



Firebird 24

Reborn From Our Ashes

NTEU Chapter 24 Newsletter

Volume 10

Members Edition

June 2007

WHAT CONSTITUTES A WORK WEEK?

Or, Don't you only want to work hours that you get paid for?

By Daniel Itchue, RA, Steward, Pontiac POD

And Thomas Krozek, TCO, Mt. Clemens POD

Have any of you noticed that we front line employees seem to have much more work to do now than we had just a few years ago? Have you also noticed some, or many, of your coworkers coming in to the office earlier, leaving later, and amazingly, even coming in on the weekends?

These questions ultimately lead to the question "What is a work week"? Is it 40 hours, Monday through Friday? Does it consist of five workdays in a week for some and six days for others? Does it depend on the particular employee's job circumstances? Is it loosely defined? Does it need to be longer than 40 hours if you "want to get ahead" at the IRS?

The answers to these questions are important because Tom and I (and maybe you?) have noticed a trend beginning to develop here at the IRS in metro Detroit. We have witnessed fellow co-workers so overwhelmed by their inventory that they feel compelled to arrive early, stay late, and come in on weekends, all without claiming comp time or credit hours. And I'm not talking 15 or 30 minutes here or there. I'm talking 1, 2, or more hours each and every day.

To answer the questions above, we have to look to *The Fair Labor Standards Act*. This act, which is enforced by the Dept. of Labor, states,

"An employer who requires **or permits** [emphasis added] an employee to work overtime is generally required to pay the employee premium pay for such overtime work. Employees covered by the [Fair Labor Standards Act \(FLSA\)](#) must receive overtime pay for hours worked in excess of 40 in a workweek of at least one and one-half times their regular rates of pay." According to the DOL web site, most Federal Employees would be covered by the FLSA...

Why is all this important to us? Because management is implicitly allowing, encouraging, and in a way, demanding, that employees work additional hours on their own time.

Managers are beginning to use a new business buzz term: "push back/push down." As a Revenue Agent, what the term means to me is "close more cases", or, "we have to meet the Area Audit Plan". According to the Internal Revenue Manual as it relates to the RA position, to do a complete and comprehensive audit, there are literally hundreds of procedural and law requirements to address. Additionally, with the implementation of Embedded Quality and the "cross walk" to the Critical Job Elements, it has become harder for many of us to turn in "quality work" (work where every "T" is crossed, "I" dotted). I have heard from more and more employees, "I can't do my job conscientiously without staying late or taking work home". I personally know of employees, including 1 TCO, 3 RAs, and 3 ROs, that either take work home or come in on the weekends AND DO NOT CHARGE TIME TO THE CASE. I also know that their group manager is aware of the situation (from eye witness reports) and regularly encourage this behavior.

Why? So the manager can meet their slice of the Area Plan; so that their Territory Manager can meet his/her slice; and so on.

You might be asking yourself, "What's the big deal? Doesn't mean figs to me, right?"

WRONG!!!! Consider your annual evaluation and your manager's expectations. If Jane, the group superstar, closes a case with 24 hours on it but has actually spent 38 hours on the case, won't your manager begin to ask you "If Jane can do

this case in 24 hours, why is it taking you so much longer?" Whose evaluation do you think will be better? Who do you think will get promoted when jobs open up?

In this circumstance, even Jane loses. Can you see how Jane becomes trapped into donating her personal time if she wants to keep her evaluation score up? Who ultimately wins in all of this? Management. They get their annual pay band evaluation.

What happens to front line employees on a year to year basis? How are we affected by this? Put simply, management wants **more, more, and more.**

What's a conscientious employee to do? Bite the bullet and surrender to the fact that they will just have to work a 10 hour day if they ever want to get ahead?

I would say "fine," if that's what it takes. BUT only if the employee does so voluntarily; other employees are not harmed by an artificial standard; and if the IRS is held accountable for the employees right to either earn overtime pay, comp time, or credit hours.

