

# 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 70 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 31 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](http://www.nteu.org)) as well as its DHS web site ([www.DHSunion.org](http://www.DHSunion.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** and **National Executive Vice President Frank D. Ferris**—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 third term in August 2007. 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 more than 31 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.



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## A History of Success

*There is a lot to point to in NTEU's proud and successful history—from courtroom and legislative victories, to significant contractual and workplace improvements to precedent-setting arbitration wins and much more. The positive impact of the gains and protections NTEU has won are being enjoyed by federal employees today. Here is just a sampling:*

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

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

NTEU's work led to **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 allowing the use of pretax income to pay health care premiums.

An expansion of the ability of employees to contribute to or modify their contributions to the federal **Thrift Savings Plan** is the result of NTEU's efforts on Capitol Hill.

A successful fight for a **dental-vision plan** for federal workers.

After 19 years of legal challenges, NTEU's fight against OPM regulations exempting **special rate employees** from annual pay raises ended in victory in 2002. The 212,000 current and special rate employees won \$178 million in back pay.

A new employee benefit providing the right to earn **compensatory time for business travel** outside normal work hours.

Thousands of dollars in **back pay** for Customs and Border Protection Officers forced to work an unpaid sixth day of training.

A successful challenge to the law prohibiting federal employees from participating in **informational pickets**.

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

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

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 **saved 29,000 jobs at the IRS**.

A long-running battle to expand the political and legislative action rights of federal employees resulted in meaningful reforms to the 1939 **Hatch Act**.

A major **First Amendment victory** allowed a rally of federal employees on the grounds of a New York federal building.

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

NTEU got a federal court to declare portions of the **Department of Homeland Security personnel rules illegal**.

In a major battle impacting both employees and the public, NTEU beat back an attempt by the IRS to close dozens of its **Taxpayer Assistance Centers** (TACs) nationwide.

NTEU won by a large margin the **largest representation election** in federal sector history, covering 20,000 CBP employees.

For the first time in the federal sector, NTEU won a court victory against an **agency's illegal use of appropriated funds** to give federal jobs to a contractor without giving employees the chance to compete.

The **Food and Drug Administration** (FDA) backtracked on plans to close seven of 13 national food-sampling laboratories after NTEU forced intense media and congressional pressure on the agency, highlighting the public safety risks involved.

Won a lengthy, difficult battle for enhanced **Law Enforcement Officer** (LEO) retirement benefits for Customs and Border Protection Officers.

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

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

### Department of Homeland Security

- U. S. Customs and Border Protection
- Transportation Security Administration

### 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 Disability Adjudication and Review