2009 RESOLUTIONS

NATIONAL TREASURY EMPLOYEES UNION
RESOLUTIONS ARE FORMAL EXPRESSIONS OF NTEU'S INTENTS, BELIEFS AND VALUE STATEMENTS. THEY ARE EFFECTIVE AT MIDNIGHT OF THE DAY PASSED, AND CONTINUE UNTIL ADOPTED OR DELETED BY THE NEXT NATIONAL CONVENTION.
1. **Concerted Activity**

WHEREAS, collective bargaining in the federal sector is limited in scope by provisions of the Civil Service Reform Act, and WHEREAS, concerted activity has become increasingly necessary to supplement limited bargaining rights, and WHEREAS, to be effective, concerted activity requires coordination and participation of the maximum number of bargaining unit employees, therefore be it RESOLVED, that NTEU continue to develop and maintain concerted action preparedness plans including the procedures to be followed in initiating concerted activity.

2. **Oppose Mandatory Social Security**

WHEREAS, imposing mandatory Social Security coverage on all federal employees will not make the Social Security system solvent, and WHEREAS, federal employees hired prior to January 1984 are already paying for a full retirement and not a supplemental one, therefore be it RESOLVED, that NTEU continue to vigorously oppose any and all legislation calling for further mandatory Social Security coverage for all federal employees.

3. **Bereavement Leave**

WHEREAS, in the event of a death in an employee’s immediate family, a great emotional impact follows, and WHEREAS, the employee’s capacity to perform his/her duties is substantially impaired during this period, and WHEREAS, industry and public service outside the federal sector grant leave for bereavement purposes, therefore be it RESOLVED, that NTEU continue to seek legislation to obtain for employees administrative leave during periods of bereavement caused by a death in the immediate family.

4. **Tax Exemption of Federal Annuities**

WHEREAS, Social Security benefits and Railroad Retirement benefits are not fully taxable for federal income tax purposes, while Civil Service retirement benefits (CSRS) are taxable at 100 percent, and it is only fair and equitable that federal employees’ retirement benefits be exempt from federal income tax at the same level as Social Security benefits, therefore be it RESOLVED, that NTEU continue to strongly support legislation that would make governmental pensions tax-exempt up to the same level as the exemptions for Social Security and railroad retirement benefits.
5. Full Payment of Health Insurance by Government
WHEREAS, it is a common practice in private industry to pay the complete costs of employee hospitalization plans, therefore be it
RESOLVED, that NTEU continue to go on record in support of legislation which would amend the Federal Employees Health Benefit Act of 1969 to provide that the entire premium cost of health benefits under such act shall be paid by the government.

6. Retiree COLA Increase
WHEREAS, Civil Service retirement COLAs have been singled out by the Congress to be canceled each year that deficit targets were not met, and
WHEREAS, postponement and cancellation of COLAs are grossly unfair since retirees can never catch up to the current rate of inflation, and
WHEREAS, legislation may be proposed to again single out Civil Service COLAs for cancellation, therefore be it
RESOLVED, that NTEU continue to vigorously oppose any legislation which could further reduce retiree COLA increases and other rights and benefits.

7. Pay and Benefits Legislation
WHEREAS, Congress has continuously proposed restructuring of federal employee pay and benefits, and
WHEREAS, enactment of these Congressional proposals would further reduce pay and benefits, and
WHEREAS, continuing erosion of pay and benefits has resulted in the inability to attract new employees and in a continuing "brain drain" of highly qualified, trained personnel who are forced to leave federal sector employment to maintain a desirable standard of living, therefore be it
RESOLVED, that NTEU continue to vigorously oppose these unfair proposals, and be it further
RESOLVED, that NTEU continue to oppose any and all upcoming legislation which could prove detrimental to the rights and benefits of current and prospective federal employees, and be it further
RESOLVED, that NTEU seek inclusion of additional areas for locality pay within the United States for the purpose of compliance with Federal Employee Pay Comparability Act (FEPCA).

8. Leave
WHEREAS, many private sector employers have increased vacation benefits after ten years of service, and government employees'
leave increases after fifteen years of service, therefore be it
RESOLVED, that NTEU continue to seek legislation that annual
leave be increased to eight hours per pay period after ten
years of government service.