I would say "**NO**" if this is simply an illegal labor practice being used by management (and trust me, they know what's going on).

As members of a collective bargaining unit, we **MUST** respond to this trend and convince our co-workers who are working uncompensated overtime that they are hurting all of us. Their actions will simply bring ever more unrealistic production expectations to the work place. It is a lot to ask someone to come forward about our co-workers and their "donation" of time, but when the facts are considered, their behavior harms all employees. And the practice is illegal. If we don't stop it now and it becomes common practice, it will be harder to stop it later.

If you are one of the employees who are donating your time, then please keep track of the hours. There may come the time when a grievance is filed over this, and you could be compensated for those unpaid hours. And if management knows you're keeping track of the time, maybe they will be less willing to expect the extra time from you.

Wanted:

New Members

Chapter 24 will pay a

\$125.00

Bounty

To sign up new members to the Chapter. This recruitment drive runs from May 18 through July 31, 2007. The bounty will be paid to the current member who signs up the new member, or the new member signing up, or can be

split between the two. This does not apply to signing up new hires.

Sound Off!



Received: "Now that Mark Everson has left IRS for the Red Cross, and taken his evil crony Beverly Babers with him, I'm not sure I want to donate my blood anymore. I don't trust that SOB with my blood, or the personal, medical information it contains."

Got something you want to tell us or others about? Want to express your opinion anonymously? We'd really like to hear from you.

Leave your message at **(313) 628-3864** and we will print reasonable topics. Please speak dis-

tinctly and limit your comments to a few sentences.

POD Happenings

Steward **Ella Porter** reports that the Farmington Hills office held a retirement luncheon for Revenue Officer **James Thomas** on March 28th. Also attending were retirees **Gladys Hurd, Victor Jackson, Al Morrison, and Judy Beard**. **Paul Schwab** from the old Dearborn office also attended. Jim's official last day was March 30. Revenue Officer **William Boltrick's** last day was also March 30.

Chapter 24 Elections

Chapter 24 Elections were held June 13th. The new Officers and Members of the Board will be installed in the first Chapter Membership Meeting after the start of the new fiscal year, according to the Chapter 24 bylaws. Unopposed for President was **Jeri L. Burger**, previously Vice-President and Chief Steward. **Daniel Itchue** was unopposed for the office of Vice-President, so he will assume that office at the beginning of the next fiscal year. **Marianne Gordon** was unopposed as Chapter Secretary, so she will retain that office. The office of Treasurer was contested between incumbent **Henry Morrison** 187, and retiring Chapter President **Ronald Woytalewicz** 84. Candidates for Members of the Board received the following votes: **Barry Begeny** 113, **Mary Cook** 184, **Carol Engelsman** 140, **Cynthia Harris** 154, **Victor Jackson** 161, **Karen Johnson** 178, **Timmerae Sharp-Boyd** 114, and **Gregory T. Wert** 119.

731 ballots were mailed out to the membership for the election. Of these, 5 were returned undeliverable, and no new address could be found. 286 responses were received by the Election Committee. Of these, 4 ballots were considered irregular, and therefore, were not counted. To all those members who took the time to get involved and vote, "Thank you."

A grateful thanks to the members of the Election Committee for their (off-duty) time and assistance: **Clarenda Carter, Rick Feldman, Clarence Glenn, David Hauenstein, Jim Little, and Linda Stamey**.

