

Take the NTEU Challenge

Get to Know Your NTEU-IRS Contract — Promotions —

NTEU has negotiated a contract for IRS employees containing nearly 200 pages of rights and benefits. But you need to know your rights to exercise them. In this quiz—second in a series on your new contract—NTEU examines your rights in the area of promotions.

Which of the following rights are included in Article 13 (Promotions) of the NTEU contract?
Check your responses with the answers on the back page.

	<u>In</u>	<u>Not In</u>
1. Management must consider current NTEU bargaining unit members eligible for promotion before it can consider applicants from outside the IRS or even non-bargaining unit employees.	_____	_____
2. Sixty percent of an employee's final promotion score is determined by the employee's annual appraisal and 40 percent by a rating of his/her potential to fill the vacant job successfully.	_____	_____
3. Employees can have extra points added to their promotion score for certain kinds of performance awards they may have received.	_____	_____
4. All applicants must be treated "uniformly" in any interview process and the actual questions asked of each applicant must be recorded in the promotion file.	_____	_____
5. Local NTEU representatives can get access to the promotion file so non-selected employees can see what happened.	_____	_____
6. Applicants are listed by their promotion score (top to bottom) on the promotion certificate and the selecting official chooses from the top four.	_____	_____
7. Any of the top four scoring applicants who are not selected are entitled to have management, even the selecting official, explain why they were not selected and what the employees can do to improve their chances for promotion.	_____	_____
8. If your rights are violated in the promotion process, you can get priority consideration for the next job, which all but guarantees your selection for the next vacancy. In some cases, you can even get a retroactive promotion with back pay.	_____	_____
9. There is no way to know how a ranking panel made its scoring decisions about you or any other applicant.	_____	_____

Answers:

1. **IN** your contract. See Art. 13, Section 1B and 2B13.
If management selects someone other than a unit member, that employee has a good chance of getting corrective action.
2. **IN** your contract. See Art. 13, Section 5C.
By making the evaluation system objective and transparent, it enables the employee to check for fairness and focus on specific problems.
3. **IN** your contract. See Art. 13 Section 5C.
This is another benefit of getting a performance award.
4. **IN** your contract. See Art. 13, Section 6A & D.
This is a very broad protection for employees. It enables them to challenge their promotion score when they think they were not treated as well as other applicants in the interview or any other part of the process.
5. **IN** your contract. See Art. 13, Section 7.
The contract gives only NTEU representatives the right to get copies of a promotion package and examine exactly how the decision was made.
6. **IN** your contract. See Art. 13, Section 6E.
Management has some discretion over who it selects for a promotion, but is limited to the candidates with the best overall scores. This reinforces the merit concept.
7. **IN** your contract. Art. 13, Section 9D.
This is a greater right to counseling than IRS employees have ever had and is crucial to any one of the top four candidates who is not selected. Ask your NTEU representative about how to best take advantage of this right.
8. **IN** your contract. Art. 13, Section 11.
If you get priority consideration, management must clear six hurdles before you can be bypassed for the next similar vacancy. Those employees who can prove they would have been selected but for a contract violation can get a retroactive promotion.
9. **NOT IN** your contract.
Art. 13, gives the union the right to see the scoring documents the panel used, to compare their decisions on similar applicants, and even to cross-examine ranking panel members in an arbitration.

Promotions are among the best benefits of any job, and the best organizations promote the best people. Be sure you know your rights, and see an NTEU representative for help enforcing them.

NTEU. Working for you.

Look for the next NTEU quiz on performance awards coming soon.