9. Mileage and Per Diem Allowance
WHEREAS, the present reimbursement rate, rising gasoline costs
and inflation have put an undue burden on the federal
employee, and
WHEREAS, the present per diem rate has proven to be insufficient
in the face of rising lodging and food costs, therefore be it
RESOLVED, that NTEU continue to support and seek legislation
that will enable the federal employee to be reimbursed at a
fair rate commensurate with actual costs.

10. Prompt Notification of Results
WHEREAS, internal investigations are of a sensitive nature, and
WHEREAS, these investigations drag over long periods of time,
which demoralizes the employee and often affects promotional
opportunities, therefore be it
RESOLVED, that NTEU continue to seek legislation to force
management to establish a policy for prompt clearance and a
policy that employees be immediately informed of the charges.

11. Overtime
WHEREAS, overtime is often a mandatory requirement for many
employees, and
WHEREAS, there is no legislation pending on this matter at this
time, and
WHEREAS, NTEU has supported efforts in the past to make
mandatory overtime payments creditable for retirement
purposes, therefore be it
RESOLVED, that NTEU continue to strive to seek legislation to
have all overtime earnings, from all sources, credited for
retirement purposes.

12. Notification of Charges of Misconduct
WHEREAS, investigations of employee misconduct by management or
representatives of the agency or Inspectors General may lead
to disciplinary or adverse actions, and
WHEREAS, employees are not being informed of charges against
them when they have been called into interrogation by
management or representatives of the agency or Inspectors
General, therefore be it
RESOLVED, that the agency provide an employee with written
notice that he/she is under investigation for misconduct,
stating the charges against the employee, and also simultaneously present a notice to the employee stating his/her representational rights.

13. Removal of Outside Employment Restrictions
WHEREAS, the language used in the Code of Federal Regulations, and the interpretation placed upon it severely restricts the rights of all employees to engage in outside employment which would not involve a conflict of interest, and
WHEREAS, employees may need and be desirous of outside employment to supplement their income, and
WHEREAS, the said restrictions prevent personnel who are planning retirement from seeking outside employment and from supplementing their income in preparation for retirement, therefore be it
RESOLVED, that NTEU will continue to strive to obtain rescission or removal of all restrictions on outside employment where there would be no actual conflict of interest.

14. EEO/Diversity Committee Recommendations
WHEREAS, the Equal Employment Opportunity (EEO) Diversity Committees provided for in agreements between agencies and NTEU are purely advisory, and
WHEREAS, the recommendations of the said committees frequently are not accepted and/or implemented by the agency, therefore be it
RESOLVED, that NTEU will seek to have the agency covered by the applicable collective bargaining agreement to advise the EEO/Diversity Committee in writing as to the reason(s) why the agency did not accept or follow said committee recommendations.

15. Retirement when Age and Years of Service Total 80
WHEREAS, the present retirement law, providing for full annuity at age 55 with 30 years of service and at age 60 with 20 years of service, fails to provide for employees age 56 through 59, and
WHEREAS, it fails to provide for long years of faithful service of employees under 55, therefore be it
RESOLVED, that NTEU continue to seek legislation which will provide all employees with the option of retiring without penalty or reduction in benefits when age and years of service total 80, or upon completion of 30 years of service, whichever occurs first.
16. Limit Liability for Violations of the Privacy Act, IRS Restructuring and Reform Act of 1998 and Other Similar Acts

WHEREAS, a federal employee during the normal course of his/her official duties may violate the Privacy Act, and
WHEREAS, the employee may be subjected to civil and criminal penalties, therefore be it
RESOLVED, that NTEU continue to seek legislation to limit liability to willful violations, and require that the federal government indemnify the employee and provide legal representation in all civil actions and reimburse the employee for all costs, including attorney fees in connection with alleged violations of the Privacy Act, IRS Restructuring and Reform Act of 1998 and other similar Acts.

17. Administrative Time for Union Stewards

WHEREAS, the experience of NTEU has been that certain union stewards need and use more administrative time than others, and
WHEREAS, there have been recent attacks on union time, and
WHEREAS, it is in the best interest of management and the union that time be used where it is most needed, and
WHEREAS, the chapter bank time in existing agreements has proven to be insufficient, therefore be it
RESOLVED, that NTEU will strive to ensure that collective bargaining agreements that provide for bank time, should also provide that a grant of a total time be allotted to the chapter to be distributed as the chapter determines necessary up to and including 100% time for designated officers and/or stewards, and be it further
RESOLVED, that NTEU continue to strive to ensure the preservation of existing chapter bank time and official time.