Evaluative Recordations
-Jeri Burger, Vice President
And Chief Steward

The term evaluative recordation is defined by Article 12, Section 2 of the National Agreement. Any written feedback from your manager regarding performance, including recordations, reviews, mid year progress reviews, departure ratings not used as annual ratings, and embedded quality reviews are all evaluative recordations. Article 12, Section 9 defines the procedures for evaluative recordations. Some key points are:

1. Evaluative recordations are not grievable until they are used to the disadvantage of an employee; such as in a performance appraisal, or as the basis for suspending flexiplace and alternate work schedules, or to deny overtime.
2. Employees are entitled to rebut any evaluative recordation. The manager must attach the rebuttal to the recordation item. I suggest that your rebuttal be written on the actual document that you return to the manager. If your rebuttal must be a stand alone document you should write "rebuttal attached" by your signature on the acknowledgement copy.
3. The time needed to prepare a rebuttal is administrative time. The employee needs to schedule the amount of time and when the time will be used with their manager. The manager must grant a "reasonable" amount of time. The time must be scheduled within 3 working days of the employee's request.
4. Any evaluative recordation must be shared within 15 workdays "of the time a supervisor becomes aware, or should have been aware, of the event which it addresses." Most of the time this means 15 workdays from the date the manager conducts the review or dates the document. If the recordation is not shared timely, the document "shall be removed and destroyed." The recordation can not be used in a performance appraisal or have any other adverse affect.
5. Reviews must consist of a reasonable and representative sample of work. The supervisor must consider any cases that the employee requests be reviewed.

Embedded Quality Reviews:

Reviews done on the EQRS system are evaluative recordations, just like reviews done previously. All the same rules apply. It is important to note that all individual case reviews must still be shared with employees within 15 workdays. Every case on the "Roll up" report must

have been shared, as evidenced by the employee's signature and date of receipt. If the individual case reviews were not shared, or shared timely, then there should be no negative impact on the "Roll up" report or the performance appraisal.

Please talk to your steward if you have any questions about the impact of your evaluative record-ations.

The next article will focus on performance appraisal grievances.

Contract Negotiations

The IRS and NTEU are still negotiating on how to negotiate the new contract. The old contract expired last year; we are still operating under its provisions, however. The Agency wants to open all conditions of the contract, unlike previous negotiations where each side brought five items to the table.

Items that IRS wants to **eliminate** are:

- Alternate Word Schedules (AWS)
- Flexi-Place
- Time for Blood Donations
- Certain Sick Leave Provisions
- Facilities (not the organization, but relating to your work space)

Think you'll do fine without NTEU?

Dretha M. Barham Area Director

Ms. Barham was recently appointed the new Area Director for SB/SE Collection for Central Area, which includes Michigan. She accepted the invitation from Chapter 24 to speak to the officers and stewards of Chapter 24 at the annual Stewards Training held this May.

Among the items she discussed was the \$75 million allotted for hiring for Internal Revenue. This included 1000 new Revenue Officers.

She also spoke of the time she spent as a NTEU Steward. She recalled the time she was asked to represent someone she felt should be fired, but recognized that she was not representing the individual as much as she was representing the process.

The officers and stewards are extremely grateful to Ms. Barham for taking time from her busy schedule to speak with us.

Lunch & Learn With Congressman Thaddeus McCotter

-Marianne Gordon, Steward and Chapter Secretary

Chapter 24 sponsored a Lunch and Learn in the Farmington Hills office with Congressman **Thaddeus McCotter** (R-11th District), and his Staff Assistant. The Lunch and Learn was organized by Chapter 24 Legislative Coordinator **Kathy McHugh**, and also attended by Chapter President **Ron Woytalewicz**. The luncheon was attended by approximately 25 employees from the Farmington Hills office. Issues raised by Ron and other employees attending were:

- The tax deficit is approximately \$345 billion; if paid, it could wipe out the budget deficit.
- Staffing levels at the IRS
- What can be done about offshore accounts
- How Revenue Agents and Revenue Officers have had their hands tied since RRA '98
- The 72/28 split on health insurance, and attempts to change it to 80/20 split

Congressman McCotter is on the Foreign Affairs and Budget Committees. He informed the attendees that he is not in favor of out-sourcing IRS jobs. He is also in favor of pre-tax treatment of retirees FEHBP health care premium costs, and co-signed the bill for this.



Does it seem your workload is ballooning out of control?

