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National Treasury Employees Union Chapter 97

Latest Legislative News Impacting Federal Employees

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Time for the excuse makers who always claim they cannot afford a few bucks in union dues to step up as the free ride is over! Fact is they can't afford not to join now more than ever. Ante up and help fight or simply fold.

Due to the current political climate and budget crunch, federal employees are under attack from numerous angles. While cuts are necessary all around the country, federal employees are specifically being targeted which will have devastating impact to our careers and family life. Impact to all our families is at stake through some of the following proposed legislation:

- There are proposals to change our retirement now based on our high three to our high five which will reduce the amount we will get upon retirement
 - Proposals to extend our current two year pay freeze to five years
 - Proposals to force us to contribute 5-6% more towards our retirement while getting nothing more out of it. This equates to a pay cut of that amount in reality
 - Proposals requiring an unpaid mandatory two week furlough each year
 - Cut federal workforce by 10%
 - Eliminate defined benefit pension part of FERS most of us are on
 - Impose a two year probationary period on federal workers
 - Fire federal workers who owe taxes
 - Eliminate or greatly reduce all awards for federal workers
- As you know all of these would harm federal workers while realistically doing nothing to balance the budget. The fact is our federal workforce only accounts for about 2% of our nations budget anyway so we are political pawns unfairly targeted!

Various Building Projects Underway

Submission Building

- CBT Lab expansion with new chairs
- Installation of 238 new lockers
- New furniture for Site Coord. Staff
- SCAMPS Noise Reduction Project
- Statistics Of Income (SOI) New Furniture
- 2 TV's for Files break room working on installing soon.

AM Building and ICT

- 2 ice machines being replaced
- 2 microwaves being replaced
- 1 refrigerator being replaced
- New carpet on schedule
- Final 78 new chairs added
- ICT will have new Baker tables added as well as much needed expansion of area by 1,452 sq. ft.

Compliance Building

- New parking set up and any bugs to be worked out.
- 2 microwaves to be replaced.
- 1 refrigerator to be replaced.
- Ice machine repair ordered and request in to add another new one.
- Looking into catering truck on swing since no cafeteria service.

President's Corner

As you are aware there are numerous issues in all areas we have been dealing with so it has been a few months since getting out a newsletter. Many bad legislative issues are proposed and we will have to work together in order to help defeat them. The time is now to stand up and find out how you can make a difference rather than the same old tired complaints "the union" isn't doing anything.

Chapter 97 again sent a team of 10 Legislative Team members to D.C. in March for Legislative week to lobby our elected representatives. This is a grass roots effort to assure they hear our collective voice as federal employees. The more members we have the more they listen as we are their constituents.

As the largest chapter in the country we have the most members but there are still many who make excuses to ride for free. The problem is that there are no free rides. All the non-members harm themselves in various ways because of lack of understanding how things work.

Our National NTEU leaders are up for election again just as many of our legislators will be. We must vote and assure our voices are heard. The more members our chapter has the more votes our chapter is entitled to. If we want the above cited parties to pay more attention to what we want as employees (constituents) under our chapter, then adding members is paramount! Each chapter leader can either be limited or empowered to better represent us and your membership determines that.

We will be holding our annual membership meeting this month and hope to see you there. We will also be setting up a table at various buildings on our own time and off government property so stop by and learn how you can make a difference. There is a national membership drive/competition going on now and so if you know a non-member we ask that you talk to them and share some of this information with them. They need to understand how they hold us back from what we can do together and the impact they can make for their own benefit as well as our mutual benefit.



Letter To Chapter President From Entity Employee

James Gaither holds Town Hall for SP employees with NTEU also in attendance to hear message to employees. The below was sent to CP Jason Sisk expressing thoughts on the topics and messages given earlier this season.

"Nice to see you yesterday. The only smiling face I saw. Anyways, the big omissions to the messages of gloom were, FTHBC/LTHBC cases were accumulating and held from November until February because the software to research them in IAT xClaim was not ready until the end of November. That is why the big spikes in interest starts there. Responsibility lays with Con-

gress and HQ, not the employees who actually do the work, in spite of poorly written and constantly changing procedures.

Also, the closing campuses transship their oldest cases giving a double impression: they look like they have no aged inventory and we look like we close cases way late. For example, I was showing my manager cases that were transshipped from Memphis, Atlanta, Brookhaven and Andover that were from June/July, Aug through October and it was received here in November.