18. Official Time for Chapter Presidents

WHEREAS, the president of an NTEU chapter is the Chief Executive Officer of the chapter, and
WHEREAS, the Chief Executive Officer is responsible for carrying out and enforcing the terms and conditions of the negotiated agreement at the local level, and
WHEREAS, all agreements do not provide for such time, therefore be it
RESOLVED, that NTEU continue to seek to negotiate a clause in all future collective bargaining agreements providing for sufficient official time to carry out these responsibilities, and be it further
RESOLVED, that NTEU continue to strive to preserve those agreements which provide for sufficient official time.
19. Equal Employment Opportunity

WHEREAS, NTEU supports equal job opportunities for all employees without regard to race, color, religion, sex, national origin, age, disability, marital status, or sexual orientation, and
WHEREAS, merit systems principles require such equal opportunities for all federal employees, and
WHEREAS, the federal government too often only pays lip service to such laws and regulations yet does not offer opportunities equally, therefore be it
RESOLVED, that NTEU will continue to give the highest priority to equal job opportunities to all.

20. Equal Opportunity for Women

WHEREAS, NTEU supports equal opportunities for all employees without regard to race, color, religion, sex, national origin, age, disability, marital status or sexual orientation, and
WHEREAS, this is required by Title VII of the 1964 Civil Rights Act, as amended, and
WHEREAS, the number of women holding high-level positions within the federal government is minimal, therefore be it
RESOLVED, that NTEU will continue to support the cause of full equal opportunity for all and will vigorously enforce existing equal opportunity laws and regulations to assure that women are provided the opportunity to compete on an equal status for positions within the federal government.

21. Non-Discrimination for Handicapped Employees

WHEREAS, many employees who have handicaps are capable of fully performing jobs at all levels within the federal government, and
WHEREAS, many handicapped employees are discriminated against for promotion solely because of their handicap, therefore be it
RESOLVED, that NTEU continue to take necessary steps to strive to assure equal opportunity for handicapped employees.

22. Buy American/Union Awareness

WHEREAS, NTEU is recognized by Congressional leaders and federal government officials as the most progressive labor organization representing federal employees, and
WHEREAS, NTEU as a labor organization subscribes to the principles of unionism, and
WHEREAS, many of our fellow union workers are currently unemployed as a result of the huge trade imbalance and budget deficits, therefore be it
RESOLVED, that NTEU foster among its membership an increased awareness of union principles and support American union-made goods and American union-provided services.

23. Sexual Harassment
WHEREAS, the problem of sexual harassment is one that affects many members of this union, and
WHEREAS, sexual harassment can threaten our members' jobs, promotion and training opportunities, health and well-being, therefore be it
RESOLVED, that this union continue to educate the members by periodically including articles on sexual harassment in the union newsletter, and be it further
RESOLVED, that a protective clause on sexual harassment be identified as a priority for the next round of bargaining with employers.

24. Reductions in Force
WHEREAS, the current Congressional economic policies continue to have a severe impact on federal employees in terms of the elimination of programs and reductions-in-force, therefore be it
RESOLVED, that NTEU continue to closely monitor these activities, vigorously oppose and take whatever appropriate action is necessary, including collective bargaining when available, to minimize the impact on employees.

25. Upgrading of Clerks and Secretaries
WHEREAS, the agencies represented by NTEU have still failed to recognize the present duties, responsibilities and skills required and performed by all of these employees, therefore be it
RESOLVED, that the job descriptions and standards be rewritten to reflect the actual duties and skills, and be it further
RESOLVED, that NTEU strive to ensure that special pay rates are established for clerks and secretaries, and be it further
RESOLVED, that NTEU work to ensure that a career ladder GS-4/5/6/7 be established for all qualified Clerks and Secretaries.

26. Upgrading Revenue Officers
WHEREAS, tax enforcement at the field level today calls for employees with greater skills, abilities, and education, who can successfully cope with highly skilled representatives in the private sector, and
WHEREAS, the present compensation for the working grade level of Revenue Officer is not adequate when compared to like positions in the private sector, therefore be it
RESOLVED, that NTEU continue to strive to ensure that the journeyman grade for Revenue Officers be increased from GS-9 to GS-11, with appropriate higher grades for Revenue Officers now at the GS-13 level.