Stewards Annual Training

Chapter 24 held its annual training for Chapter Stewards this May. As part of the training, stewards were given workshops based on real issues and were asked to determine if a grievance was needed, and if so, prepare such. They were also

given presentations on the 2007 Survey, background investigations, and open grievances and arbitrations presently in the Chapter. Dee Barham also addressed the group (see above article).

Also, awards were given for recognition to some of the Stewards for their efforts on behalf of the Chapter, and its members. **Karen Johnson** was awarded **Steward of the Year**; a well deserved recognition of her dedicated service. **Patricia Buchanan** won **New Steward of the Year**. Also, **David Hauenstein** won **Steward Volunteer of the Year**.

There was also recognition of length of service as Stewards. **Jeri Burger, Catharine Kelley, Scott Marshall, Henry Morrison, Marcia Pratt, and John Stevens** were recognized for at least 5 years of service as Stewards. **Barry Be-geny, Jeannine Barrera, David King, Kathy McHugh, Larry Reynolds, Zondra Rhim, Larry Sharp, and Scott Whitehead** were recognized for 10 years of service. **Mary Cook, Marianne Gordon, Leonard Hanline, and Ella Pride-Porter** were recognized for 15 years of Stewardship. And, **Carol Engelsman, Phyllis Vidler, and Ronald Woytalewicz** were recognized for 20 years of service as Stewards.

Non-continuous, but lengthy Stewardships were also awarded to **Patricia Buchanan, LaDare Burroughs, Tonya Harvey, and Timmerae Sharp-Boyd**.

Retirement Corner

-Victor Jackson and Phyllis Vidler

Long Term Care Insurance Programs

We don't usually think about long-term care while we're young. However, we do think about this type of care when we have to take care of our parents or elderly loved ones.

A little closer to home, my stepmother has been in a long-term care facility since 2003. My father was not able to secure long term care prior to her admittance to a long-term care facility. My Dad had to secure care thru Social Security and Medicaid. The questions Medicaid asked, along with revealing all his financial information, were heartbreaking to my Dad. My Dad said he was glad he lived in housing for senior citizens. I asked him why and he said that if he had any real property Medicaid might make him sell the property prior to letting his wife into the nursing home.

Phyllis and I both purchased long term care insurance through the Federal Program. We wished we had purchased the insurance much earlier, as it is less expensive the younger you

are. I talked to **Ron Woytalewicz**, who stated he purchased LTC from NTEU many years ago. NTEU membership is required, so you can contact Chapter 24's membership coordinator, **Kim Longstreet**, or review your NTEU Benefits Guide for more detailed information.

I did a little comparison-shopping with the following companies:

State Farm

AAA

Allstate

Federal Long Term Care Ins with MetLife.

Some of the options you need to think about before purchasing LTC are: portability, maximum benefit amount, daily/weekly/monthly benefit amount, elimination period, inflation protection, waiting period and a facilities-only option, or a comprehensive option. The difference between the two is: comprehensive can provide for in home care; while the other option is facilities, which provides for nursing home and assisted living.

There are no medical examinations required but the application does ask medical questions, which are verified with your physician.

On a personal note, some of you are aware I had 24 hour, 7 days a week care for my mother, for the last 2 years of her life. She did not have long-term care, just like Vic's stepmother. I had 2 different agencies, providing care. At the beginning I was paying \$16.00 an hour and when she died I was paying \$17.00 an hour. As you can see, in home care is very expensive.

Victor and I received a shoppers' guide to Long-term care insurance from the National Association of Insurance Commissioners, www.naic.org. It is an excellent booklet.

It was better for Victor's family, and for me, to enroll in the Federal Program. Please do your own comparison shopping.

