

Facts About NTEU

THE NATIONAL TREASURY EMPLOYEES UNION



Welcome To NTEU—The Voice of Federal Employees

What makes the National Treasury Employees Union (NTEU) *the* voice of federal employees? For starters, NTEU never backs away from doing what is right and never tires of pursuing a wrong until it is corrected.

NTEU is widely known and respected for its knowledge of federal employee issues and its continuing determination to work with federal agencies, with Congress, and in the courts to protect, promote, and expand the rights and interests of the employees the union represents. NTEU has long been driven by the principle that every federal employee should be treated with dignity and respect.

For more than 60 years, NTEU has furthered that goal in ways both large and small, from significant pieces of legislation to Supreme Court victories, from ground breaking contracts to grievance and arbitration wins.

NTEU has also grown along the way and now represents some 150,000 bargaining unit employees who work in 30 federal agencies and departments. And like any highly-focused, tough and smart organization, NTEU is the sum of its parts with an experienced, professional, and dedicated staff in Washington, D.C., and across the country. It's a staff that is continually working in the courts, on Capitol Hill and in the workplace on behalf of NTEU members.

Like the full-time lobbyists of the **Legislation Department**, helping lead

the battle in Congress and with the administration for fair pay and benefits, fighting for laws that improve the quality of employees' work lives and against those proposals that would hurt federal workers. NTEU led the fight for fuller political rights for federal employees through reform of the restrictive Hatch Act. Since that reform in the early 1990s the Legislation Department has worked extensively with NTEU chapters nationwide to exercise their new political power.

Like the members of the **Negotiations Department**. Their skill in collective bargaining is known and admired throughout the federal sector and their record of accomplishment, reflected in such gains as alternative work schedules, flexi-place, transit subsidies, performance awards, and more—including job protection for thousands of employees in one of the biggest agency reorganizations in government history—is unmatched in organized labor. Negotiators also work in cooperative labor-management efforts that ensure NTEU's participation in a variety of important workplace decisions and opportunities for front-line employee involvement in design teams, task forces, and joint work groups.

Like the lawyers and support personnel of the **Office of General Counsel**, whose history of determination, skill in framing arguments and technical expertise in the law makes

them well-known as formidable advocates on behalf of federal employees. The department has not only established major legal principles, it has obtained millions in back pay for federal workers not receiving proper compensation for overtime work. The fact is, there is no legal issue the Office of General Counsel won't tackle if it impacts federal workers, whether in the lower federal courts or the U.S. Supreme Court—where it has won critical and widely-acclaimed victories.

Like the more than 60 members of the **Field Operations and Organizing Department**, working from seven locations around the nation as the direct connection between NTEU chapters and the National Office, providing training, guidance and counsel to chapter leaders as they strive to enforce their contracts and recruit and involve individuals in union activities. Department organizers lead the way in spreading the benefits of NTEU representation throughout the federal sector, including to agencies that have never been unionized. Field Operations staff are the professionals who represent members in grievance arbitrations, in unfair labor practice hearings and in proceedings before federal administrative agencies.

Like the communications professionals of the **Public Relations Department**, whose work in all

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The NTEU Community

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 and 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

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

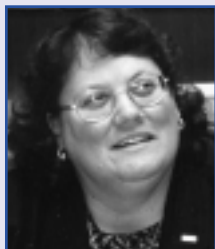
Office of the Comptroller of the Currency

Securities and Exchange Commission

Social Security Administration

- Office of Hearings and Appeals

NTEU Leadership



Colleen M. Kelley

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

Kelley, a revenue agent by trade, 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



Frank D. Ferris

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.

Decades Of Accomplishments

The following 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 workers today.

Union member **privacy** was advanced in 1969 by NTEU's successful challenge to the inclusion of union membership forms in employee personnel files.

Mass **grievance** strategy first utilized by NTEU in 1970.

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 response to a NTEU lawsuit, a district court ruled in 1980 that federal employees are entitled to a jury trial in **age discrimination** cases.

NTEU won a lawsuit in 1981 challenging OPM's cancellation of the **health plan** open season.