27. Upgrading Revenue Agents
WHEREAS, tax enforcement at the field level today calls for employees with greater skills, abilities, and education who can successfully deal with highly skilled representatives in the private sector, and
WHEREAS, the IRS has completed two studies which clearly and unequivocally dictate that the level of work performed by Revenue Agents meets OPM requirements for increasing the journeyman level to GS-12, and
WHEREAS, adequate salaries must be paid so that IRS can compete with private industry in recruiting and retaining capable field personnel, and
WHEREAS, the current pay of a Revenue Agent is not competitive with comparative positions in the private sector nor is the current pay equal with the level of work performed, therefore be it
RESOLVED, that NTEU continue to take whatever measures are necessary to upgrade the journeyman level for Revenue Agents from GS-11 to GS-12.

28. Upgrading of Appeals Officers
WHEREAS, the IRS has failed to recognize the responsibilities and skills required by Appeals Officers in the performance of their duties, and the high degree of ability to interpret and apply complex federal and local laws required of them, and
WHEREAS, the position of Appeals Officer requires the ability to communicate effectively and tactfully with taxpayers and their representatives in order to settle disputes that could not be settled at earlier levels in the IRS, and
WHEREAS, Appeals Officers are required to recommend settlements based on case law and must consider the hazards of litigation involved, and
WHEREAS, Appeals Officers are required to make exhaustive research of law as applied by the courts, often in highly specialized fields, and
WHEREAS, Appeals Officers must face, as their opposition, some of the most sophisticated and formidable tax attorneys and certified public accountants in the tax field, and
WHEREAS, Appeals Officers deliberate with some of the most expert corporate tax executives in the country, and
WHEREAS, Appeals Officers are required to make recommendations to settle potential deficiencies and over-assessments amounting to millions of dollars in many instances, and
WHEREAS, Appeals Officers perform duties with minimum supervision and review, and usually possess skills, education, and experience comparable to those with whom they deliberate, therefore be it
RESOLVED, that NTEU continue to take appropriate action to correct the injustices which have been visited upon Appeals Officers and to take the necessary steps to upgrade the Appeals Officer position to provide them with remuneration which will compare favorably with that received by those with whom they must deliberate.

29. Upgrading of Alcohol, Tobacco and Firearms and Explosives (ATF) "Compliance-Operation" Senior and Special Inspectors
WHEREAS, ATF Compliance Operations Inspectors who were performing higher level work prior to the upgrading of the journeyman level to GS-11, are required to employ more stringent inspection and tax enforcement skills, abilities, and education than those at the journeyman level, in order that such employees may effectively deal with highly skilled representatives in the private sector, and
WHEREAS, the recent upgrading of ATF Compliance Operations Inspectors to the GS-11 journeyman level gave no consideration to those Inspectors previously classified as Senior and Special Inspectors who were operating at the GS-11 and GS-12 levels, thereby resulting in those inspectors seeking other positions or continuing to perform the more difficult and complex assignments of the agency without appropriate higher grades, therefore be it
RESOLVED, that NTEU seek to ensure that inspectors previously classified as Senior and/or Special Inspectors receive appropriately higher grades to the GS-12 and GS-13 levels.

30. Upgrading of Data Transcribers/Terminal Operators
WHEREAS, the duties and responsibilities of the Data Transcribers/Terminal Operators are complex and a great degree of judgment is required to input documents into the system, therefore be it
RESOLVED, that NTEU strive to see that the job description be rewritten so as to reflect the increased knowledge and responsibilities required, and be it further
RESOLVED, that NTEU strive to ensure that all qualified Data Transcribers/Terminal Operators not currently covered under special locality salary be upgraded to GS-6.

31. Upgrading of IRS Clerks
WHEREAS, the IRS has computerized their record keeping procedures, and
WHEREAS, there are clerks in many areas who perform more complex duties and responsibilities, and further that they are required to prepare and maintain a greater volume of statistical data, therefore be it
RESOLVED, that NTEU strive to ensure that the job description be rewritten so as to reflect the increased knowledge and responsibility required, and be it further
RESOLVED, that NTEU strive to ensure that all qualified clerks be upgraded to GS-5/6.

