



## **Firebird 24**

*Reborn From Our Ashes*

*NTEU Chapter 24 Newsletter*

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**Volume 8**

**\*\*\*Members Edition\*\*\***

**December 2006**

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### **Formal Meetings**

**-Jeri Burger, Vice President  
And Chief Steward**

You may have noticed that your steward is no longer at all of your group meetings. This is because the Agency has decided that stewards will no longer routinely be invited to attend all meetings; just meetings that the Agency defines as "formal" meetings. In the past, Management invited the Union as a matter of course. That way, if a formal issue or topic was brought up, the meeting would not need to be stopped until a Steward could attend.

Pursuant to Article 8 of the National Agreement, Management is still required to invite NTEU to formal meetings. So the question becomes: When is a group meeting considered formal? The simple answer is: Whenever a general condition of employment is raised or discussed. Topics that are considered general conditions of employment include: Awards, Employee Engagement Survey, Release/Recall, Alternate Work Schedules (AWS)/Tours of Duty, Space Modifications, Family Medical Leave Act (FMLA), Breaks/Lunches, Furlough, Seating Arrangements, Conduct Issues, Health and Safety, Details/Temporary Promotions, Overtime, Credit Hours, Leave Issues (annual/sick), Morale, Critical Job Elements (CJEs), etc.

We need your help! If you are in a meeting and a formal topic is introduced, you can request that the meeting be stopped until a steward can attend. As an alternative, you can let your steward know if your manager is conducting meetings without appropriately inviting NTEU. Your steward has a check sheet that you can use.

You can give it to your steward, send it to me via E-mail at [jeri.l.burger@irs.gov](mailto:jeri.l.burger@irs.gov), or mail it to the union office at: NTEU Chapter 24, PO Box 117, Detroit, MI 48231.

Please help us ensure that your rights to representation are protected!

### **Myth Blaster**

**-Karen Johnson, Steward**

Ever notice how a rumor spoken enough times somehow becomes a fact?

There are rumors circulating around every office on a daily basis.

We would like to take an opportunity to dispel an ever increasingly circulated rumor regarding sick leave use.

**MYTH:** Employees must have 40 hours of sick leave accrued before they will be allowed to use sick leave.



**FACTS:** Although it is not a requirement to accrue 40 hours of sick leave before you can request to use sick leave, all employees are encouraged to save their sick leave for planned and unplanned absences from work. In addition to using sick leave for your own personal

illnesses, a full time employee may use up to 104 hours of sick leave for family care or bereavement. Furthermore, employees may use up to 12 weeks of sick leave each year to care for a family member with a serious health condition. Under the Family Medical Leave Act, you can substitute leave in lieu of Leave Without Pay (LWOP) for a total of 12 weeks for your own serious illness or that of an immediate family member.

Using your accrued sick leave or using leave under the Family Medical Leave Act can be confusing. Your steward can provide you with assistance if the need arises.

As stated above, there are advantages to saving your sick leave. The baby boomers are getting old. Their parents and other family members are aging, too. Elder care issues are becoming more and more prevalent in the work place. Saving sick leave and maintaining a sick leave balance can help employees through times when family care becomes an issue.

Sick leave must be requested as far in advance as possible of having to use the leave. Form SF71 is the official form used to request leave. Some managers will accept a buck slip, or just a hand written request. Whatever method you use, your request should be completely filled out including the date and time submitted for approval.

Your manager has an obligation to notify you as soon as possible that your leave has been approved or disapproved. Notating the time on your leave request becomes significant when your need for sick leave is immediate because of an unplanned event or emergency.

If you are too sick to come to work, employees have an obligation to notify their managers as soon as possible. Article 34, Section 2 of the National Agreement (the Contract) states that employees must notify their supervisors within two hours of the start of the tour of duty. If your manager is not available, you can request to speak to the next level manager, or leave a message for your manager that includes a telephone number where you can be reached. Sick leave absences of three days or more (not including the day you are excused from work due to illness), require medical certification.

Managers have been known to deny sick leave and charge employees with AWOL for failing to show up for work. AWOL is a serious charge

that can lead to other adverse actions. Excessive AWOL charges can also negatively affect an employee's service computation date. Don't let this happen to you!

If you feel that you have been threatened with AWOL charges, or are being charged AWOL in lieu of a sick leave request, see your NTEU Chapter 24 steward for advice.

