

NTEU Bulletin

CHAPTER ROUND-UP

Rally organizer, media source, legislative activist, event planner, solidarity builder, trusted friend, fierce fighter, shoulder to lean on: These are just some of the roles played by NTEU leaders in 2025. As our union and our jobs continue to face a barrage of attacks, NTEU chapters across government are going above and beyond to step up for members in creative and impactful ways.

Helping Georgia IRS Members ‘Unplug’

Spread across state lines, **Chapter 26 (IRS Georgia)** members were empowered and connected through open houses at four of their larger PODs to address the many issues facing federal employees today.

Recognizing the importance of de-stressing during these unprecedented times, the chapter hosted ‘NTEU Unplugged’ events. Members are taking breaks from social media, work and news to gather for hikes, a blueberry growing class, a day of golf and a karaoke night.

“I am honored to be able to be a listening ear and connect members with needed resources and information,” said Chapter President Lakisha Murphy. “Many of us have dedicated a significant portion of our lives to this agency. It’s heart-breaking to have our lives turned upside down in a matter of months.”



Iowa: Building Community in Trying Times

Sometimes you just need a place to go where you can be among friendly faces who know exactly what you’re going through. That’s why **Chapter 4 (IRS Iowa)**, led by Angela Maier, has been hosting regular offsite “Sip and Share” gatherings since January. These events not only keep members informed and engaged, they provide a reliable space for sharing, venting and supporting one another in an uncertain time.



Being There for Employees in Cincinnati

Chapter 279 (EPA Cincinnati) has been hosting monthly in-person and virtual meetings to update all employees on the ongoing attacks against federal employees and their unions, and how NTEU is fighting back. More than 200 employees have attended each meeting, with the chapter encouraging non-members to join and members to get more involved.

“These meetings give people confidence that they can depend on the union to be there for them, as they definitely see it being there for them now,” said Chapter President Michael Ottlinger.

Atlanta: Labor-Management Partnership

Chapter 177 (CBP Atlanta) hosted its annual NTEU-CBP mixer in November, an event designed to bring CBP management and bargaining unit employees together in the spirit of collaboration and camaraderie. With more than 210 employees enjoying gatherings at the Hartsfield-Jackson Atlanta International Airport and port office, the event broke attendance records for the chapter.

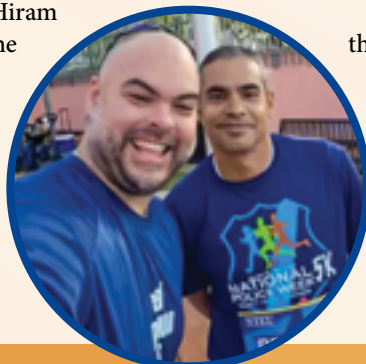
For the first time, Chief CBP Officer and Chaplain Shana Wells participated in the mixer to discuss the NTEU-negotiated Resiliency program assisting employees experiencing mental health issues.

“This mixer a true reflection of the unity and strength within our NTEU-CBP family,” said Chapter 177 President Ignacio Ros. “Here’s to continuing to build bridges and working together toward our shared goals.”

Showing Solidarity in Puerto Rico

Chapter and agency solidarity was on full display in Puerto Rico when **Chapter 193 (IRS Puerto Rico)** President Ulises Sanchez (left) joined **Chapter 188 (CBP Puerto Rico)** President Hiram Gonzalez (right) and chapter members for the Police Week 5K in May. This is not the first time these two chapters have teamed up. Chapters 188 and 193 have joined forces for holiday parties and other member events.

“It was great to see almost 700 people honoring the ones that have lost their lives in the line of duty and the entire law enforcement community,” said Gonzalez.



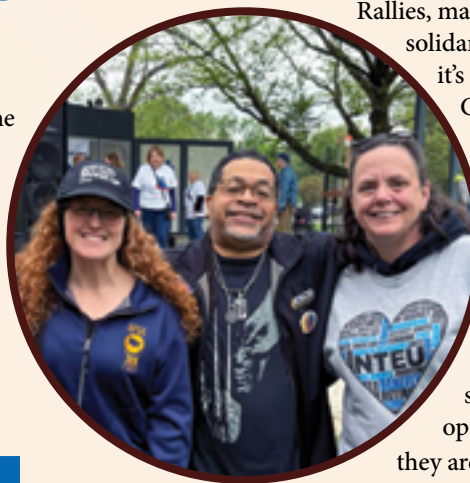
Showing Up in Kansas City

Rallies, marches, congressional town halls, solidarity events with other unions: If it’s happening around the Kansas City area, **Chapter 66 (IRS Kansas City Service Center)** is there.