32. Upgrading of Import Specialist Associates
WHEREAS, Import Specialists Associates are required to interpret and apply a wealth of highly complex classification and valuation laws and regulations, and
WHEREAS, under concepts such as “super-team” and “virtual import specialist” more responsibilities for team management and coordination are resting in Journeyman Import Specialists, and,
WHEREAS, the present compensation is inadequate in light of the knowledge and expertise required of the position, therefore be it
RESOLVED, that NTEU continue to support the upgrading of the present journeyman level for Import Specialist Associates from GS-11 to GS-12.

33. Customs and Border Protection Core Values and Operations
WHEREAS, Customs and Border Protection, Congress and the importing community have caused to be implemented many changes to the operation of Customs and Border Protection, and
WHEREAS, such changes have disrupted the normal and traditional operation of the Customs and Border Protection and have altered the roles and job descriptions of many Customs and Border Protection employees, and
WHEREAS, these changes have served to dilute the effectiveness of the agency and its employees to the detriment of the American public, therefore be it
RESOLVED, that NTEU strive to ensure that Customs and Border Protection continue to maintain the high level of enforcement that the nation has come to expect, and be it further
RESOLVED, that NTEU continue to actively seek to preserve the traditional goals and operations of the Customs and Border Protection, while maintaining a stable work environment for its employees.

34. Upgrading Customs and Border Protection Officers (CBPOs)
WHEREAS, CBPOs are required to interpret and enforce a multitude of laws and regulations, and
WHEREAS, as a result of the creation of the Department of Homeland Security and the Bureau of Customs and Border Protection, CBPOs must also assume responsibilities for immigration and agriculture enforcement, and
WHEREAS, the position of CBPOs calls for employees with varied, complex, and unique skills, abilities, and training in order that such employees may successfully perform the requirements of the position, and
WHEREAS, the present compensation for CBPOs is inadequate in light of the requirements and demands of the position, therefore be it
RESOLVED, that NTEU continue to support the upgrading of the present journeyman level of GS-11 to GS-12.

35. Revenue Officer-Law Enforcement Retirement Benefits
WHEREAS, the Revenue Officer performs hazardous duties, and agency studies and recent incidents reflect a high risk factor in the performance of said duties, and
WHEREAS, Revenue Officers are not presently receiving retirement benefits comparable to other federal law enforcement officers performing hazardous duties, therefore be it
RESOLVED, that NTEU continue to support legislation which provides for preferential retirement benefits enabling Revenue Officers to retire after 20 years of service at age 50.

36. Furthering Professional Status and Career Opportunities for Estate and Gift Tax Attorneys
WHEREAS, there is at present a very limited career ladder for Estate and Gift Tax Attorneys, therefore be it
RESOLVED, that NTEU investigate and monitor IRS proposals and take whatever measures are necessary to protect and promote the Estate and Gift Tax Attorneys' professional status, positions, and career ladders within the IRS.

37. Protection of Estate and Gift Tax Attorney Positions
WHEREAS, it is imperative that the Estate and Gift Tax Attorneys be able to move into other positions within the IRS, and be entitled to any and all rights under federal personnel rules pertaining to reductions-in-force, and
WHEREAS, Estate and Gift Tax Attorneys are presently in the excepted services and therefore are not able to move into other positions, and are not protected should a reduction-in-force occur, therefore be it
RESOLVED, that NTEU continue to take action to ensure that Estate Tax Attorneys be protected through a variety of techniques, including, but not limited to, a return to the competitive service and early retirement.

38. Overage Cases
WHEREAS, the number and existence of overage cases in the inventory of IRS employees do not accurately reflect their performance, therefore be it
RESOLVED, that NTEU continue to seek to prevent the use of the number and existence of overage cases as an evaluative tool.

39. Overtime Compensation, CBP
WHEREAS, the mission of the CBP and the nature of the CBPO and Canine Enforcement Officer positions require employees to work overtime on a regular basis, and
WHEREAS, CBPOs and Canine Enforcement Officers regularly make personal sacrifices in fulfillment of their overtime duties, and
WHEREAS, CBPOs and Canine Enforcement Officers should be adequately compensated for their overtime service, therefore be it
RESOLVED, that NTEU continue to take all necessary steps to ensure that CBPOs and Canine Enforcement Officers will continue to be fairly compensated for overtime work by ensuring that the Customs Overtime Pay Reform Act (COPRA) remain in effect.