Every employee should have access to The Employee Personnel Resource Guide, Document 9669, which provides information on sick leave, annual leave, family medical leave, and other responsibilities of employees. If you don't have a copy of this guide, you can request it from your manager. It is also available on the Employee Resource Center web site which can be accessed from the IRWeb page.

### **A Report on the Out State Meeting**

**-Mary Cook, Member of the Board**

On October 17, 2006, over 40 members of Chapter 24 gathered in the Grand Rapids area for the annual out state general membership meeting. President **Ron Woytalewicz** discussed contracting out, office moves and the contract negotiations that appear to have stalled. Chief Steward **Jeri Burger** gave us an overview of the type of grievances and arbitrations currently ongoing and highlighted some past victories. Questions and answers, drawing for prizes, and a tasty meal rounded out the evening. Chapter 24 holds 3 general membership meetings each year. All members are encouraged to attend.

### **“Helping Hands” Committee And the Membership Meeting**

Chapter 24 held a meeting at Nemo's November 29 for Metro Detroit members. At the meeting, Chapter President **Ron Woytalewicz** announced that the “Helping Hands” Committee had decided to donate to the health care expenses for the late **Reener Foster's** son, **Evan**. The Committee hopes that contributions can be made before December 15<sup>th</sup>, but those made after that time are also welcome. Reener passed away several years ago. She had started as a Group Secretary in the early 1980s, and was a Revenue Officer at the time of her death. She had also been a Chapter Steward in the Flint POD. (A special thanks to LuAnn Anderson for bringing this to Chapter 24's attention.)



Additionally, Ron discussed our pay raise, stating that the decision would probably be delayed until next year. However, he felt that the newly elected Democratic House and Senate would be more favorably disposed to federal employees. He also stated the new Congress might well put an end to private collection.

As to the contract, while our rights remain in place, IRS and NTEU are currently negotiating the ground rules for negotiating.

Ron also stated the NTEU boycott of the Survey process was a success.

Chapter Legislative Coordinator **Kathy McHugh** discussed current legislative events.

Vice President and Chief Steward **Jeri Burger** discussed the Chapter's accomplishments for the year.

### **INFO FOR RETIREES**

**-Ronald Woytalewicz,  
Chapter President**

A problem has been brought to our attention: Some of our retirees have indicated that they have waited a long time after retiring to get back their credentials. Others have told me they never got their credentials back. Many of our employees, after a long career here, would like to have their credentials as a keepsake. There is a process available where you request that your credentials be "cancelled" and returned. In the past, the credentials were either hole punched with the word "Retired", or a sticker with the word "Retired" was put across them. Most recently, the cancellation consists of hole punching the word "Memento" across the credentials.

I did some checking and found out that with the new, improved IRS, the credentials cancellation process is now done only twice a year, and is done by sending them out to a vendor instead of in-house, as in the past. (More wonderful outsourcing.) Consequently, the time delay in getting the credentials back can be significant depending upon when the vendor does his thing.

I would suggest that all retirees who want their credentials back hold onto the phone number of your Steward. If an unusually long delay occurs, contact your (former) Steward and tell them in turn to contact me and I will follow up on this problem.

### **A Legislative Note**

**-By Mary Cook, Member of the Board,  
And Chapter Steward**

On September 29, 2006, NTEU Chapter 24 President **Ron Woytalewicz**, Legislative Coordinator **Kathy McHugh**, and I attended a political fund raiser in Hartland, Michigan for **Congressman Mike Rogers**. In addition to a pleasant time, we had the uninterrupted attention of his Chief of Staff, **Matthew Strawn**. You might wonder why we would attend a fundraiser for someone who doesn't usually support most federal employee issues. Mike Rogers has always been against the privatization of Government jobs; and as a Revenue Officer, the privatization of collection jobs is near and dear to my heart. Matt was very receptive to our discussion about staffing needs for the IRS to do an effective job in tax compliance. Ron brought up the more complex tax laws today and how they impact our limited staff resources. Kathy spoke to Matt about Premium Conversion which would allow Federal civilian and military retirees to pay health insurance premiums on a pretax basis. Matt was very receptive to the NTEU people attending the event and took time to listen to our concerns. He also asked that any horror stories we hear of regarding the privatization of Collection be conveyed to him by telephone, letter, or e-mail. (Note to employees: As this could be construed as political, all contact should be made either on lunch or after work hours, and NOT via government computer).