“We stand as a visible, vocal, and unwavering advocate not just for our members, but for the country we serve,” said Chapter President Shannon Ellis. “It’s vital everyone understand how government services operate and the consequences if

they are underfunded, understaffed, or politically undermined.” Chapter 66 not only participates in local rallies, they’ve organized a few of their own. Members also advocate for the federal workforce at meetings and town halls with their members of Congress on both sides of the political aisle.

According to Ellis, all these activities serve a larger purpose by allowing members to be seen, heard and make a difference as part of a collective force.





Doreen Greenwald
National President

Our Fight Continues Because Our Country Depends on Us

As the administration continues its efforts to dismantle the federal government and attack its federal workforce, NTEU continues to fight back. As the administration proceeds with reductions-in-force, agencies are struggling to deliver services to the public as they lack this nation's most vital resource: **every one of you**. Our members are under pressure, experiencing chaos and anxiety; several taking the second round of the DRP, most of them reluctantly as they feel forced into leaving their federal career behind. Now more than ever, we must fight to protect our members, our union and our country.

I wish my words on this page would properly convey what I know in my heart and soul: When NTEU members stand strong together, we can tackle these challenges, and we will prevail. Because of the support from our members, NTEU will continue to file lawsuits, defend our collective bargaining rights, challenge these mass terminations, and hold the Trump administration accountable to the document we all swore an oath to: the Constitution. We're filing unfair labor practices, MSPB and EEOC appeals, and grievances, demanding that agencies honor the contracts they signed.

What heartens me is that our union brothers and sisters continue to show up daily, with dedication, purpose and passion. At our national training conferences this spring, I've witnessed the caliber of our membership. I've seen union members facing an uncertain future showing up, taking notes, and actively working to become better union leaders to serve our members. I've attended rallies where impassioned union members come together to powerfully demand support for the federal workforce and the services that American's depend on. I see more union members who are eligible to retire, but committed to staying in this fight. I watch as more and more civil servants engage their members of Congress, demanding legislative action. I see the media interviews and statements released by our chapter presidents, defending the worth and dignity of their colleagues.

There's no room for complacency as we continue this battle. Our patriotism for our country and compassion as American citizens committed to serving the American people drives us to continue this work. We stand strong, keep our heads up high, and continue the great work that Congress tasked us with. We've never questioned the oath we took to the Constitution and we're defending our right to do so.

While we do our jobs with passion and purpose, we also defend ourselves with the same passion. We will continue to serve as a commonsense counterweight, calling out the inefficiencies, waste, and abuse perpetrated by the administration while highlighting the dignity and worth of the jobs that keep this nation running.

No matter what your position is as a federal employee, you matter. If you're reading this, you are a member of the NTEU family, and we're in this fight together.

We will continue to stand strong and fight back. We will fight for the civil service, for federal employees, for NTEU, for the future of the American people and the success of our country!

You ain't seen nothing yet!



NTEU MISSION

To organize federal employees to work together to ensure that every federal employee is treated with dignity and respect.

NTEU Bulletin

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Upside Down Pizza Lunch

Despite pizza delivery mishaps, **Chapter 297 (Treasury Departmental Offices)** members gathered on May 8 and enjoyed lunch and, for many, a chance to meet fellow members in person for the first time.



Big Member Meetings in the Big Apple

Chapter 183 (CBP New York Seaport) has been holding virtual meetings since the pandemic, but since January these meetings have become more frequent and more popular with more than 220 members joining the last meeting. This success has prompted the chapter to begin hosting in-person meetings and invite members from other chapters, promoting NTEU solidarity.

Next up for Chapter 183 is an off-site membership meeting to discuss political activity and lobbying members of Congress. For Chapter President John Marturano, the priority is getting as many members as possible to visit their members of Congress and advocate for our issues.

“We’re meeting with members of Congress on behalf of NTEU, but it’s different when a constituent attends these meetings,” he said.

Spring Cleaning

Chapter 209 (Federal Communications Commission) leaders had fun while tidying up their union office at the agency’s Washington, D.C. headquarters.