Lunch and Learn

Ann Arbor POD

May 4, 2007

Representative Congressman Tim Walberg,

7th District of Michigan

Field Representative, Jill M. Larder

-Catharine Kelley, Steward

NTEU Chapter 24 and **Kathy McHugh**, Chapter Steward and Legislative Coordinator, presented a Lunch and Learn with the Congressman and his Assistant. There were 12 attendees, both NTEU and non-NTEU members including **Ron Woytalewicz**, NTEU Chapter 24 President. Lunch in-

cluded pizza, tossed salad, fresh fruit, cookies and pop.

Ron presented a video from the recent NTEU Legislative Conference. Following last fall's election, it is firmly believed that the 110th Congress has far more members that will prove to be responsive, not just to NTEU's issues, but to the full spectrum of all Federal employees and their work-place concerns.

NTEU's prime agenda/concerns for the immediate future include the following:

- Pay equity for Federal Employees;
- Stopping the privatization of jobs, in particular, private tax collection;
- Healthcare premium costs are up 50% from 2001 and the need for a larger contribution from our employer;
- Law Enforcement Officers (LEO) status for both Collections and Customs/Border Patrol relating to years-in-service and retirement;
- Return to a Labor and Management Partnership; and
- Eliminate pension offsets:
 1. Double-dipping – the reducing of Social Security based upon Federal pension, and
 2. Reduced Social Security survivor's benefits based upon Federal pension.

Per Kathy McHugh, IRS employees can perform far more efficiently and at less cost to the American taxpayer. Currently, our collection cost is about 3 cents on the dollar as opposed to 25 cents going to an outside contractor. Our now-retired IRS Commissioner, Mark Everson, previously worked for OPM overseeing the privatization sector of government and was quite powerful in persuading Congress to go forward with the privatization of tax collection within the IRS. After hearing this, Mr. Walberg requested a chance to get a clearer idea of whom, and how, people within the IRS (and Congress) were convinced this process would actually work.

The pay parity gap between the public and private sector remains at about 14%. The president has proposed a 3% increase for 2008 for both the military and federal employees; Congress is pushing for a 3.5% increase. It does not look like federal employees will ever reach pay parity with the private sector. How can we possibly compete in attracting the best people? Per Ron Woytalewicz, IRS staffing is falling off considerably and funding shrinks while IRS is expected to hire out of that funding.

The IRS pays 72% of our health insurance while we pay 28%: this is even below our cities and states (which is around 80%/20%). This issue is very close to NTEU's heart. Mr. Walberg is interested in how the private sector handles this issue – he encourages the use of pre-taxed dollars paying for any and all life necessities.

Regarding retirement, NTEU is pushing for the elimination of the government's off-setting of Social Security benefits. Tim Walberg agrees that if you earned it, you should have it – no reduction!!

The Ann Arbor POD lunch and learn with Tim Walberg ended with a question posed by **Valerie Oatley**, Revenue Officer, of Detroit: Why are children, while still in college and financially fully dependent upon their parents, no longer eligible to be covered by the family medical insurance plan once they turn age 21? There was no answer and/or response given.

Mr. Walberg's final comment to end the luncheon was that he'd look into the two major issues brought up: the Social Security offset and the use of pre-taxed dollars to pay for retirees' medical insurance premiums.

Kathy McHugh provided Mr. Walberg with a current list of issues now before Congress, many of them long-standing but yet unresolved. He responded with, "I am not against Federal employees... I'm a Federal employee!" He then added, "Though I'd like to limit government as much as possible, it's not the government's job to denigrate its' federal employees."

Many thanks to Tim Walberg and his field representative for attending this small in size, but not in strength, Michigan POD luncheon for Federal employees. We'd also like to thank Kathy McHugh for making the program such a fine success!

Steward in the Spotlight



(The things you see when you don't have a gun.)

We've been short on volunteers, so...

I began working at IRS as a Revenue Officer on August 13, 1979—a date that will live in infamy. Aside from coaching and working Offers, I have been a Revenue Officer my entire career. I was assigned to the Southfield office, but trained in Detroit for almost a year. A few months after I reported to Southfield, the Revenue Officers and Agents were transferred to Pontiac. I have been in that POD ever since.