Finally, his biggest gripe is the time off used, regardless of the material

handed to us, such as Employee Resource Guide and the National Agreement. If he is campaigning to undo contracts, he is doing it in the wrong venue. This is no way to motivate hard working employees, as the President called us when he mentioned the two year cost of living freeze that was imposed on us.

p.s. I asked if it was mandatory, because I wanted to stay at my desk and continue working. His first remarks were we were having fun and getting out of working. I was really disappointed by this thing from start to end."

Submission Processing Swing Stewards Winning Many Grievances

Submission Processing-DCO swing shift employee contacted NTEU when he became aware he was charged with 24 hours of AWOL. Research showed the AWOL stemmed from the provisional FMLA that was denied. Submission Swing Assistant Chief Steward **Dawn Horton** filed the grievance based on the Article 5, Article 32, Article 34 violations and requested the AWOL be removed. Prior to the grievance meeting, management agreed to remove the AWOL due to FMLA being invoked and granted the provisional FMLA.

Submission Processing DCO swing shift employee contacted NTEU when she was charged 16 hours of AWOL. Research showed the 16 hours were charged to her while she was on furlough. Chief Steward **Marcella Gutierrez** contacted the DM to attempt to resolve the issue informally but was forced to file the grievance based on the Article 32 and 41 violations. As a result, both days were removed and changed back to the furlough LWOP code.

Submission Processing Entity swing shift employee contacted NTEU after receiving an evaluation that was not indicative of his performance. Research showed no counseling was given to the employee nor was any additional coaching, or training as called for in Article 12 Section 4L and IRM 6.430.2. Submission Assistant Chief Steward **Dawn Horton** filed the grievance and requested to have the affected CJE raised. As a result, management agreed to raise the affected CJE from a minimally successful to a fully successful.

Submission Processing Code and Edit swing shift employee contacted NTEU after management issued her an evaluation that was not indicative of her performance. Research showed the Team Leader lowered her evaluation to 2's without any counseling, notification or justification. Submission Steward **Tiffannie Mays** met with management to discuss the Article 12 Section 4L violation. As a result, management agreed to raise all CJE's to reflect her Exceeds Fully Successful and Outstanding scores.

Submission Processing Entity swing shift employee contacted NTEU after being lowered in two aspects. Research showed the employee was detailed to a manager position during his rating period and management took that opportunity to lower his CJE scores. Chapter President **Jason Sisk** filed the grievance based on the multiple Article 12 violations. As a result, management restored his CJE scores to his prior rating and raised one additional aspect in recognition of work done as a temp manager.

Submission Processing DCO swing shift employee contacted NTEU after becoming aware they were issued an unwarranted letter of reprimand. Research showed management failed to follow the procedures outlined in Article 38 and the APM Guide for managers. Submission Assistant Chief Steward **Dawn Horton** filed the grievance based on the violations as well as the disparate treatment on the employee. As a result, management agreed to remove the letter of reprimand and issue the letter of admonishment instead.

Submission Processing PPU swing shift employee contacted NTEU after being lowered in CJE 3B. Research showed the employee originally received an exceeds in "decision making" but yet was lowered in "decision making". Chapter President **Jason Sisk** filed the grievance based on the nonsensical lowering of the aspect and Article 12 violation. As a result management agreed to restore the prior rating.

Submission Processing ERS swing shift employee became aware she was harmed when management issued her an annual appraisal that was not indicative of her performance. Research showed the employee was not given credit for the time spent as a coach. Submission Assistant Chief Steward **Dawn Horton** filed the grievance based on the Article 12 and 14 violations. As a result, the Team Leader agreed to change the performance appraisal and raise the affected CJE's.

Submission Processing Receipt and Control graveyard employee contacted NTEU when he was denied the opportunity to engage in outside employment. Research showed the employee was a CCJ employee who had no set schedule. Research also showed Receipt and Control was not consistent in offering employees 8 hours of work each day. Work varied from 2-4 hours each week. Submission steward Joseph Yanez & Chief Steward **Marcella Gutierrez** filed the grievance based on the Article 6, Unit Expectations, Plain Talk about Ethics and Conduct violations. NTEU was successful in showing the agency there was no conflict and no just cause to deny the employee to engage in outside employment. As a result, the employee's request was granted.

Submission Processing DCO Tulare swing shift employee contacted NTEU after being denied a part time request. Research showed the employee requested part time to attend school. Tulare stewards **Kathy Thurman and Monica Clark** set up meetings with management to discuss the Article 22 Section 3 violations. As a result, management agreed to honor the part time request.

Submission Processing DATA swing shift employee contacted NTEU after being denied a part time schedule. Research showed the employee submitted a part time request to her immediate supervisor as well as medical documentation to substantiate the request but was denied by the Operations Manager. Swing shift Chief Steward **Marcella Gutierrez** immediately contacted management and informed them of the employee's Article 22 rights. Marcella also pointed out the part time request form DATA is using is not negotiated with NTEU and there is no contractual reason to have the DM or Ops to get involved. As a result, the part time request was approved.

