



Was Management Correct in the Issuance of Leave Restriction?

Check this out...management issues a leave restriction to one of our employees for an alleged string of frequent absenteeism. In this case over a four month period there were only 3 hours of sick leave used. However, the employee called in late frequently or left early using their annual leave. This was considered unscheduled leave. Per Article 34, Section 4(3) a leave restriction is only used if reasonable grounds continue to exist (after going through steps 1 & 2 of the section) for questioning an employee's use of Sick Leave. As a result, Chapter 14 successfully had the leave restriction removed.



Are you ready to party with Chapter 14!?

It's coming... this year the party will be on December 5th, 2014 at the Sheraton Saint Louis City Center & Suites! Plan ahead because this event will be SOLD OUT! See one of your area Stewards or visit our website for more details at nteu14.org !

What's up with our 2014 IRS Award Payout?



Chapter 14 has held off on sending out our "New" E-Newsletter in the hopes that we would have good news to tell you on the 2014 Awards payout. Earlier this month, we were set for mediation/fact finding because of an impasse on bargaining. Then, like a shot from the dark, Commissioner's Awards were announced thrusting Colleen M. Kelley's anger to let management know in colorful terms how our employees felt about that slap in the face. Although there were no monetary value to those awards, most employees felt it was done in poor taste. Since then, Colleen has been pushing the IRS Commissioner to pay awards immediately. Chapter 14 President Pamela Sturm is currently on the negotiating team discussing how the Awards should be paid out and when. As a result, the IRS evil-doers contacted Pam and the NTEU Team with some new proposals. They were completely unacceptable and an insult to our employees to say the least. We sent over counter proposals and we've been battling the dark-side ever since. Stay tuned.

This Month's Highlights!

- 2014 IRS Employee Awards
- Back-Pay for New-Hires
- Federal Employee Health Benefits Program and Rules
- 2014 Holiday Party
- Leave Restriction Woes
- IRS Employees suffer Removal for Compliance
- Chapter 14 Labor Recognition Gifts are leading the "Charge" of all other chapters!
- 2014 Election 2014 Results



PROUD! These gentlemen are showing their support of your chapter by expressing that their work areas are protected by NTEU Chapter 14! We had a great time in celebration with our employees at the Town & Country, Missouri POD!



FEHBP 2015



OPM Publishes Final Rule to Expand FEHB Coverage

Under the rule, employees on temporary appointments, seasonal employees who work less than six months per year, and intermittent employees will be eligible both to enroll in FEHBP and to receive a government contribution for health insurance premiums, as long as the individual is working a full-time schedule of 130 hours or more in a calendar month, and is expected to work for at least 90 days. Individuals newly hired as temporary employees will no longer need to complete one year of continuous service to be eligible to enroll in FEHBP, and existing temporary, seasonal, and intermittent employees who meet the above thresholds, will be provided with a 60-day open enrollment period (no later than January 2015) that commences once the employing agency notifies the employee of his or her enrollment eligibility.

Chapter 14 wants to be sure that you, our members, and any eligible employees are fully aware of this coming health insurance coverage change, so that both current and future workers and their families, are able to enroll in the FEHBP, and be insured, if they so desire. NTEU 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 nteu14.org under the "Breaking News" portal for additional details.



Just in case you are out of the loop! 2014 Chapter 14 Election Results

Office of the President—Pam Sturm
Office of the Vice President—Nick Pegues
Director of Communications—Chris Ziegler
Director of Member Affairs—Hope Flowers
Office of the Treasurer—Sylvester Niblett

Executive Board Chairman—Kevin Flood

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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 10, 2014 – December 8, 2014). 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.



Imagine showing up for your first day of work. Your nerves are jittery and you are hoping that through it all, you can put forward the best impression possible for that Employer who made the right move to hire you! Now also imagine that nobody at your new employer informed you that there were extra documents you needed to bring in with you on your first day. This is exactly what happened to several of our most recent new hires. These employees stayed for the entire duration of their first day, only to be told at a later date, that because they did not have the documentation they were not told to bring, they would not be paid for that day in clear violation of 5 CFR 551.104, 551.402 and 551.411.

Chapter 14 immediately contacted management on this issue and attempted to informally resolve this situation. After a fair amount of time it became obvious that management had no intention of paying these employees for their time worked so Chapter 14 filed a mass grievance on behalf of these impacted employees.

After presenting our case to management formally at the grievance meeting, Chapter 14 received a favorable response, and all impacted employees were paid for their time.



Are You Powered By... Chapter 14?

Yes, your chapter has been talk of these United States of America for handing out some of the coolest Labor Recognition Week gifts given yet. Why? Because we love you guys/gals and what better way to charge up your life? See your area Steward for your gift!

Chapter 14 Defends Employee From Unfair Termination

Should the Service remove an employee for a tax compliance issue that could happen to any one of us as Federal Employees?



Nowadays, it's tough to be a Federal Employee. So many attacks from capitol hill, rising costs of living and an employing agency that's so limited with funding that the work is heavier with no additional compensation to match the work required. It has been a long standing practice to file and pay our taxes timely, whether Federal, State or Local. One of our employees here in Saint Louis suffered dearly at the hands of IRS when they received a threatening letter of removal based on their own tax compliance issues. True indeed, we are held to a higher standard, but somewhere in history the agency has forgotten that we are taxpayers too! With Chapter 14's representation, we were able to tackle through the levels of management to finally obtain a favorable decision. This employee had faced removal action but it was turned around to retain the employee based on a number of factors illustrated by Chapter 14. This was not only a win for this particular employee but for our Chapter and the many employees who face situations of compliance.