40. Inclusion of Criminal Investigation Employees in Bargaining Units
WHEREAS, Criminal Investigation employees in agencies represented by NTEU are not part of the bargaining unit, therefore be it
RESOLVED, that NTEU make every effort possible to bring those employees into the bargaining unit and allow them to share the benefits of NTEU negotiations and the advantages of biweekly payroll deductions.

41. Use of Statistics
WHEREAS, IRS Compliance and Customer Service employees have been subject to increasing case loads and production pressure, and
WHEREAS, quantitative criteria do not accurately reflect those employees' job performance, therefore be it
RESOLVED, that NTEU continue to seek to prevent the use of statistics to evaluate the performance of IRS Compliance and Customer Service employees.

42. Performance Standards and Critical Elements
WHEREAS, the Federal Labor Relations Authority has determined that performance standards and critical elements are non-negotiable, and
WHEREAS, the negotiability of performance standards and critical elements is vital to the interests of NTEU members, therefore be it
RESOLVED, that NTEU continue to seek legislation to provide that performance standards and critical elements be fully negotiated.

43. Bargaining for Pay and Benefits in the Public Sector
WHEREAS, the Civil Service Reform Act demonstrates the federal government's expectation that federal employees will be held accountable for their performance in a similar manner as employees in the private sector, and
WHEREAS, employees in the private sector have the right to bargain for pay and benefits, and
WHEREAS, the prohibition on federal employees bargaining for their pay and benefits and the prohibition on federal employees taking certain concerted actions, such as strikes, are based upon the principle that Congress and the president will, in good faith, determine federal employees' pay and benefits, and
WHEREAS, in the past and present, federal employees are not having their pay and benefits determined in good faith, therefore be it
RESOLVED, that NTEU endorse the principle that federal employees be able to bargain for their pay and benefits, and be it further
RESOLVED, that NTEU endorse the principle that federal employees be able to take action to encourage their employer, the federal government, to bargain in good faith in the same manner and by the same methods as employees in the private sector.

44. Seized Property Specialists/Custodians—Law Enforcement Retirement Benefits
WHEREAS, Seized Property Specialists/Custodians are continually called upon to engage in certain specialized and hazardous activities, and
WHEREAS, Seized Property Specialists/Custodians are not presently receiving retirement benefits comparable to other federal law enforcement officers performing hazardous duties, therefore be it
RESOLVED, that NTEU continue to support legislation which provides for LEO retirement benefits for Seized Property Specialists/Custodians.

45. Endorsement of Presidential Candidates
WHEREAS, the legislative and political processes have become increasingly important in determining the pay, fringe benefits, and other rights of federal workers and annuitants, and
WHEREAS, the policies of the president of the United States and his/her administration have a crucial role in establishing the legislative agenda that affects the working lives of active employees and retirement benefits of former employees, and
WHEREAS, the president serves as the chief executive officer in establishing, through regulations and other means, the working conditions that affect every federal employee, and
WHEREAS, it is vital that NTEU participate to the fullest extent possible in electing a president whose policies and programs are favorable to federal workers and annuitants, therefore be it
RESOLVED, that the NTEU National President will continue to solicit the views of NTEU’s leadership and members prior to endorsing a presidential candidate, and be it further
RESOLVED, that the process used will include, but not be limited to, polling members, chapter leaders, and legislative coordinators, and asking for recommendations by the attendees at the Legislative Conference.

46. Healthy and Safe Work Environments
WHEREAS, GSA and federal agencies continue to require federal employees to work in offices which are not secure, overcrowded, unsafe and unhealthy, showing blatant disregard for their welfare, and
WHEREAS, many of the offices contain unsafe levels of asbestos, radon and/or other carcinogenic materials, and
WHEREAS, all federal employees are entitled to a work environment which provides adequate work space which is free from:
- Asbestos, radon and other unhealthful substances
- Poor lighting
- Unsafe drinking water
- Poor ventilation
- Excessive noise levels
Sick Building Syndrome
Unlabeled hazardous materials
Visual and acoustical distractions, and
WHEREAS, it is a long-term goal of the highest priority of NTEU
to achieve a quality work environment which is healthy, safe,
secure and conducive to a positive work life, therefore be it
RESOLVED, that NTEU will continue to aggressively emphasize the
health and safety of all federal employees by taking all
possible measures in both the legislative and negotiations
processes, to ensure that employees are not subjected to sick,
unsafe and unhealthy work areas, and be it further
RESOLVED, that in instances where employees are currently
exposed to these hazards, NTEU demand that employees be
removed from these work areas and/or otherwise accommodated
until they are safe and secure, and be it further
RESOLVED, that NTEU continue to seek the highest level of
security standards for all work areas that house NTEU
bargaining unit employees to insure their safety and security,
and be it further
RESOLVED, that NTEU continue to seek a Congressional review of
all GSA regulations that establish standards for space
allocations, lighting, ventilation, overall office decor,
standards for materials utilized in carpeting and
installation, wall construction and other furniture materials,
to ensure that the regulations are consistent with accepted
standards required in office space in the private sector;
where GSA standards are low, NTEU take whatever steps are
necessary to enact proper standards in the federal sector.

