

Long-Term Highway Bill includes NTEU Opposed Funding Offsets



Recently, the House and Senate approved a long-term highway funding bill which includes NTEU-opposed provisions that would require the use of private tax collectors to collect federal taxes and uses critically needed Customs user fees to pay for unrelated projects. Does this sound like anything that makes any good bit of sense? The President is expected to sign this crazy bill into law before the current highway funding expires at midnight on December 4th, 2015. Chapter 14 firmly believes inclusion of these offsets (in the bill) were not only misguided but direct back-stabbings of those who do the work already. No one can do the work better than Federal Employees and it has already been proven (countless times in the past) that privatizing tax collection does not work and costs YOU (the taxpayer) even more. We remain strongly opposed to turning over the collection of federal taxes to private debt collectors and are committed to ensuring that Customs user fees are properly used for much needed CBP staffing. We will continue working with our supporters in Congress in the coming days and weeks to explore all efforts to repeal these onerous provisions through amendments to pending legislation or via stand-alone legislation. Stay tuned.



REMINDER

Are you ready to party with Chapter 14!?

It's coming... this year the party will be on December 11th, 2015 at the Saint Louis City Center Hotel! Plan ahead because your RSVP is due by 3pm on December 8th! See one of your area Stewards or visit our website for more details at www.nteu14.org !

This Month's Highlights!

- 2015 Highway Bill
- 2016 Locality Pay Updates
- Federal Employee Health Benefits Program and Rules
- 2015 Holiday Party
- Sequestration Settlement
- 2016 NTEU Pen & Calendar Sets
- 2015 Holiday Party
- 2015 Awards Grievance & More



Wait a minute, you mean we might get Locality Pay?



Federal employees in the Saint Louis-Saint Charles-Farmington , MO-IL locality pay area should receive a 1.29% pay raise effective January 2016. These amounts include both the President's recommended 1% across-the-board pay raise and the average 0.3% increase to locality pay rates. Please note that while the President has formally called for an average pay raise of 1.3% for 2016, Congress could still act before the end of the year to change—including block this raise.



Welcome back to all of our returning Seasonal Employees! The fight continues as we look forward to sharing the latest and greatest developments with your Chapter. Friend us on Facebook & follow us on Twitter for daily news updates!



FEHBP 2016



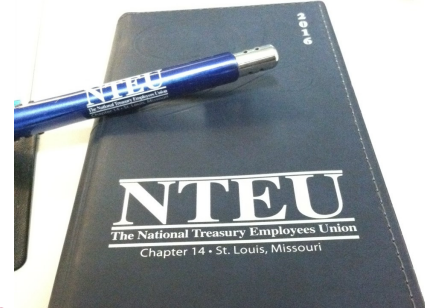
Reminder - Federal Benefits Open Enrollment Ending December 14th, 2015

Chapter 14 wants to be sure that our members, and any eligible employees, are fully aware of health insurance coverage changes. Current and future workers (and their families) are able to enroll in the FEHBP, and be insured, if they so desire. NTEU Chapter 14 is pleased that the FEHBP is being made available to a wider segment of the federal workforce, and I urge you to monitor agencies' actions regarding these types of employees with the release of this rule. Visit our website at www.nteu14.org under the "Breaking News" portal for additional details.

Chapter 14 is once again pleased to announce that NTEU members will again have access to Consumers' Checkbook's online Guide to Health Plans for Federal Employees and Annuitants. All NTEU members who currently or are planning to participate in Federal Employees Health Benefit (FEHB) plans or the Federal Employees Dental and Vision Insurance Program (FEDVIP) are eligible to use this online guide.

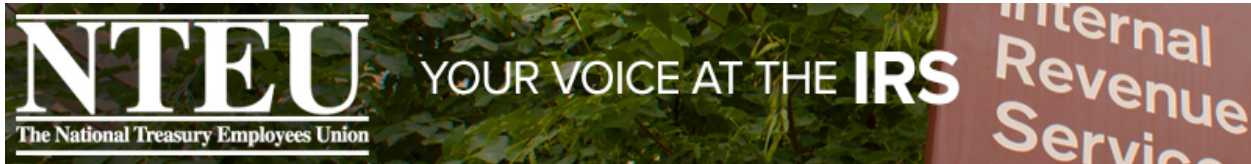
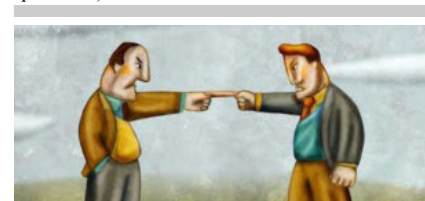


The guide is available through Chapter 14's web site, www.nteu14.org, in the "Real Deal 14" section throughout Open Season (November 9, 2015 – December 14, 2015). It will remain available throughout 2015 for NTEU members who are new hires or are current enrollees with a qualifying life event change. The online guide was developed by Consumers' Checkbook, a nonprofit organization that has published an annual paperback version of its guide for more than 30 years.



Are You Calendar Friendly?

Yes, Pen & Calendar sets are back and ready for the upcoming 2016 year! Why? Because we love you guys/gals and this will help you keep your important events scheduled! See your area Steward for your gift (while supplies last)!



NTEU recently filed a national institutional grievance alleging that the IRS has violated the parties' FY 2014 and FY 2015 Awards Settlement Agreement (Awards SA) with respect to its distribution of FY 2015 awards at the beginning of November 2015. Specifically, based on the awards data, it appears that a number of awards pools were not properly funded. The Awards SA for FY 2014 and FY 2015 require the IRS to fund awards at one percent (1%) of the total bargaining unit salaries from the prior FY (i.e., the funding of the FY 2015 awards is based on the BU salaries from FY 2014, and the funding of the FY 2014 awards was based on the BU salaries from FY 2013). Certain awards pools (for FY 2015) are significantly lower compared to the FY 2014 awards funding, even though the numbers of bargaining unit employees did not decrease at nearly the same level. Those award pools thus appear to be underfunded. Further, there appears to be a disproportionate decrease in the share values for certain award pools as compared to those awards pools in FY 2014, resulting in decreased performance awards for individual bargaining unit employees. As a remedy, we've requested that the agency cease and desist from breaching the Awards SA, appropriately fund the FY 2015 awards pools that were underfunded in violation of the Awards SA and 2016 NA, and make whole all bargaining unit employees who received a decreased award based on these violations. We will keep you apprised of all developments on this grievance.

Fighting Over the FY 2015 Awards



2 Hours of Holiday Time Off & Sequestration Furlough Leave (includes ALL Seasonals)

Nowadays, it's tough to be a Federal Employee. But we believe you can gather a small bit of peace with the 2 Hours of Holiday Time off authorized by our current Commissioner of the Internal Revenue Service—John A. Koskinen. These hours must be used by December 31st, 2015! In other news, some of you may recall a grievance we filed on June 14th, 2013 on behalf

of all IRS unit employees who have not filed individual appeals with MSPB. We had alleged that the IRS failed to follow the adverse action requirements of law in executing the furlough. That same day we filed another grievance alleging that the IRS has violated the labor law by unilaterally implementing the furlough before we had agreement. The result of this awards you 6 Hours of Excused Leave!



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