SP Stewards Stopping Management In Their Tracks

Submission Processing Code and Edit swing shift employee became aware she was harmed when management issued her an annual appraisal that was not indicative of her performance. Research showed the previous manager issued the employee's evaluation without properly researching the prior narratives, failing to document observed work, give credit for the self assessment, etc. Submission Assistant Chief Steward **Dawn Horton** filed the grievance based on the Article 12 and 14 violations. As a result, the Team Leader informed NTEU she would be working on a new performance appraisal and issuing a more appropriate one.

Submission Processing ERS swing shift employee contacted NTEU after receiving 1.3 hours of AWOL. Research showed the employee called his manager and Department Manager Assistant timely to inform management he'd be late. Management denied the leave and charged AWOL. Swing shift Chief Steward **Marcella Gutierrez** contacted management to inquire about resolving the issue informally. After manager failed to respond, Marcella filed the grievance based on the Article 32 Section 9, and Article 41 Section 7 violations. A few days after the grievance being filed the manager pulled the AWOL and allowed the employee to use leave for his tardiness

Submission Processing Entity swing shift employee contacted NTEU after receiving counseling for using FMLA sick leave. Research showed the counseling was unwarranted and inaccurate, it also included future dates rather than current dates, and the employee had no other leave counseling's. Submission Steward **Tiffannie Mays** met with management to discuss the Article 33 violations and requested the counseling be removed immediately. As a result, management agreed to remove the counseling and provide to the employee for her disposal.

Submission Entity swing shift employee contacted NTEU after learning her hardship request had not been acknowledged by management. Research showed the employee provided a doctor's note 30 days prior to requesting a hardship to day shift but the request went unanswered. NTEU swing shift Chief Steward **Marcella Gutierrez** immediately contacted the DM to inquire on the status and to reiterate the employee had a doctor's note advising the change due to medical reasons. As a result, the DM met with the day shift DM and informed NTEU they have secured a seat for the employee on day shift.

Submission Processing Code and Edit swing shift employees contacted NTEU after being denied his grade increase. Research showed the employee was not given his education credit which qualified him for the grade increase. Submission steward **Tiffannie Mays** contacted management and discussed the requirements outlined in Article 17 and requested a PAR action to be done immediately. As a result, the PAR action was done and the employee received his grade increase. \$\$

Submission Processing ERS swing shift employee contacted NTEU when they were given a Letter of Reprimand that was unwarranted. Assistant Chief Steward **Dawn Horton** filed a grievance to discuss the Article 38, IRM 6.751, and APM Guide for Managers violations. As a result, management agreed to remove the LOR and issue a letter of admonishment.

Submission Processing-1040X swing employee contacted NTEU after learning she had not been returned to duty in release recall order. Research showed the employee missed 72 hours of work. Submission Assistant Chief Steward **Dawn Horton** filed the grievance based on the Article 14 violation. During the meeting, Dawn was able to prove that management did in fact skip the employee during the recall and was awarded 72 hours of back pay as well as credit for time in grade and service, paid interest on the back pay, and the leave accruals for the employee. \$\$

Submission Entity swing shift employee contacted NTEU for guidance when the new job was more than what was expected. Research showed the employee came from RCO as a CCJ and applied for a seasonal TE in Entity. The transition was overwhelming. Swing shift chief steward **Marcella Gutierrez** contacted the DM and requested the employee be sent back to her previous area. Marcella explained to the employee the switch would result in losing her seasonal status, but it would prevent any performance issues from being taken against her as a probationary employee. The employee agreed to switch and management agreed to move her back to her previous area.

Submission Processing DCO swing shift employee contacted NTEU after learning she had not been returned to duty timely. Submission assistant chief Steward **Dawn Horton** immediately set up a meeting with management to discuss the Article 12 and 14 violations and was able to prove management never called the employee. As a result, management agreed to pay the employee 64 hours of back pay, including credit for time in grade, and leave accruals. \$\$

Submission Entity swing shift employees contacted NTEU after learning they were not returned to duty timely resulting in 5 days of loss pay. Research showed management used a specific release recall listing and bypassed the grievants. Swing shift chief steward **Marcella Gutierrez** immediately filed the grievance and showed management how the employees were to be called back, how relief was offered to the other Entity employees who were also not called back to duty, and how numerous grievances were filed on the same issue all resulting in back pay. As a result, the two grievant's received back pay of 5 days as well as time in grade and leave accruals. Article 14 \$\$

NTEU Stewards Puts An End To Management's Shenanigans

Submission Processing RCO day shift employee contacted NTEU after learning their Annual Appraisal was lowered. Research showed the employee was given an evaluation that was signed by someone other than the manager for the last 60 days of the employees rating period and that there was no departure rating found in the drop file. Submission steward **Micaela Cardenas** filed the grievance and requested that CJE 2 be raised considering there was no justification for the lowering of the CJE. As a result, management agreed to raise CJE 2 to meets.