### **Did You Know?**

**-Marianne Gordon, Chapter Steward  
And Secretary**

A reminder: For people who take Time Off, in lieu of cash, for the Annual Performance Awards, the time must be used within a one (1) year period. Additionally, if you have not used this time when you retire, you lose it.

### **Membership Benefits**

Chapter 24 has negotiated an arrangement with Costco, for employees who join the wholesale marketer to receive, essentially, a \$30 reduction in the \$50 membership for those who sign up to join Costco. Representatives from Costco made their presentations in the Clinton Township, Far-



mington Hills, Grand Rapids, and Pontiac posts of duty, as well as the McNamara Building.

## Steward in the Spotlight



This issue's Steward in the Spotlight is **Jeri L. Burger**, Chapter 24's **Vice President** and **Chief Steward**. Jeri started with Internal Revenue July 12, 1982, hired in as a Revenue Officer, a position she has held for the past 24 years. As a Revenue Officer, she has also had collateral duties of Instructor, On the Job Instructor, Acting Group Manager, Coordinator of the Auto Levy Project, Revenue Officer Specialist-Medical Industry, Offer in Compromise Specialist, Collection Specialty Team, Facilitator, and Conflict Resolution Specialist. Jeri began in Detroit in Training Branch, before going to the Mount Clemens office. In 1985, she reported to the Pontiac Post of Duty upon receipt of her promotion to Grade 11.

Jeri became a member of NTEU at her orientation in 1982. Chapter President "**Dale Bodinus** was very persuasive in letting me know that joining NTEU was the right thing to do." Jeri became a Steward in 1999, until becoming Chief Steward in June 2004. She was elected Chapter Vice President in July 2005, assuming that post in October 2005.

"I have been married to **Jim Burger** since October 1979. We have one son, **Chris**, who is 22 years old. Chris is a full time student, finishing up his Bachelor's Degree in Business. Jim and I love to travel, especially to the Caribbean and Hawaii. One of our most memorable trips was to Maui, where we renewed our vows on Kaanapali Beach in celebration of our 25<sup>th</sup> wedding anniversary.

"While I enjoyed my career as a Revenue Of-



ficer, I find working for NTEU to be much more challenging and rewarding. I like being able to assist my fellow employees with their problems, both big and small. It's good to know at the end of the day that I have done something that helped someone else."

## Defending the Process

Nearly everyone has heard a story of the Union defending someone for some outrageous behavior: the employee who accessed IDRS on their ex-spouse 400 times to find imagined hidden income, or the employee on Flexiplace who hasn't done any work in over a year. And not only does the Union defend them, they get the employee reinstated or the Disciplinary/Adverse Action mitigated! It's outrageous!

*But what if the NTEU didn't defend them?* Article 8 Section 1A of the National Agreement (most of the rights and requirements of the Contract are still in effect) states, "The Union will have the right and **obligation** [emphasis added] to represent all employees in the unit..." That does not give the Union a lot of leeway, although Article 8 Section 4 states, "The Union may refuse to represent employees in proposed disciplinary actions..."

Doesn't even a mass murderer deserve a cursory defense?

Chances are in the 2 (exaggerated) examples above the employee would be fired, regardless of the Union's efforts. But suppose that instead of the employee accessing the ex-spouse 400 times, it was once, and the employee said it was accidental? And yet, the Agency proposed the same Adverse Action; UNAX charges are treated as "zero tolerance" cases by the Agency, and removal is (almost) always the recommended action. Suppose the Flexiplace employee had suffered a complete emotional breakdown, and only because of the proposed action by the Agency and intervention by the Union, the employee sought the psychological help that was needed?

Your Stewards and Union leaders know that in cases such as the 400 IDRS accesses, the employee did something very wrong, and probably should be fired. But to allow the Agency to do so without attempting to defend them can set a precedent that could adversely affect future proposed actions.

Furthermore, the Union has to insure that the A-

gency followed the rules. A person may well be guilty of murder, but beating a confession out of them with a rubber hose is not an acceptable way of proving it. Nor is allowing the Agency to take an action against an employee via short-cuts or sidesteps of the Contract, or Labor Laws. And this means defending employees who seemingly have committed egregious offenses; and if the Agency did not follow the rules of the Contract, as well as the rules and precedents of Labor Law, then that employee might not be adversely affected. But in doing so, the Union is also defending the process, so that maybe the next time, in the event of a minor infraction, no unfavorable precedent has been set, and the employee can be returned to duty without any ill effects.

portunity to become a member of Costco. Most importantly, the ranks of NTEU membership increased during Labor Recognition Week.

