

NTEU The Voice of Federal Employees

N A T I O N A L T R E A S U R Y E M P L O Y E E S U N I O N

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

What Makes NTEU The Voice Of Federal Employees?

NTEU is widely known as a highly-focused, smart, tough organization, well-respected for its knowledge of federal employee issues. And for its determination to work with federal agencies, with Congress, and in the courts to protect, promote and expand the rights of those it represents.

For more than 67 years, NTEU has been driven by the principle that every federal employee should be treated with dignity and respect. In that time, NTEU has grown to represent some 150,000 bargaining unit employees in 30 federal agencies and departments. NTEU members are represented by an experienced and professional staff in Washington, D.C., seven field offices across the nation and highly-trained, dedicated local leaders in their workplaces.

Here's a brief look at how NTEU is working every day on behalf of federal employees.

On Capitol Hill

NTEU is leading the fight for fair pay and benefits and for laws that improve the quality of work life for federal employees. Full-time lobbyists work with NTEU leaders and members

across the country to educate elected officials on federal employee issues.

At the Bargaining Table

Known for the most innovative contracts in the federal sector, NTEU's bargaining expertise is reflected in such gains as alternative work schedules, flexiplace, transit subsidies, performance awards and much more. Skilled negotiators fight for local and national agreements that advance federal employee rights and benefits.

In the Courts

NTEU's Office of General Counsel has a history of establishing major legal principles and winning millions of dollars in back pay for federal workers not receiving proper compensation for overtime work. In one instance, it pursued a case for 22 years, winning special rate employees more than \$178 million in back pay. In another, it won \$533 million in back pay for delayed pay raises.

In the Workplace

Experienced attorneys working in offices around the country serve as

the direct connection between NTEU chapters and the National Office, and represent members in grievance arbitrations, unfair labor practice hearings, and more. Highly-trained stewards work to resolve employee issues at the lowest possible level and negotiate over local changes to working conditions.

In the Media

Skilled communications specialists take the message of the importance of federal workers to the media and produce publications—both print and electronic—that keep members updated on a timely basis. Working in concert with all these professionals are information technology experts, maintaining and improving NTEU's primary web site (www.nteu.org) as well as its DHS web site (www.CBPunion.org). At the local level, chapters keep members informed of issues via deskdrops, e-mail, web sites, newsletters, meetings and more.

In all these ways, NTEU ensures that federal employees have a strong, effective and persistent advocate speaking in every forum where decisions are being made about the work of our country.

NTEU Leadership



NTEU is led by two full-time elected officers—**National President Colleen M. Kelley** (left) and **National Executive Vice President Frank D. Ferris** (right)—and 15 elected district national vice presidents.

Kelley, a former IRS Revenue Agent, was first elected to the union's top post in August

1999, after a four-year term as national executive vice president. She was overwhelmingly re-elected to a second term in August 2003. Her dedication to improving the lives of federal employees



is clear from her exemplary service to NTEU and its members at the local and national levels for more than 20 years.

Ferris has served NTEU for over 25 years. Prior to his election as national executive vice president, he was director of NTEU's Negotiations Department.

The district national vice presidents sit on the NTEU Executive Board along with Kelley and Ferris and together they are leading NTEU to even greater success.

For more information, contact NTEU • 1750 H St., NW • Washington, DC 20006 • p (202) 572-5500 • f (202) 572-5643 • www.nteu.org

NTEU-Represented Agencies

NTEU represents some 150,000 employees nationwide and in the U.S. Virgin Islands, Puerto Rico and Canada who work for:

Department of Agriculture

- Farm Service Agency
- Food and Nutrition Service

Department of Commerce

- Patent and Trademark Office

Department of Energy

Department of Health & Human Services

- Administration for Children and Families
- Food and Drug Administration
- Health Resources and Services Administration
- National Center for Health Statistics
- Office of the Secretary/ Administration on Aging

- Program Support Center
- Substance Abuse and Mental Health Services Administration

Department of Homeland Security

- Bureau of Customs and Border Protection

Department of the Interior

- National Park Service

Department of Justice

- Bureau of Alcohol, Tobacco, Firearms and Explosives

Department of the Treasury

- Bureau of Engraving and Printing
- Bureau of the Public Debt
- Departmental Offices

- Financial Management Service
- Internal Revenue Service
- Tax and Trade Bureau

Environmental Protection Agency

Federal Communications Commission

Federal Deposit Insurance Corporation

Federal Election Commission

National Credit Union Administration

Nuclear Regulatory Commission

Office of the Comptroller of the Currency

Securities and Exchange Commission

Social Security Administration

- Office of Hearings and Appeals

Decades Of Accomplishments

Here is a small sample of significant milestones and achievements NTEU has celebrated in the workplace, in the courts and on Capitol Hill over the years. The positive effects of the gains and protections NTEU has won are still being enjoyed by federal employees today.

In 1972 the first national bargaining **agreement** was signed.

NTEU won **\$533 million** in back pay for federal employees in 1974 when an appeals court ruled against President Nixon's 1972 pay raise deferral. (*NTEU v. Nixon*)

A challenge to the law prohibiting federal employees from participating in **informational pickets** was won by NTEU in 1976. (*NTEU v. Fasser*)

A federal court agreed with NTEU in 1977 that employees have the **right to review promotion files**.

In 1984 an appeals court upheld a decision banning the OPM from implementing its **pay for performance** regulations.

Legal action in 1989 prompted the Customs Service to **revoke its questionnaire** asking employees for information about mental health care, political activity and foreign connections.

NTEU, in 1992, negotiated a precedent-setting employee **salary and benefit package** with the FDIC.

A long-running battle to expand the political and legislative action rights of

federal employees ended in 1993 with the enactment of reforms to the 1939 **Hatch Act**.

An 18-month challenge by NTEU to the IRS' proposed field reorganization and corresponding reduction-in-force of 5,000 employees ended in victory for the union in 1997, and the "Don't Outsource My Job" legislative action campaign **saved 29,000 jobs** at the IRS.

In a significant legislative victory, NTEU in 2001 won passage of a bill that made permanent a **child care tuition assistance program** for federal employees.

In 2002, 19 years after filing a lawsuit challenging the OPM's regulation exempting "**special rate**" employees from the 1982 pay raise, NTEU won \$178 million in back pay and interest for 212,000 current and former special rate employees.

With NTEU's consistent prodding, the government in 2003 instituted **Flexible Spending Accounts** (FSAs), allowing employees to save money by setting aside pretax income to pay out-of-pocket medical and dependent care expenses. FSAs joined another NTEU initiative—**premium conversion**, secured in 2000—that allows the use of pretax income to pay health care premiums.

In 2004, NTEU secured fairness in **post-employment job restrictions** applying to employees of federal financial regulatory agencies; expanded the ability of employees to contribute to or modify their contributions to the federal **Thrift Savings Plan**; and led the successful fight for a dental-vision plan for federal workers.

A long campaign, ending in 2004, resulted in an entirely new employee benefit—the right to earn **compensatory time** for business travel outside normal work hours.

In 2005, NTEU got a federal court to declare portions of the Department of Homeland Security **personnel rules illegal**; won a major First Amendment court case allowing a rally of federal employees on the grounds of a New York federal building; won back pay for Customs and Border Protection officers forced to work an unpaid sixth day of training; and, in a major battle, beat back an attempt by the IRS to close dozens of its Taxpayer Assistance Centers (TACs) nationwide.

In 2006, NTEU **won by a large margin the largest representation election in federal sector history**, covering 20,000 CBP employees; and secured priority promotion consideration for 1,400 IRS employees in the largest case of its kind ever in the federal sector.