Submission Processing Payment Processing day shift employee contacted NTEU after learning management failed to use the correct phone numbers to return them to duty. Research showed the employee had missed 16 hours of work due to the error. Submission steward **Deana Sample** filed the grievance based on the Article 14 Section 2 & 3 violations. As a result, the employee was returned to duty and awarded 16 hours of back pay. \$\$

Submission Processing RCO day shift employee contacted NTEU after management sent her home without compensating her for the overtime she worked. Submission steward **Jeannie Hannon** immediately set up a meeting with management to prove the employee did work and provided a copy of her 3081. As a result, management agreed to pay the employee the overtime she was entitled to. Article 24 \$\$

Submission Processing day shift employee contacted NTEU after they learned their prior evaluation was not taken into consideration when management updated the release recall listing. Research showed the evaluation was not in the employees drop file and the employee was not returned to duty timely. Submission steward **Micaela Cardenas** immediately contacted management to inform them of the Article 14 Section 3B violation and requested the employee be called back to duty. As a result, the employee was immediately called back to duty and was awarded with 2 weeks of back pay. \$\$

Submission Processing DCO day shift employee contacted NTEU after learning he was charged AWOL for a day he called in and properly requested leave. Research showed the employee called in within the first 2 hours of his TOD and had leave on the books to cover his absence. Submission steward **Alicja Ziemba** set up a meeting with the DM to discuss the issue and challenged management to research the AWOL charge. As a result, management discovered the employee was not at fault and that management never input the AWOL into SETR. Alicja requested that management provide confirmation the AWOL was not charged and then successfully closed the case.

Submission Processing Entity day shift employee contacted NTEU when she was issued an opportunity letter. Paperwork in the employee's file showed she had been given a reinstatement to the opportunity letter to serve once she returned from furlough. Research showed the employee was never placed on an action plan prior to being placed the opportunity letter. Submission steward **Micaela Cardenas** set up a meeting with the frontline manager to explain the procedures and the Article 12 Section 40 violation. As a result, the manager contacted NTEU and removed the "reinstatement of the opportunity letter" and started the process all over again with an action plan.

AM swing shift employee contacted NTEU after being denied the opportunity to attend a training class on day shift. Research showed the employee provided management with a hardship request but was informed there was no available seating on day shift. NTEU was informed that employees from swing shift were offered the option to attend the training on days. AM swing steward **Stephanie Uribe** immediately contacted the employee's DM and advised them of the situation and resubmitted the hardship. NTEU was notified the hardship was granted and the employee was assigned to the training on days.

AM swing shift employee contacted NTEU after becoming overwhelmed and overstressed with her new position. AM swing shift steward **Josue Tiscareno** contacted the department manager to explain the situation, provided documentation, and requested that the employee return to her prior position in Submission Processing. After fully considering all the information, the request was granted. Article 12 & 13.

AM swing shift employee contacted NTEU receiving an evaluation that was not indicative of her performance. Research showed the manager was not evaluating the employee fairly and lowered the CJE scores without proper counseling. AM assistant **Dawn Donovan** filed the grievance based on the Article 12 violation. As a result the annual rating was raised from a 3.4 to a 4.2.

AM day shift and swing shift employees contacted NTEU after being asked to provide medical releases when submitting doctor's notes. AM swing shift Assistant Chief Steward **Dawn Donovan** met with the director to discuss the issue and the Article 34 Section 7 violation. As a result, management has not requested that employees provide medical releases when providing doctors notes. \$\$

AM day shift employee contacted NTEU after receiving a performance appraisal that was not indicative of his performance. Research showed the employee just won a grievance earlier in the year which resulted in his annual appraisal being revalidated. Management tried to lower his scores again for the current rating period. Chapter President **Jason Sisk** and Chief Steward **Marcella Gutierrez** emailed management and provided information to show the employee was never given performance counseling and was not evaluated on the work he did perform. As a result the employee was awarded straight 5's based on zero or minimal errors. \$\$

AM Stewards Fighting Kochmanski & Company...and Winning

AM swing shift employee contacted NTEU after being charged with 288 hours of AWOL. Research showed the employee was in the process of applying for FMLA and medical documentation was provided to management. AM steward **Leida Guerrero** filed the grievance based on the Article 34 violation. During the grievance process, Leida assisted the employee with FMLA and kept in contact with management. As a result, the AWOL was removed and changed to LWOP and FMLA LWOP.