**“It is better to keep your mouth shut and let people think you’re a fool, than to open it and remove all doubt.”** from The Winds of War, by Herman Wouk

### **National Labor Recognition Week**

**--Janice T. Williams-Littlejohn  
Steward**



National Labor Recognition Week was September 25 – 29, 2006. This time was set aside to honor the men and women who serve the citizens of this country, as well as other laborers. On Tuesday, September 26, NTEU Chapter 24 treated those who I represent to lunch. Bargaining Unit employees from the Office of Employee Protection, SPEC (Stakeholder Partnerships, Education and Communication), and Research dined on a variety of Subway sandwiches and chips. There were also two cakes to chose from—lemon or raspberry filled—for dessert. Although all employees have been employed by the Service for at least five years, some had never met one another. All in attendance were asked to sign a Guest Book, and had the opportunity to write testimonials on the benefits of being a member of NTEU. When they had finished dining, those who were members of NTEU Chapter 24 had the op-

### **The 2<sup>nd</sup> Annual Stan Lotzoff Memorial Golf Outing -Marianne Gordon, Chapter Secretary and Steward, and Theodore J Stein**



The golf outing was held Friday, September 22<sup>nd</sup>. 56 people turned out for the outing, contributing \$1 each toward charity. Combined with a 50/50 raffle, and a few golfers donating their prize money, a total of \$195.00 was donated to the American Brain Tumor Association in Stan’s name.

As for the golf outing itself, raw scores ranged from 81 (shared by **Aaron Inman** and retiree **Ben Foley**) to a high of 130 (I won’t mention his name, but it was 20 strokes better than last year). 17 prizes were awarded: 4 for low net in each of the four flights; 4 for long drive in each of the flights; 4 for closest to the pin on the 4 par 3’s for A and B flighters; 3 for closest to the pin on 3 of the par 3’s for C and D flighters; 2 for closest to the pin in 2 shots on 1 of the par 4’s (1 for A/B and 1 for C/D).

Of the 56 attendees, 50 were men and 6 were women. There were 12 retirees: **Mike Terry, Ben Foley, Marty Knost, Dave Cook, Jake Dow, Ward Russell, Jerry Remick, and Tony Shalhoub**. There were also 10 non-IRS attendees: **Bob Muza, Paul Sleboda, Steve Lotzoff, Mike Lueck, Dale Ericson, Jim Slowik, Ryan Deneen, Todd Lindemyer, Vera Williams, and Colleen Bulger**.

**Jeri Burger** and **Marianne Gordon** attended for NTEU Chapter 24.

-Note: Ted Stein plans to hold the outing again next year.



***The Surprising Rebound of Unions Federal Times, November 27, 2006\****

*In the early days of President Bush's administration, it appeared federal unions were in for hard times. The administration — abetted by a supportive Congress — took steps that seemed squarely aimed at marginalizing the unions. It disbanded the labor-union partnerships that existed across the government. It announced an aggressive campaign to open tens of thousands of federal jobs to contractor competition. It replaced all the members of the federal panel that resolves labor impasses with people whom unions viewed as hostile. It barred unions from the new Transportation Security Administration. And in 2003, it began efforts to dismantle the government's 45-year-old collective bargaining rules at two of the biggest departments: Homeland Security and Defense. But the unions fought back — in the federal courts, in Congress and, most recently, at the ballot boxes. And instead of finding themselves on the ropes, federal unions have scored an impressive string of successes that have convinced many they still have an important say over federal workplace matters. [NTEU National President Colleen M.] Kelley said her union has been occupied with lawsuits and court battles for much of the last six years, trying to get the Bush administration to simply honor its agreements. Kelley cited as one example NTEU's 58-month struggle to get Customs and Border Protection to pay officers for an extra sixth day of work when they attend training sessions. "I file more national grievances to enforce contract language than ever before," Kelley said. "Those take a huge toll on morale of the workforce and make people question if this is where they want to work."*

\*Courtesy NTEU e Bulletin, November 28, 2006

**Words for 2007**

**-Anonymous Submission**

**Blamestorming:** Sitting around in a group, discussing why a deadline was missed or a project failed, and who was responsible.

