stay tuned for answers in the next newsletter or visit www.nteu.org.