AM swing shift employee contacted NTEU after receiving an evaluation that was not indicative of his performance. Research showed a self assessment was done as well as the annual appraisal rebuttal but management refused to consider the information. Research also showed the employee was not evaluated properly. AM swing shift steward **Stephanie Uribe** filed the grievance based on the Article 12 violation. As a result, the employees CJE scores were raised from a 3.6 to a 4.4. \$\$

AM swing shift employee contacted NTEU after receiving a Letter of Admonishment. Research showed the employee received the letter of admonishment for allegedly failing to timely pay her state taxes. AM steward **Stephanie Uribe** filed the grievance based on the Article 38, Article 5, IRM 6.751, and APM Guide for Managers violations. During the grievance process, Stephanie was able to show management the employee was a victim of identity theft and was not responsible for the balance owed to the state. As a result, management was able to verify the employee was a victim of identity theft and removed the letter of admonishment.

AM ICT swing shift employee contacted NTEU when she became aware she was charged AWOL. Research showed the employee was charged .3 hours of AWOL for allegedly taking a long break or lunch. Submission swing shift steward **John Shull** filed the grievance based on the Unit Expectations, APM Guide for Manager's, and Article 32 violations. Management could not specify in the meeting whether the .3 hours was due to a long break or lunch but issued the AWOL counseling anyways. As a result, management agreed to pull the counseling from the file and stated they forget to input the AWOL into SETR.

AM swing shift employee contacted NTEU after learning management denied their request for leave. Research showed the employee requested time off to care for their grandchild during their scheduled surgery and time after for recuperation. AM steward **Leida Guerrero** met with the department manager to discuss the Article 34 violation and was successful in getting the requested time off for the employee.

AM Swing shift employee contacted NTEU after learning she may not be allowed to take the requested time off to attend a wedding and a few days of vacation. Research showed management requested "proof" of the wedding and reservations to substantiate the vacation requested. In total, the employee was only requesting 2 days in one month and 1 day in the following month. Swing shift Chief Steward **Marcella Gutierrez** immediately contacted management and cited the Article 32 Section 1A1, 1A2, 1D, and 3c violations and as a result, the employee was granted the time off.



AM swing shift employee contacted NTEU after being charged with over 200 hours of AWOL. Research showed management charged the employee with AWOL because the medical note did not state the word incapacitated. The employee then returned to the doctor to have the doctor re-do the note to say "incapacitated" but management continued to charge AWOL. AM Assistant Chief Steward **Dawn Donovan** filed the grievance based on the Article 34 violation. As a result, management agreed to remove the 200 hours of AWOL and change to LWOP as originally requested by the employee.

AM Swing shift employee contacted NTEU when she was charged 232 hours of AWOL. Research showed the employee had doctor's notes for each of her absences, including notes from her child's pediatrician requesting time off to care for her child. Research also showed management received and approved a doctor's note for a two week time frame but management still charged AWOL. Swing Chief Steward **Marcella Gutierrez** immediately filed the grievance based on the Article 34 violation and was able to prove the AWOL was unwarranted and that management had pre-approved 2 weeks of the time. As a result, management agreed to remove all but 3 days of the AWOL.

AM ICT swing shift employee contacted NTEU after being charged AWOL. Research showed the employee emailed her manager as required in Article 34 but was informed AWOL was charged because she did not email her newly assigned manager. NTEU researched Discovery Directory to verify the employee's manager and confirmed the employee emailed the correct one. Submission Assistant **Dawn Horton** contacted management to provide the information and as a result, management removed the AWOL and changed to the appropriate leave.

Chapter 97 Stewards Fighting the Fight

AM day shift employee received a proposal letter for a suspension of 30 days for misuse of their position. Vice President **Michelle Gardea** filed for an oral reply and was able to present the case that reduced the penalty for the 30 day suspension to a 4 day, which included a weekend resulting in only 2 days of loss pay.