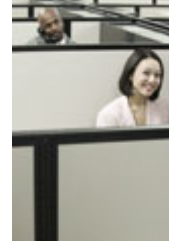


**Seagull Manager:** A manager who flies in, makes a lot of noise, craps on everything, and then leaves.

**Assmosis:** The process by which some people seem to absorb success and advancement by kissing up to the boss rather than working hard.

**Salmon Day:** The experience of spending an entire day swimming upstream only to get screwed and die in the end.

**Cube Farm:** An office filled with cubicles.



**Prairie Dogging:** When someone yells or drops something loudly in a cube farm, and people's heads pop up over the walls to see what's going on.

**Mouse Potato:** The on-line, wired generation's answer to the couch potato.

**SITCOMs:** Single Income, Two Children, Oppressive Mortgage. What yuppies turn into when they have children and one of them stops working to stay home with the kids.

**Stress Puppy:** A person who seems to thrive on being stressed out and whiney.

**Swipeout:** An ATM or credit card that has been rendered useless because the magnetic strip is worn away from excessive use.

**Xerox Subsidy:** Euphemism for swiping free photocopies from one's workplace.

**Irritainment:** Entertainment and media spectacles that are annoying but you find yourself unable to stop watching. The Monica Lewinsky/President Clinton affair is a possible example.

**Percussive Maintenance:** The fine art of whacking the crap out of an electronic device to get it to work again.

**Adminisphere:** The rarefied organizational layers beginning just above the rank and file. Decisions that fall from the adminisphere are often profoundly inappropriate or irrelevant to the problems they were designed to solve.

**404:** Someone who's clueless. From the World Wide Web error message "404 Not Found," meaning that the requested document could not

be located.

**Generic:** Features of the American landscape that are exactly the same no matter where one is, such as fast food joints, strip malls, subdivisions, etc.

**Ohnosecond:** That minuscule fraction of time in which you realize that you've just made a BIG mistake.

**Woofys:** Well Off Older Folks.

## GRINCH



## AWARDS

**-Ronald Woytalewicz,  
Chapter President**

--A Manager in ACS asked the group employees to submit leave plans for the October through December period by the end of August; however, the Manager told the employees that they must have enough leave by the end of August to cover any leave used in October through December period. The Chapter got this corrected.

--A Manager in Farmington Hills was away from the office attending some meetings; the Manager had designated an actor but informed the group that the Manager needed to be contacted to approve working any credit hours. The Manager told the group to contact the Manager by cell phone; however the Manager had never set up her cell phone to receive messages, and she was tied up all day in the meetings. We contacted the Territory Manager and resolved the problem.

--A Manager in Detroit reportedly retired under pressure. As a parting shot, it appears the Manager prepared departure evaluations lowering the evaluations of some employees without proper documentation. We are grieving these as we become aware of them.

--A Territory Manager attending a group meeting for Revenue Officers informed the ROs that they "didn't have stress in their jobs; the people in Iraq have stress".



## POD Happenings

Steward **Karen Johnson** reports that the Clinton Twp POD had a stress management workshop sponsored by **St. John's Health Care Systems Community Outreach**. The speaker, **Karen Beger**, reminded employees to deploy the stress reduction methods we are all familiar with. One very helpful tactic is the one minute vacation, where you take 60 seconds to close your eyes and think of a peaceful, serene place to visit. Now, when we see each other getting stressed out, we are reminding each other to take a one minute vacation. It really helps defuse the tension.

Farmington Hills celebrated **Labor Recognition Week** on September 27. Seward **Ella Porter** reports that NTEU provided donuts, bagels, juice, and milk, as well as a video featuring NTEU President **Colleen Kelly**.

In Pontiac, Chapter 24 contributed to the overall expense of the annual picnic, as well as reimbursing members of some of their expense for their contribution to catered lunch, that also included many retirees from the post of duty. Chapter President **Ronald Woytalewicz** and Vice President **Jeri Burger** attended, as did Steward **David Hauenstein**. The luncheon was organized by **Carol Kausch** and **Pat Quitter**.