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

NTEU launched a **public awareness** assault in 1985 against W.R. Grace & Company products and services in response to the Grace Report, which cited federal retirement as a major cause of waste in the government.

A federal appeals court in 1986 ruled that only dues-paying members were entitled to **union representation** in legal proceedings falling outside the scope of the union-agency collective bargaining agreement.

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.

An appeals court in 1991 struck down much of the Food and Nutrition Service's reasonable suspicion **drug testing** program.

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**.

NTEU persuaded the Supreme Court in 1995 to preserve the **free speech rights** of federal employees by overturning the honoraria ban.

An 18-month challenge by NTEU to the IRS's 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.

NTEU wins tens of millions of dollars in **back overtime pay** in 1999 for employees wrongly compensated.

Employees at the Securities and Exchange Commission vote for NTEU **representation** in 2000 after an 18-month organizing battle with the agency.

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 \$173.5 million in back pay and interest for 212,000 current and former special rate employees.

A History Of NTEU

NTEU has a rich history—one that is rooted in the belief that employees have certain rights in the workplace, including the right to a fair and equitable work environment.

This principle, first promoted in 1938 by a group of Wisconsin employees working for the Internal Revenue Collectors, led to the creation of an organization now known as NTEU.

Determined to ensure fair wages and job security during an era when political patronage governed the workplace, this group of civil servants formed the National Association of Employees of Collectors of the Internal Revenue (NAECIR).

When the Truman administration reorganized and renamed the bureau the Internal Revenue Service in 1952, NAECIR, too, changed its name to the National Association of Internal Revenue Employees (NAIRE) and expanded to include all IRS employees.

For the next 15 years, NAIRE continued to grow in scope and stature, and in 1966 members elected a national president who was determined to transform NAIRE into a strong and vital labor union with collective bargaining rights.

By 1973, the transformation

was not only complete, NAIRE had already established a reputation within the federal community as the leading voice of federal employees. It was time to grow.

Delegates to the 1973 convention voted to expand NAIRE's jurisdiction to the entire Treasury Department and the union became known as the National Treasury Employees Union.

Employees of the Customs Service were the first non-IRS employees to join NTEU and benefit from the union's vast expertise in representing federal employees. NTEU continued to attract employees from other branches of the Treasury Department and its reputation drew interest from employees throughout the federal government.

In 1977 convention delegates authorized another expansion and NTEU membership was opened up to employees of any federal agency who sought the NTEU representation.

Today, NTEU represents some 150,000 employees in 30 agencies and departments. The union expects that number to grow as federal employees continue to seek collective bargaining protections from the leader in federal unionism—NTEU.

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aspects of print, visual and electronic communications, including publishing the union's monthly newspaper—the *NTEU Bulletin*—is designed to accomplish multiple objectives. These include establishing a high profile for NTEU with the media, with political leaders and with the public as a way to help achieve the union's goals; communicating timely and useful information throughout the union; supporting the efforts and programs of other departments; and aiding chapters in their efforts to communicate with those they represent as a way of helping foster the sense of community that is so important to our union.

Like the staff members of the

Member Benefits Department, who administer an assortment of product and service discounts, offered only to dues-paying members and which provide savings on travel expenses, as well as home, auto and entertainment purchases. These programs, which are monitored and audited by the staff members of this department to ensure they are providing the best possible benefit at the most affordable cost, include dental care, prepaid legal services, and life, accident, casualty and long-term care insurance.

Like the computer professionals and other staff of the **Information Systems Department**—experts in today's technology who maintain the NTEU web site (www.nteu.org), the union's membership database and other records. They are the ones who are counted on, day in and day out, by NTEU chapters and staff around the country, to move information, documents, and equipment swiftly and accurately, and to provide the technological and mechanical support that keeps the union's network of computers functioning well in the service of the members.

FOR MORE INFORMATION, CONTACT THE PUBLIC RELATIONS DEPARTMENT AT:

The National Treasury Employees Union

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www.nteu.org

TO ORGANIZE FEDERAL EMPLOYEES TO WORK TOGETHER TO ENSURE THAT EVERY FEDERAL EMPLOYEE IS TREATED WITH DIGNITY AND RESPECT.