AM day shift employee contacted NTEU after receiving a non ratable annual appraisal. Research showed the grievant performed enough work to be rated despite the problems with the Dragon system. Research also showed the grievant did not receive any counseling, errors, or any feedback on his performance using the Dragon system. Swing shift Chief steward **Marcella Gutierrez** filed the grievance based on the Article 12, IRM 6.430, and IRM 1.4.18.6.4 violations. Marcella was able to show management received numerous complaints regarding the DRAGON system and that management took no action to make sure it was corrected. As a result, management agreed to correct the annual appraisal to reflect the prior rating. Which in turn, resulted in a performance award. \$\$

AM day shift employee contacted NTEU after receiving a proposal letter stating the agency wanted to remove her for an unacceptable performance. Chapter Vice President **Michelle Gardea** filed for an oral reply and was successful in stopping the employee from being removed. Michelle was able to convince management a downgrade would be more appropriate. Management agreed to the downgrade instead of the removal.

AM TAP day shift employees contacted NTEU after learning they were not given their bi-lingual awards. Chapter President **Jason Sisk** filed the grievance based on the Article 18 Section 1A & 5 violations. As a result, management agreed to issue retro bi-lingual awards to six (6) employees who qualified. \$\$

AM day shift employee contacted NTEU after receiving an annual appraisal that was not indicative of her performance. Research showed the employee's CJE scores were lowered from a 3.6 to a 3.0 without counseling. AM swing shift steward **Leida Guerrero** filed the grievance based on the Article 12 Section 4L violation. As a result, the evaluation was corrected and raised back to the 3.6.

AM ICT day shift employee contacted NTEU when she was removed for duel employment purposes. The employee worked for the National Guard as well as the Internal Revenue Service. According to personnel, the National Guard was a federal job; OPM stated the employee could not hold two federal jobs at the same time. Vice President **Michelle Gardea** worked diligently with the employee and management in order for the employee to be reinstated. The regulations for the National Guard clearly state that they are state employees not federal therefore the employee could hold both jobs. As a result, the employee was returned to work and will not show a lapse in service.

AM day shift employee contacted NTEU after receiving an annual appraisal that was not indicative of her performance. Research showed the employee was not given any performance counseling, coaching, additional training, etc as called for in Article 12 Section 4L. AM swing shift steward **Sachiko Sato** filed the grievance and presented information showing management failed to follow the contract As a result, the employee's evaluation was raised to back to straight 5's. \$\$

Compliance swing shift employee contacted NTEU after being charged with 8 hours of AWOL. Research showed the employee was charged AWOL for not having leave on the books. The employee requested LWOP and provided the documentation to substantiate the absence. Compliance steward **Teresa Tamplin** met with the DM and sited the Article 5, 32, and IRM violations. As a result, the AWOL was removed.

Compliance AUR swing shift employee contacted NTEU after being charged AWOL for not having leave on books. Research showed the employee was in the process of getting her FMLA approved. Compliance steward **Rosetta Cameron** met with management to discuss the Article 32 and 33 violations and to show that the FMLA paperwork had been submitted. As a result, the AWOL was removed when the employee's FMLA was approved.

Compliance ACS swing shift employee contacted NTEU after being charged 4 hours of AWOL. Research showed the employee exhausted her leave, used LWOP, and hit the cut back all in the same pp. Originally the employee was approved for LWOP but was denied and charged AWOL. Compliance steward **Rosetta Cameron** filed the grievance based on the Article 32 and 33 violations. As a result, the 4 hours of AWOL were properly changed back to LWOP.

Compliance swing shift employee contacted NTEU after being charged with 56 hours of AWOL. Research showed the employee was out on bereavement and requested LWOP. Compliance assistant **Chris Tabarez** filed the grievance based on the Article 32 Section 5 violation and was successful at getting the 56 hours of AWOL removed and changed back to LWOP.

Compliance swing shift employee contacted NTEU after being charged AWOL while the FMLA was being processed. Research showed the employee accumulated 5 days of AWOL while waiting for the FMLA to be processed and the provision to take affect. Compliance steward **Rosetta Cameron** informally met with management and provided the documents showing the employee had filed for FMLA. As a result, all 5 days of AWOL were removed and switched to LWOP.

Compliance Stewards Putting an End to the Violations

Compliance CSCO day shift employee contacted NTEU after being denied LWOP for education purposes. Research showed the employee requested 12 hours of LWOP per pay period to attend class lectures. After being denied, the employee went back and met with his professor to make arrangements to attend lectures after his TOD and asked management to work with him for 4 hours per pay period. Compliance day shift Assistant Chief Steward **Adelena Garza** met with the department manager to discuss the new arrangement and the Article 23 Section 4 violation. The DM requested the new LWOP request in writing and approved the request until the end of the school semester.

Compliance AUR day shift employee contacted NTEU after receiving a sick leave restriction letter. Research showed management alleged the employee displayed a leave pattern, NTEU alleged the SLRL was unwarranted. Compliance steward **Lori Bohanna** filed a grievance based on the Article 34 Section 4 violation. As a result, management agreed to remove the Sick Leave Restriction Letter.