## Retirement Corner

**-Victor Jackson & Phyllis Vidler**

As your retirement date approaches, there are several preliminary steps you will want to take to prepare yourself:

- Access one of the several websites and use their retirement calculators to determine your annuity. Vic and I used the Office of Personnel Management's (OPM) website, and the one available through the Employee Resource Center. Additionally, there is one at [www.firstgov.gov](http://www.firstgov.gov). We also have a list of private online calculators, if anyone is interested.
- Next; request your Official Personnel File (OPF) file, and verify the dates of employment, making sure the Designations of Beneficiaries is up to date. Also, check your health insurance enrollment forms for accuracy. Vic and I did this at least one year prior to retiring.

- Contact your Benefits and Services Team (BEST) office and request a retirement package. You must specify which pension system you are covered by; i.e., Civil Service Retirement System (CSRS) or Federal Employees Retirement System (FERS).
- Determine your retirement date!
- Another website Vic and I found very useful is the National Institute of Transition Planning, Inc. It can be located at [www.nitpinc.com](http://www.nitpinc.com).
- You will also want to start thinking about a host of other issues:
  - Do you need health insurance?
  - Do you need life insurance?
  - Do you need long-term care insurance?
  - What do you intend to do with your Thrift Savings funds?
  - Do you intend to have withholding or are you going to pay estimated taxes?
  - What will happen to your annual leave and sick leave?

As you can see, there are a lot of decisions to be made prior to submitting your retirement papers. In upcoming editions of this newsletter, Vic and I will cover the various issues.

The topic for the next issue will be the SF 2801.

We can be reached at:

Phyllis—[Pvidler@aol.com](mailto:Pvidler@aol.com) and 586-979-6840

Vic—[Victor2610@sbcglobal.net](mailto:Victor2610@sbcglobal.net)

## Retirements 2006



**Bob Ambrose, Susan Clifton, Erwin Cohen, Melvin Collins, Toni Corsetti, Bob Dettling, Jackie Ellington, Judy Gleason, Dolores Greer, Myra Hammond, Jerry Moore, Bernice Petzold, Phyllis Rahaman, Mike Rogala, Barbara Sheeley, Ron Sikorski, Ted Skladanowski, Dave Stacey, Sue Swanson, Norm Swender, Betty Whitelaw, Lorraine New, Leroy Rebar, Ken Grifka, and**



**Jerry Sturman** will be retiring from Estate Tax at the beginning of next year.

### **We Get Letters**

“Loved the newsletter. It’s the best issue yet. It gets better each time.”

“Just another great issue!!!!”

### **Reminder**

**Have you been working on your Self Evaluation material?**



**If you need help in starting it, organizing it, or preparing the evaluation, see your steward. Additionally, Volume 6 of this newsletter gave pointers on what to do. Please contact me, David Hauenstein, if you need a copy**

### **In Our Opinion**

**Our Pay Raise**

This year, both military personnel and civilian federal employees are to be given a proposed 2.2 percent pay raise. I know that this does not match my actual increase in cost of living. Did it yours? *“The president has put in place a plan that will give roughly half the federal workforce a raise of only 1.8 percent. Those employees are located in what is called the ‘Rest of the U.S.’ locality area and will bear the brunt of what is the smallest federal raise in 18 years. [emphasis added] Under federal pay law if the president had not issued an alternative pay raise plan then the Federal Employees Pay Comparability Act (FEPCA) would have kicked in and employees would have received an average 8.6 percent increase [emphasis added].”\**

NTEU can lobby Congress and the President every day of the year, but ultimately, it is the decision of our elected Representatives, Senators, and the President.

How does your Representative stand on pay raises and benefits to federal employees? Did you vote for someone who constantly attempts to balance the budget by sticking their hand in your

pocket? Did you bother to vote?

Federal employees are constantly asked to sacrifice for the benefit of the whole nation. To a degree, this is as it should be. However, we (and especially military personnel) should not be asked to shoulder the entire burden of irresponsible leadership in Washington.

We are not powerless in this process. We can vote for national candidates who do not consistently vote against the interest of federal employees. And, we can also petition our Representatives and Senators, and the President, and let them know how we feel, and that we are not just nameless, faceless statistics to be readily dismissed.

\*Courtesy NTEU e-Bulletin December 5, 2006



**Firebird 24**

**Ronald Woytalewicz**, President

**Jeri Burger**, Vice President

**Marianne Gordon**, Secretary

**Henry Morrison**, Treasurer

**David Hauenstein**, Editor

Chapter 24 Website, [www.nteu24.org](http://www.nteu24.org)

**Caroline Trinkwalder**

**NTEU**  
**The National Treasury Employees Union**