Hosting a Lunch and Learn in the Big Easy

Leaders of **Chapter 210 (Health and Human Services Atlanta)** collaborated with United Benefits for a lunch and learn that brought together members from Atlanta and New Orleans. Attendees learned how United Benefits can help members and the benefits of union membership. NTEU National Vice President (District 11) Florence Cannon made the trip from Chicago to New Orleans just for the event and to meet with members.



Training NTEU Leaders Nationwide

In another sign of NTEU’s resilience and refusal to back down, the union’s annual national training conferences for union stewards and other chapter leaders continued this spring. Leaders from around the country and throughout the federal government gathered to learn how to advocate, represent and serve their members during these unprecedented times.

“Your presence here means that you are fighting to preserve the dignity and respect that comes with being a public servant,” National President Doreen Greenwald told attendees. “You are fighting for the respect that the federal workforce deserves.”



NATIONAL TREASURY EMPLOYEES UNION - FINANCIAL STATEMENTS

Mandated by NTEU Constitution and Bylaws, Article XIV —Administrative Controller, Section 2.

CONSOLIDATED STATEMENTS OF FINANCIAL POSITION September 30, 2024 and 2023

	2024	2023
ASSETS		
CURRENT ASSETS		
Cash and cash equivalents	\$ 6,977,949	\$ 4,796,980
Receivables		
Membership dues	2,802,411	2,237,634
Group insurance plan fees	112	1,660
Due from chapters	86,391	105,748
Other	8,710	73,863
Inventory	73,552	27,657
Prepaid expenses and other assets	468,415	411,692
Total current assets	<u>10,417,540</u>	<u>7,655,234</u>
NON-CURRENT ASSETS		
Investments	40,662,898	35,585,656
Deferred compensation and insurance annuity investments	1,999,718	1,871,785
Property and equipment, net	6,766,735	6,863,311
Operating lease right-of-use assets, net	17,939,391	18,520,699
Financing lease right-of-use assets, net	40,452	53,936
Deposits	514,683	353,241
Total non-current assets	<u>67,923,877</u>	<u>63,248,628</u>
Total assets	<u>\$ 78,341,417</u>	<u>\$ 70,903,862</u>
LIABILITIES AND NET ASSETS		
CURRENT LIABILITIES		
Accounts payable and other accrued expenses	\$ 1,055,848	\$ 822,560
Accrued salaries and vacation	3,135,825	2,530,215
Payable to chapters	779,326	658,700
Membership dues received in advance	16,500	46,152
Income taxes payable	23,778	35,132
Current portion of operating lease liability	2,293,340	2,123,785
Current portion of financing lease liability	13,558	13,069
Total current liabilities	<u>7,318,175</u>	<u>6,229,613</u>
LONG-TERM LIABILITIES		
Operating lease liability, less current portion	24,765,356	25,947,575
Financing lease liability, less current portion	28,379	41,752
Deferred compensation	1,999,718	1,871,785
Total long-term liabilities	<u>26,793,453</u>	<u>27,861,112</u>
Total liabilities	<u>34,111,628</u>	<u>34,090,725</u>
NET ASSETS (without donor restrictions)	<u>44,229,789</u>	<u>36,813,137</u>
Total liabilities and net assets	<u>\$ 78,341,417</u>	<u>\$ 70,903,862</u>

CONSOLIDATED STATEMENTS OF ACTIVITIES AND CHANGE IN NET ASSETS for the years ended September 30, 2024 and 2023

	2024	2023
REVENUES		
Membership dues	\$ 39,569,935	\$ 35,083,851
Attorney fees recovered	897,525	1,746,204
Contribution Income	101,000	-
Group insurance plan fees	4,972	11,380
Interest and dividends, net of investment fees	1,264,500	1,433,881
Net realized and unrealized gain (loss) on investments	5,018,847	1,730,973
Other	132,978	133,684
Total revenues	<u>46,989,757</u>	<u>40,139,973</u>
EXPENSES		
Employees’ compensation and benefits	28,167,538	25,717,173
Rent	3,081,210	3,174,286
Payroll taxes	1,642,998	1,487,089
Travel	1,341,284	1,251,724
General office	1,017,960	867,329
Depreciation and amortization	649,134	632,914
Professional services	1,000,163	630,789
Convention	-	607,405
Promotion and publicity	524,499	589,154
Data processing	580,874	538,814
Legislation and public relations	334,252	276,691
Research publications	254,776	246,386
Postage and delivery	204,331	245,563
Printing	262,842	214,962
Telephone	189,327	169,687
Bulletin printing and mailing	198,139	129,017
Political Contributions	100,000	-
Total expenses	<u>39,549,327</u>	<u>36,778,983</u>
Change in net assets before other income (expense)	<u>7,440,430</u>	<u>3,360,990</u>
OTHER INCOME (EXPENSE)		
Income tax	(23,778)	(43,210)
Other income (expense), net	<u>(23,778)</u>	<u>(43,210)</u>
Change in net assets	\$ 7,416,652	\$ 3,317,780
NET ASSETS		
Beginning of year	\$ 36,813,137	\$ 33,495,357
End of year	<u>\$ 44,229,789</u>	<u>\$ 36,813,137</u>