Compliance ACS day shift employee contacted NTEU after being charged AWOL. Research showed the employee submitted an SF-71 and requested LWOP to attend a doctor's appointment. Compliance steward **Sandra Alvarez** filed the grievance based on the Article 34 violation. During the meeting, Sandra was able to show management the employee followed proper leave procedures and provided the medical documentation. As a result, the AWOL was removed.

Compliance Exam day shift employee contacted NTEU after receiving a performance appraisal that was not indicative of her performance. Research showed NTEU had evidence to show the employee was not evaluated correctly and should have received an outstanding rating in CJE 4. Compliance steward **Sandra Alvarez** filed the grievance based on the Article 12 and IRM 6.430 violations. As a result, the evaluation was corrected to reflect an outstanding rating in CJE4.

Compliance AUR day shift employee contacted NTEU after management did not offer her the opportunity to work the overtime offered. Research showed the employee was on vacation the week the overtime was offered but the employee did not receive a phone call to notify her of the overtime. Compliance steward **Lori Bohanna** set up a meeting to speak to the Team Leader and was informed management forgot to inform the employee. As a result, the employee was offered to work the 8 hours of overtime the following pay period.

Compliance AUR day shift employee contacted NTEU after being denied 56 hours of FMLA advanced sick leave. Research showed the employee was approved for FMLA and provided medical documentation but was asked by management to supply a medical release. Due to management having no authority to request the release, the employee refused. Compliance day shift Assistant Chief Steward **Adelena Garza** filed the grievance based on the Article 33 and 34 violations and was successful at getting the FMLA advanced sick leave for the employee.

Compliance swing shift employee contacted NTEU after being charged 10 hours of AWOL. Research showed the employee was never informed until he took a print of his 3081. Assistant chief steward **Chris Tabarez** filed the grievance based on the Article 12 Section 9 violation and was successful at getting the AWOL removed and changed to 9 hours of Annual and 1 hour of LWOP.

Compliance swing shift employee contacted NTEU after being removed from email and being counseled. Research showed management removed the employee from email for allegedly sending improper or unprofessional emails. Compliance steward **Teresa Tamplin** met with management and was successful at getting the email restored and the counseling removed.

Compliance Exam day shift employee contacted NTEU after receiving a performance appraisal that was not indicative of her performance. Research showed the lowering of CJE 2 and CJE 4 was unwarranted. Compliance steward **Sandra Alvarez** filed the grievance based on the Article 12 violation. As a result, the employee's scores were raised to reflect an Outstanding (5) in CJE 2 & 4. \$\$

Compliance ACS swing employee contacted NTEU after being charged AWOL. Research showed the employee was never notified by management but became aware after seeing the AWOL charge on the earning statement. Compliance Assistant **Chris Tabarez** met with management, addressed the Article 32 Section 9 violation, and was successful at getting the AWOL removed.

Compliance swing shift employee contacted NTEU after receiving an annual appraisal that was not indicative of her performance. Research showed the evaluation was lowered without counseling. Compliance steward **Teresa Tamplin** met with management regarding the Article 12, and IRM 1.4.1 violations. As a result the evaluation was raised from a 4.4 to 4.8. \$\$

Compliance ACS day shift employee contacted NTEU after management charged her with 10 hours of AWOL. Research showed management charged the employee with AWOL for a day the employee spent in the hospital. Research also showed management charged the employee with AWOL because they did not accept her self certification for her absence and because the medical note did not state she was incapacitated. Compliance steward **Lori Bohanna** filed the grievance based on the Article 34 violation. As a result, management agreed to remove the 10 hours of AWOL as well as 8.5 hours for a day (relating to the injury) that was not originally included in the grievance and changed to LWOP.

Sedation Dentistry, the Cure for Dental Anxiety

The [*Journal of the American Dental Association*](#) estimates that 45 million Americans avoid the dentist out of fear and dread. In the last few years however, many dentists have been trained to administer a new generation of oral sedatives as the latest way to coax frightened patients back into the dental office. It's called "*Conscious Sedation Dentistry*" and involves sedating fearful patients with the latest anti-anxiety medications for everything from routine cleanings to multiple root canals.

"It relaxed me almost immediately," says one patient of the dose of anti-anxiety drug she received by her dentist before an implant procedure. *"After that I wasn't feeling scared anymore."*

Sedation dentistry is sometimes advertised as "*sleep dentistry*," which is misleading because patients aren't actually put to sleep. Instead, the [medications](#) bring about a relaxed state known as "*conscious sedation*".

