



# Another Victory for IRS Employees!

**NTEU has negotiated a new mid-term agreement with the IRS.  
Here are some key gains NTEU won for employees:**

- ✓ A requirement that the IRS set aside \$50 million annually to reward employees who meet the criteria for excellent performance. NTEU succeeded in retaining the level of funding for the employee awards program, 1.6 percent of bargaining unit salaries compared to the government-wide average of 0.9 percent.
- ✓ An expansion of employee rights in promotions and competitive actions, linking performance appraisals to the promotion process. In most cases, the area of consideration for vacant bargaining unit positions will be IRS-wide.
- ✓ A first-time flexiplace agreement in the Taxpayer Advocate Service (TAS).
- ✓ An improved reduction-in-force process that substantially increases the amount of notice required to be given to employees (except in emergencies) and triggers a range of mitigation strategies including VERA/VSIP, priority placement, retraining and reassignment preference.
- ✓ AWS hours can now be non-contiguous. This means employees can work nine hours and stop for dinner or to pick up the children and then work another few hours.
- ✓ An increase in the number of credit hours employees can work in one day from two to three.
- ✓ Held off a management demand for all field compliance employees to share desks at a five to one ratio preserving the current practice.

For more information on the new mid-term agreement, please see your local NTEU steward.

**NTEU. Working For You.**

**NTEU**  
The National Treasury Employees Union

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