Inclusion of Appropriate Employees in Bargaining Units
WHEREAS, many employees are being excluded unfairly from NTEU
bargaining units, and
WHEREAS, because of this practice, employees are denied the
benefits and representation their colleagues receive,
therefore be it
RESOLVED, that NTEU continue to actively strive to challenge the
current management practice and seek to bring appropriately
classified positions into the bargaining unit.

Hazardous Duty Pay
WHEREAS, federal employees are required to work in sick
buildings and under hazardous working conditions, such as
extreme air pollution, therefore be it
RESOLVED, that NTEU continue to pursue hazardous duty pay under
5 CFR 550.905 for these employees.
49. Contracting Out/Competitive Sourcing
WHEREAS, the federal government has encouraged and promoted contracting out of federal employees' jobs to private companies, and
WHEREAS, many federal employees face loss of their jobs as a result of the implementation of Circular A-76 from Office of Management and Budget (OMB), and
WHEREAS, federal agencies have failed to accurately compute the costs of implementing this program,
WHEREAS, over the past several years, there has been an ever increasing effort in Congress to reduce the size of the federal government and contract work out to the private sector which was formerly performed by federal employees, and
WHEREAS, many federal employees may follow the work into the private sector and have no effective job site representation, and
WHEREAS, the power and influence of NTEU would be adversely affected by further contracting out to private sector employees, therefore be it
RESOLVED, that NTEU continue to take such action as may be necessary to protect the jobs and job rights of federal employees, and be it further
RESOLVED, that NTEU continue to take such action as may be necessary to organize employees of the private sector who are assuming work previously performed by the federal employees represented by NTEU.

50. Annual Pay Raise
WHEREAS, federal employees are entitled to reimbursement for their services which fairly reflects the value of their work, and
WHEREAS, the Congress has failed to provide federal employees with annual cost of living pay raises as provided by the Federal Employees Pay Comparability Act of 1990, and
WHEREAS, federal employees are now being paid at a rate which is up to 23 percent less than that being paid to individuals doing comparable work in the private sector, therefore be it
RESOLVED, that NTEU continue to seek the enactment of legislation which would provide federal employees with a minimum of six percent annual pay raise or three percent above the cost of living, whichever is greater, until full comparability is reached or a more equitable pay adjustment system is implemented.

51. Agency Appropriations Staffing
WHEREAS, federal agencies are under great pressure by Congress to cut budgets and reduce staffing, and
WHEREAS, many federal employees are facing the prospect of
losing their jobs as a result of these reductions, and
WHEREAS, many federal employees have lost their jobs as a result
of these reductions, and
WHEREAS, the business of the federal government cannot be
efficiently accomplished without adequate funding and
staffing, therefore be it
RESOLVED, that NTEU support legislation to provide adequate
funding and full staffing of all agencies represented by NTEU.

52. Use of Enforcement Statistics
WHEREAS, most federal employees are continuously subjected to
increasing workloads while under mounting production pressure,
and
WHEREAS, simple quantitative criteria do not accurately reflect
the complexities of employee job performance, therefore be it
RESOLVED, that NTEU continue to seek to prevent the use of
quantitative production quotas and comparative enforcement
statistics between individual employees and organizational
units to evaluate the performance of federal employees.