Patients are awake, but feel drowsy and only semi-aware. And because mild amnesia is another common side effect of the drugs, they often don't recall their experiences at the dentist. Sedation patients also *"have less pain and recover more quickly, even after extensive treatment,"* says Dr. Michael Silverman, a Seattle-based dentist who founded the [Dental Organization for Conscious Sedation](#), which has taught oral sedation to more than 8,000 dentists since 2000.

Another patient's deep-seated anxiety kept him away from the dentist for almost 20 years despite suffering from extreme pain in his mouth. *"My teeth were wobbling, and I ate a lot of soft food,"* recalls the 48-year-old businessman. After finding the courage to call for an appointment he said, *"I knew it was going to be the worst-case scenario. But they did extractions, deep cleanings, crowns, and fillings—the whole*

works—I felt so at ease the entire time. And I had no pain at all."

Some patients, because of their fear, often have [infected gums and teeth](#), compromising their ability to chew and digest food. Many also lack self-confidence because of bad breath or an unattractive smile. With the help of sedation dentistry, however, years of neglect can be remedied in one or two stress-free appointments.

"It is very gratifying to treat these patients," says one sedation practitioner. *"You take someone from being completely debilitated by fear, pain and poor oral health, and in one day, you can turn their whole world around."*

Annual Membership Meeting

Members....

Mark your calendars

Date: Wednesday July 27th, 2011

Time: 1:00-4:00pm

Phone : 454-6626

Location: Fresno Service Center West Side Cafeteria

Furloughed employees contact the steward office for clearance.

Agenda:

Financial report of the chapter, report of the officers and executive board members. JM Marketing's Zachary Navo and Trevor Gartner will be onsite to answer questions regarding Dental and Vision, Auto & Home Insurance and Financial Planning.

Grizzlies Raffle Winners

And the winner for May is:



NTEU Negotiator Jerry Gann

June winner:

Jacqueline Quezada

Next NTEU Nights:

July 23rd

July 30th

August 13th

August 27th & August 28th


Tickets on sale now!

Hot Summer Tickets

NTEU Chapter 97 has your summer tickets!

Member's Top Five:

1. Island Water Park
Price: \$18.50
2. Wild Water Adventures
Price: \$18.00
3. Movie Tickets
Price: \$7.50
4. Magic Mountain
Price: \$25.99 Adult/
\$17.50 Child
5. Grizzlies \$12.00 & \$8.00

Avoid delays and disappointment—call early to request tickets. For a complete ticket list visit Chapter 97 at www.nteu-97.org or on  at NTEU Chapter 97.

National Treasury Employees Union Chapter 97

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We're on the web



www@nteu-97.org and on
at NTEU Chapter 97

Or current resident

Performance Appraisal Quiz

There are so many rights in the Performance Appraisal article in the NTEUIRS contract, NTEU is issuing a series of quizzes to highlight the most important parts. These evaluations determine whether you get a performance award, are allowed to continue to work AWS, get promoted, and survive any future RIF. Take the quiz below and see how well you know your way around your performance appraisal.

Answer TRUE/FALSE

1. A departure rating can never serve as an annual appraisal or rating of record? **Answer: False**, see Article 12 Section 4A4(b)
2. When management changes a numerical standard that you are required to meet, it must communicate that in writing or it cannot hold you responsible for meeting that standard? **Answer: True**, see Article 12 Section 6A
3. When management changes a work procedure you must follow, it must communicate that to you before you can be held responsible. **Answer: True**, see Article 12 Section 6B
4. If you get negative written feedback (also known as an evaluative recordation) from your manager based on a recorded contact, you have a right to listen to the actual recording. **Answer: True**
5. An evaluative recordation can be grieved as soon as you receive it. **Answer: False**, See Article 12 Section 9C2
6. A manager can ignore large periods of your last 12 months of performance when preparing your appraisal. **Answer: False**, see Article 12 Section 4B4
7. If management has some measure of how well the work group is doing as a whole, it can hold you responsible for doing your proportionate share, e.g. one-tenth of the expected work. **Answer: False**, See Article 12 Section 12B
8. If you did not perform any or even enough work related to a particular critical element during the year, you are entitled to have that CJE not considered for this year's appraisal. **Answer: True**, Article 12 Section 4N
9. When evaluating employees, management can impose pre-set limits on how many employees can receive an outstanding or exceeds rating. **Answer: False**, Article 12 Section 3B
10. When you put your initials on your appraisal you are saying that you agree with the manager's assessment. **Answer: False**, Article 12 Section 4I