



## 1% Pay Increase Goes Into Effect

The President's Fiscal Year (FY) 2015 budget proposal to Congress recommended a one percent, across-the-board pay increase for 2015, and Congress did not include any language designating or blocking a pay raise in any of its appropriations bills for FY 15, including in the omnibus package enacted earlier this week. In August, the President, under authority provided by the federal pay law, issued an alternative pay plan to Congress calling for a one percent pay raise, which today's Executive Order formally implements. The FY15 omnibus measure does include NTEU-supported language to ensure that wage grade employees will receive the same adjustment in 2015, though the timing varies and is dependent on agency-specific pay schedules.

## 2016 Pay Raises

Legislation is being introduced in the house today that would provide federal employees on the General Schedule pay system with a 3.8% pay increase effective January 2016. Identical legislation is also being introduced in the senate. NTEU proposed the 3.8% increase to members of Congress and strongly supports this legislation.

## Leave Addressed at the W&I Business Improvement Committee Meeting



On December 16, 2014 during the bi-annual W&I Business Improvement Committee meeting, NTEU raised a concern regarding the limited availability of leave for Call Site employees. Specifically, NTEU raised a concern regarding circumstances where an entire week of leave is approved with the exception of one day. In response to this concern, the IRS will pilot a leave program in Portland, OR, that automates the approval of a full week of leave. In situations where four out of five days have been approved for leave, the system will automatically approve the 5th day without having to seek approval through management. This is the first step in modifying the leave approval process that has been problematic for employees. We will keep you updated on this pilot as it moves forward,

### This Month's Highlights!

- Leave Approval Pilot Program
- 1% Pay Increase In Effect
- Letter to the Editor
- 2016 Pay Raise
- Break Room Remodel
- OPM Data Breach
- Did You Know?



Letter to the Editor

**We want to hear from you!**

Do you have a great idea you think would be great for our newsletter? Do you have something you think would benefit our members? Please send any ideas for our newsletter to our email address, we would love to hear your feedback!

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## Welcome Back Seasonals



Welcome Back! Don't forget to come up to the Union Office for your Labor Recognition gift and your new 2015 pocket calendar.

## Did You Know?



Did you know—Due to the recent inquiries we've received regarding AWS tour changes, we just wanted to bring this to your attention :

Article 23 Section 5B — Employees may request AWS and/or a change in the start time at any time by submitting the form found in Exhibit 23-6 of this agreement to their supervisor.

What this means to you as a seasonal employee; As you are likely aware, tours are solicited normally a month or so before you are furloughed. If you didn't get the tour you wanted, you will need to resubmit your request before you are furloughed for it to be again considered at the next solicitation cycle.

We know as a seasonal who might be on furlough this is difficult, but we make attempts to communicate with our furloughed members through e-mail when we have notice, so please make sure your personal email address is up to date on [www.nteu.org](http://www.nteu.org).



## President Issues Memo Modernizing Leave Policies

Last week President Obama issued a memo that attempts to modernize paid parental leave for Federal Workers.

As you may be aware, the United States is one of the few industrialized Nations not to offer paid parental leave to it's citizens. This memo directs all Federal Agencies to grant up to 240 hours of advanced sick leave in connection with the birth or adoption of a child, or for other sick leave eligible uses.

Also mentioned in this memo is the fact that the President is expected to send up Legislation on paid parental leave to the Hill in the near future. While we fully support this Memo, it's influence is limited by federal law. New law is needed for a paid parental leave program that will provide benefits enjoyed by parents in the rest of the developed world.

The President's proposal would provide Federal employees with six weeks of paid administrative leave for the birth, adoption, or foster placement of a child. In addition, the proposal would allow parents to use sick days to care for a healthy child after a birth mother's period of incapacitation or after an adoption.

We will keep you updated on this matter as it proceeds and hope to see more positive Legislation coming out in the future supporting our Federal Employees.

## Break Room Remodel



Many of you are aware that construction will be coming shortly on the 5th floor break room. What you might not be aware of is the challenges NTEU faces for you, fighting to ensure that you can continue to have your coffee pots, microwaves, and other amenities that we have grown so accustomed to over the years.

We need your help in order to keep this space and all of it's appliances intact. Most of you remember when all of your appliances were taken from your desks and placed in the break room after GSA cited safety concerns over allowing them to remain on the floor. Unless we can keep this break room clean, and sanitary, we run the risk of this exact same thing happening with our break room. If we give management and GSA even the slightest excuse of a health or safety issue, and be assured that unsanitary, and uncleaned appliances could be deemed as both, they will attempt to remove them.

Only with your continued help and support in keeping this space, and these appliances clean do we stand any chance of keeping them in place. Most of you know from our track record we are very tenacious in our fights to maintain your rights, but without your help in this, we will lose. NTEU stands by you, and hopes you stand by us in this fight, standing together we can win!