I joined NTEU Chapter 24 the day Chapter President **Barney Rutkowski** made his orientation speech to our training group. I didn't come from a family that is generally pro-union, but I felt it unethical to benefit from something I didn't pay for. While not always agreeing with everything the union does, locally or nationally, I have been a member ever since.

I became a steward in Pontiac for Collection in June 2004 when **Jeri Burger** became Chief Steward. I wasn't her first choice, but I was either too slow or stupid to get away. At the annual stewards training in May 2005, Jeri and **Karen Johnson** suggested I attempt to restart the Chapter newsletter; 2 years later, we're still going. Being a steward has rewards; helping people for the union is more satisfying than hammering them for IRS. Aside from steward and "editor" of the newsletter, I am also on the Oral Reply Committee; a handful of stewards specially trained to work discipline and adverse action cases.

Since becoming a steward, I have received the "Golden Hammer" award in 2005, the "Perry White Steward of the Year" award in 2006, and the "Steward Volunteer of the Year" in 2007; I think they've just about exhausted the bounds of creativity with those. Nevertheless, I am honored by the recognition.

At this time in my life, my ambition is to live long enough to retire; I really want to get out of this place alive. I'd also like to continue to pursue writing; maybe I'll get published some day.

To younger employees, I want say: Go find work elsewhere. Please. IRS is a horribly meanspirited organization. You deserve better.

-David Hauenstein



Retirements

Revenue Agent Larry Walter of the Farmington Hills office retired June 1 after 39 years of service

NTEU Websites

Did you know that there are presently 56 different NTEU Chapter websites available for you to explore? They include our own outstanding Chapter 24 website, constantly updated and improved by **Caroline Trinkwalder**, as well as other IRS Chapter websites and other agencies NTEU represents. They also include the rather irreverent Chapter 53 from Brooklyn (turn your speakers on, but not too loud if you access this site) that is listed under .com instead of .org for a reason. You can find links to all 56 on the NTEU home page, www.nteu.org. Go to Union Office on the left side of the page, and click on Chapter Web Sites.



Update

UNAX

Chapter President **Ronald Woytalewicz's** article on UNAX in last month's **Special Edition** has raised a bit of a firestorm. The Chapter office has been receiving many phone calls and E-mails from other NTEU Chapters, who have heard of his comments on IRS's UNAX enforcement. Some Chapters have requested to reprint the article. We have also heard that an Area Director in Examination read the Special Edition, for-

warded it to their Territory Managers with instructions that it be shared with all managers.

Did You Know?

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

Time off awards must be used within one year of receiving them. If you received a Performance Time Off Award last year, you have until September of this year to use the leave you received, or you will lose it.

Office Etiquette

“You may associate manners with social events—weddings, dining out, cocktail parties—yet manners are the basis for getting along in all aspects of our lives. Nowhere are they are [sic] more important than in the business world where so many of us spend so much of our time. Here, the way we behave, along with how well we do our job, determines what others think of us. Whether business is being conducted over the telephone, on a corporate jet, or in another country, good manners smooth the way and, along with intelligence and hard work, are the key to success in the working world.

“A recent survey on manners in the workplace found that across the nation there were common concerns. Some of these seemed to be based on an assumption that we are all free to ‘do our own thing,’ and that business relationships are not the same as other human relationships.

“Nothing could be further from the truth; people with jobs often spend more time with colleagues than with family and friends. The office is a community and, like all other communities; [sic] it functions best when people are polite and kind to one another. This means being polite to people at every level of the office hierarchy, not just those who are higher up.

“But sometimes common courtesy isn’t enough. There are a number of situations in the business world that require exact knowledge of what to say, how to act, what to wear, what to write. People who are successful in their work succeed partly because they know how to behave in almost any situation. Their knowledge may be instinctive, it may be the result of good training by their parents, or it may be learned—by watching

others and reading about correct behavior. If you are new to the business world you need not be intimidated. With practice, manners can easily become a part of your everyday life at work.