Breaking Bread and Raising Awareness

On a Wednesday evening in April, **Chapter 340 (Bureau of Land Management New Mexico)** gathered nearly 100 federal employees, elected officials, tribal leaders, and the public for a spring town hall in Santa Fe.

The goal: To spotlight the vital work of the federal workforce and the threats to public services, including diminished care for public lands and sacred cultural sites.

At the Santa Fe First Presbyterian Church, the chapter provided dinner and childcare while attendees heard from speakers including a Veterans Affairs employee, an AFGE local president, BLM Wildland Fire employee and Chapter 340 member Teresa Rigby, and Brophy Toledo, a medicine man from the Jémez Pueblo. Attendees

included Santa Fe Mayor Alan Webber, several city councilors and Rep. Teresa Leger Fernández (D-N.M.).

Panelists discussed looming threats of mass layoffs, the funding freeze and the erosion of essential public services in underserved and rural communities. They also addressed what the threats to federal unions could mean for the safety and rights of civil servants.

“These issues are particularly acute in communities like Santa Fe, where federal workers play an essential role in environmental stewardship, community healthcare, supporting outdoor recreation and tourism industries and cultural heritage protection,” said Chapter 340 President Lauren Leib.



Sending a Powerful Message

Chapter 282 (FDA Headquarters) has been pounding the pavement at rallies around the Washington, D.C., area, including this “Reverse the RIFs” protest in May. Chapter President Anthony Lee has also been making the rounds in the media, sharing the devastating impact of attacks to workplace rights on federal employees. “Even our ability to exist in the federal workplace—to be able to represent employees—is threatened by this administration,” he told National Public Radio in a May 11 interview.



Making the Most of Chance Encounters

Chapter 341 (Bureau of Land Management Headquarters) leaders were at a farewell lunch at a diner outside Salt Lake City, Utah, honoring colleagues taking retirement offers. It turns out, there was a famous guest enjoying a stack of pancakes the day after he spoke to a roaring crowd of 20,000 Utahns—Sen. Bernie Sanders (I-Vt.).

The chapter’s server informed Sanders there were federal employees dining on the patio and the senator invited the members over for a chat and photos. Upon learning that some of the BLM employees were veterans, Sanders discussed harmful cuts to the Veterans Administration and veterans’ benefits. He also thanked Chapter 341 members for their service and empathized with what federal employees are feeling in this hostile climate.



NTEU Partners with Unions, Government Groups for Legal Support Network

While NTEU is fighting back against widespread illegal firings and other attacks on the federal workforce, thousands of employees still need legal advice and representation.

That’s why NTEU joined other unions and advocacy groups in April to launch a network to provide legal advice to individual employees.

The Rise Up: Federal Workers Legal Defense Network recruits attorneys to provide individual guidance to federal employees who have lost their job or fear a reduction-in-force.

Federal employees who believe they were wrongfully terminated or have concerns about their workplace rights can visit [workersle-](https://workerslegaldefense.org)



[galdefense.org](https://workerslegaldefense.org) to submit information and be matched with an attorney. Employees can then contact the lawyer for a no-cost initial conversation and a potential consultation. Any legal representation after the conversation and consultation is at the attorney’s discretion.

Lawyers with an active bar license can learn more about how to get involved with this non-

profit network, which has already received more than 1,300 inquiries from federal employees since it launched in April.

For questions about volunteering, email lawyer-help@workerslegaldefense.org.

Allied groups partnering with NTEU include the AFL-CIO, American Federation of Government Employees, National Federation of Federal Employees, Democracy Forward, the Leadership Conference on Civil and Human Rights, the American Constitution Society and the Partnership for Public Service.

Learn more and get connected with an attorney at workerslegaldefense.org.