



Harbor Views

NTEU Chapter 23's Electronic Publication for November 2018

National Victories – NPAA

The IRS recently provided its annual NPAA data to the local Chapters containing performance award data. As the local Chapters were informing their members of their award amounts, it became clear that many people were incorrectly listed as “ineligible” for an award. After a request from NTEU, the IRS has agreed to run its calculations again. We hope that this will resolve the errors from the previous report and ensure that everyone who is eligible for an award gets one, fair and square. If you've already received your award amount from us, be aware that this may change in the new report.

We'll let you know once the corrected information is available. The awards will be paid out December 17 – let's hope they got the date right!



Benefit Highlight of the Month: Combined Federal Campaign

If you regularly donate money to your favorite charities, try using the Combined Federal Campaign this year. It's a win-win because it's both convenient and easy for you and the charities appreciate having a steady stream of donations they can rely on. There are almost 20,000 organizations to choose from, but we'd like to highlight one in particular: the Federal Employee Education and Assistance Fund (FEEA). FEEA provides scholarships, disaster relief, and emergency loans and is the only nationwide charity focused solely on federal employees. Visit www.newenglandcfc.org to sign up or to learn more. Open season has started now!

Are You Retiring Soon?

Consider a job-swap before you leave. Everyone knows that it can be downright *impossible* to transfer between PODs. Two employees in the same grade and job series may “swap” positions, subject to approval of course. Each employee must be “Fully Successful” and must qualify for each other’s position. NTEU.org has created a job swap database listing which PODs members wish to transfer in to. If this sounds interesting, talk to your friendly local steward to see if there is a match for you.



Federal Employee Viewpoint Survey

Results are in and are coming soon to a group meeting near you. National President Tony Reardon summarized his thoughts in a recent email to chapter presidents:

“[T]he Office of Personnel Management (OPM) released the results of the 2018 Federal Employee Viewpoint Survey (FEVS), which was conducted in the spring for all full-time, part-time, permanent, and non-seasonal employees. The FEVS participation rate dropped to 40.6 percent from 46 percent in 2017, with only 41 percent of respondents reporting that they believe the results will be used to make their agency a better place to work. Of the respondents, 40 percent were in pay grades 13–15, while they make up only 26 percent of the workforce, 66 percent of those who responded to the survey were non-supervisors, while non-supervisors make up 85 percent of the workforce.

Specifically, the findings show that federal employees:

- *Are willing to put in extra effort to get their job done (96%);*
- *Are looking for ways to do their jobs better (91%);*
- *Know how their work relates to agency goals (85%);*
- *Believe their work is important (90%); and*
- *Believe that they produce high quality work in their work unit (84%).*

However, in terms of how managers deal with performance and rewards, non-supervisory employees report the following:

- *Only 28% believe that, in their work unit, steps are taken to deal with a poor performer who cannot or will not improve;*
- *Only 25% believe that pay raises depend upon how well employees perform their jobs;*
- *Only 34% believe that promotions in their work unit are based on merit;*
- *Only 42% believe that awards in their work unit depend upon how well employees perform their jobs; and*

- Only 34% believe that differences in performance in their work unit are recognized in a meaningful way.

On the topic of senior agency leaders, only 46 percent of respondents said that they were satisfied with the policies and practices of senior leaders and only 44 percent agreed that senior leaders generate high levels of motivation and commitment in the workforce.

Taken together these results show that employees are not satisfied with their pay. Some of which is likely due to the years of pay freezes, the proposed one for 2019, as well as more recent small pay increases. Additionally, the survey reflects that many employees believe that managers do not properly or fairly manage their workforce, and that senior leaders continue to fail to motivate the workforce. This is just another example of how proposals to cut pay and benefits and agency funding, which further strains employee and manager training, are shortsighted and can drive away the very workers the government needs to retain and reward.”



Tony also recently met with OPM’s chief to discuss staffing issues:

“NTEU met with Office of Management and Budget (OMB) Deputy Director of Management, and now Acting Office of Personnel Management (OPM) Director, Margaret Weichert, regarding the Trump Administration’s federal workforce plans and priorities.

I was pleased to share the frontline federal employee perspective with Director Weichert. I made it clear that collaboration on federal workforce initiatives is significantly challenging in this environment given the administration’s policies and actions, including the Executive Orders and the pay freeze. In our meeting, we also discussed key hiring, staffing, and funding challenges at the IRS and at CBP.