“Good manners also make good business sense. We all prefer to work with those who are polite, tactful, and even compassionate. Conversely, if you use poor judgment about the clothing you wear, if you speak crudely, make serious grammatical errors, turn in sloppy work, or are awkward and tongue-tied in meetings or business-related social gatherings, you are less likely to be promoted than the self-assured man or woman whose behavior and work reflect well on the company...

“In short, in the business world as elsewhere, good manners and consideration for others are timeless and those who recognize that will find themselves not only sought after and promoted but, more importantly, at ease in any business situation.”

--[The Amy Vanderbilt Complete Book of Etiquette](#)

We Get Letters

“Great job with articles that touch us all. It covers job issues and retirement issues. I’m still looking at long-term care and don’t want to wait until the next issue comes out. Kudos.”

“I thought your article on self assessments was dead on! It got me to thinking and maybe what we (union members and the freeloaders too) should do is work down to management’s perceptions. They seem to think we’re all marginal employees maybe we should strive for that. I know there are many there right now, but if the rest of us also lowered our performance to that level, the stats would really tank and they (management) might actually have to rethink their current philosophy. We could work cases on a last in, first out basis. Just a thought.”

CapWiz is Easy, Very Easy

-Scott Marshall

Steward, Grand Rapids POD

CapWiz is the link on the NTEU home page that allows you to quickly write letters on issues concerning federal employees, via E-Mail or, if you wish, snail-mail to your Representative or Senator in Washington D.C.

Again, CapWiz is very easy to use. If there is a hard thing about using CapWiz, it’s remembering to use CapWiz. I had an opportunity to learn more at NTEU’s Legislative Conference

earlier this year. Getting started is as easy as going to www.nteu.org and scrolling down to where CapWiz is located:



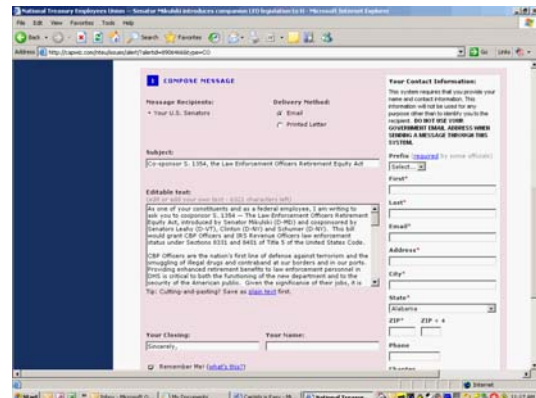
Then, click where it says and you will go to CapWiz.



Next, click on an issue where you would like to voice your opinion to a Senator or Congressional Representative. Here is an example:



To send a message (to your Senator in this example), scroll down a little further.



You will have to enter your name and address. CapWiz will automatically determine who your representatives are based on this. CapWiz requires an e-mail address. **You must NOT use your government e-mail address.**

Then, click to send the message to your representative. You don't have to be a member to use CapWiz. You don't even have to be a Federal employee to use CapWiz. If you have family and friends who want to voice their opinions on these issues, they can use CapWiz, too.

You can use CapWiz any time from your home computer. On your government computer, you should not use it during "work hours".

I have heard over and over again from our Legislative Coordinator Kathy McHugh and others how important it is to communicate with our representatives and how much they appreciate hearing from their constituents. I have also heard of a number of instances where representatives who have not normally supported NTEU positions in the past have come to support us after their constituents brought the issues to their attention.

CapWiz is easy. It's so easy, even your manager can use it.



Firebird 24

Ronald Woytalewicz, President
Jeri Burger, Vice President
Marianne Gordon, Secretary
Henry Morrison, Treasurer

David Hauenstein, Editor

Chapter 24 Website, www.nteu24.org
Caroline Trinkwalder