I want to assure you that while I am always willing to listen to others and to express the realities on the ground for NTEU members across our 33 represented agencies, NTEU will continue to fight for what is best for you, our members, and the frontline workforce regarding our right to represent bargaining unit employees, and for federal employee compensation, workplace policy, and funding matters. In recent weeks and months, several think-tanks, human resource consultancies and contractors — ranging from the National Academy of Public Administration to the Volcker Alliance to the MITRE Corporation — have released reports outlining various administrative and legislative initiatives and proposals ‘to modernize the federal workforce’ including in the areas of hiring, compensation, and performance. We intend to ensure that Congress and the administration are keenly aware of the short-sightedness and the futility of attempting to overhaul federal personnel laws, rules, and processes without actually involving or including its own employees and organizations such as NTEU.”

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Update on Executive Orders

On August 24, a federal judge ruled in NTEU's lawsuit against anti-union Executive Orders issued by the Trump Administration on May 25. These Executive Orders mandated arbitrary limits on the amount of time unions could spend on bargaining, restrictions on whistleblowers, denying the right of employees to grieve terminations of employment, and evicting union offices from federal workspaces. These orders were ruled illegal and OPM recommended that agencies immediately cease from implementing them.

However, some agencies had already put these policies in place and have not taken steps to mitigate the damage they've caused. The House of Representatives Committee on Oversight and Government Reform has asked for a briefing with the head of OPM to discuss how the status quo is being restored and a timeline on actions taken. We'll keep you updated with how this plays out.

We'd like to hear from you!

Got a burning question you need answered? Curious on how the Chapter operates? Something you'd like to see in a future issue of *Harbor Views*? Email us at president@nteu23.com. We need your help to make this Chapter a success.



We hope you and your family had a wonderful Thanksgiving!



This Month in Labor History – First meeting of the NFL Players' Association, 1956

“Early Organizational Efforts

Disgruntled players [in Cleveland] had asked Creighton Miller, the first general manager for the Browns, to help them organize a players' association. Miller, a former Notre Dame player and an attorney, at first declined but finally agreed to help in 1956. Using the Browns' players as a nucleus, Miller began contacting selected players on other teams to join the new association. Don Shula took the lead in Baltimore, Frank Gifford in New York, Norm Van Brocklin in Los Angeles. By November 1956, a majority of players in the league had signed authorizations to allow Miller and the new NFLPA to represent them. Their first meeting took place at the Waldorf-Astoria Hotel in New York in November of 1956 in conjunction with a game between the Chicago Bears and the New York Giants. Ironically, the Bears were the only team in the 12-team league that had not joined the association. The proposals from that initial meeting were few in number—players requested a minimum \$5,000 a year salary, uniform per diem pay for players, a rule requiring clubs to pay for players' equipment and, more importantly, a provision for the continued payment of salary to an injured player. The players submitted their proposals to League Commissioner Bert Bell in January 1957. Representative Creighton Miller later recalled how he and fellow reps Kyle Rote and Norm Van Brocklin were received: "We made arrangements with the Commissioner to go to Philadelphia during the owners' meeting... Bert (Bell) put us up at the Racquet Club and the owners were meeting at some hotel. We got there maybe on a Sunday night and Kyle Rote had to leave on Wednesday and Norm Van Brocklin left about Friday. I was still there Saturday, and we never did get a chance to meet with the owners and we never got a response from any of the proposals at that time."

Antitrust Ruling Gets Owners Attention

After being snubbed by the owners, players decided to get serious. They threatened the owners with an antitrust lawsuit. The action came at the right time because another lawsuit, started more than a dozen years earlier, came before the Supreme Court that year. In the earlier case, a feisty noseguard named Bill Radovich wanted to move from Detroit to California to play because of an illness in his family. He was denied the move and later was boycotted by the other teams in the NFL. He sued the league for violations of the antitrust laws. The NFL had assumed that because baseball had antitrust exemption, the NFL had antitrust exemption, too. But that was not the case. In 1957, the Supreme Court ruled in Radovich v. NFL that the league was, indeed, subject to antitrust laws. The owners quietly granted many of the demands from the players association shortly after the Supreme Court decision was announced. Owners knew the players would file another antitrust suit if they continued to deny players' rights."

Source: nflpa.com

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