53. Technological Change in the Federal Workplace
WHEREAS, technological innovation and development is proceeding
at an accelerated pace, and will have an ever-increasing
impact on federal employees, and
WHEREAS, new technology can and does lead to elimination of jobs
and can increase the potential of management abuses in other
areas, and
WHEREAS, the application of advanced technology to the federal
workplace will alter the types and numbers of jobs, as well as
the nature of work itself, and
WHEREAS, advanced technology holds the promise of increasing
skilled and well-compensated jobs, providing for employee
career development, reducing tedium, enhancing employee
satisfaction, and improving the effectiveness and efficiency
of government service, and
WHEREAS, the misapplication of technology, the absence of
employee involvement in selecting the appropriate technology,
the lack of structured timing and career development programs,
and inadequate implementation planning on the part of
management present the threat of diminished skill and
compensation levels, employee displacement, career stagnation,
demoralization, reduced productivity, and increased costs, and
WHEREAS, NTEU has been long committed to securing the promise of
the future for today's federal employees through positive and
aggressive leadership on federal workplace issues, therefore
be it
RESOLVED, that the NTEU create a means to review and assess technological change in the federal workplace and the potential impact of that change on federal employees with a view toward ensuring that:

Federal employees are provided with the best available technology with which to perform their jobs;

The selection of appropriate technology involves the employees who will ultimately utilize or be affected by the technology;

Formal training programs be mandated to provide career development and advancement for employees in occupations affected by technological change;

Any workers displaced from their current positions be entitled to job retraining to obtain job skills necessary for career development and advancement in occupations and positions created as the result of technological change;

The design and implementation of advanced technology programs in the federal workplace be specifically directed at reducing barriers to salary and career advancement based on race, color, religion, sex, national origin, age, disability, marital status, or sexual orientation; and

All necessary measures be taken to eliminate any safety and health risks resulting from the introduction of new technology.

54. Persons Convicted of Assaulting Federal Employees
WHEREAS, employees are exposed to increasingly dangerous/hazardous working conditions subjecting them to assault, physical injury and death, and
WHEREAS, persons convicted of committing such crimes should serve their full sentences, and
WHEREAS, appropriate authorities should continue to consider all information submitted by interested parties before making decisions to prematurely parole these individuals, therefore be it
RESOLVED, that NTEU continue to work toward preventing the parole of such persons by actively engaging in letter writing and other information campaigns.

55. Social Issues
WHEREAS, NTEU's goals include working to achieve respect and dignity for our members, enhancing their opportunity for development, growth and promotions, and maximizing their participation in work processes, and
WHEREAS, NTEU's tactics to achieve its goals include focusing on issues and problems which emphasize our common problems and unified agreement on a resolution, and
WHEREAS, NTEU understands and supports the philosophy that employees in the workplace, wherever they may be, must have the right to join together in free democratic unions, and
WHEREAS, there are many social issues of general concern to the NTEU membership, and
WHEREAS, there is recognition that NTEU must focus its attention on issues consistent with its goals and philosophy and issues on which we are willing to expend money, time and energy, therefore be it
RESOLVED, that NTEU will continue to take formal positions only on those social issues which involve NTEU's goals for job-site justice or NTEU's philosophy about unionism and on which NTEU members are willing to commit money, time and energy.

56. Performance Ratings
WHEREAS, employees' performance ratings now have, or may soon have, under the OPM "pay for performance" criteria, a potential for tremendous impact on RIFs, promotions, within-grade increases, awards, demotions, and removals, and
WHEREAS, many developed performance standards are still not as measurable, quantifiable, attainable, observable, understandable, or objective as required, leaving their use open to discrimination, and
WHEREAS, OPM's Performance Management System requires that performance ratings of record must be approved by "the official with the responsibility for managing the performance awards budget within the agency" who does not have first-hand knowledge about the employee's performance, therefore be it
RESOLVED, that NTEU should continue to work for a uniform nationwide policy for the establishment of measurable, quantifiable, attainable, observable, understandable and objective performance standards, and be it further
RESOLVED, that NTEU should pursue a change of OPM regulations to eliminate all review and/or approvals of performance appraisals by any individual who does not have first-hand knowledge of the employee's performance.

57. Non-member Arbitration Costs
WHEREAS, NTEU incurs certain substantial costs beyond those providing staff representation by taking employee grievances to arbitration, and
WHEREAS, these costs amount to thousands of dollars, and
WHEREAS, NTEU does not want the member to carry a heavier financial burden than the non-member in a grievance, therefore be it
RESOLVED, that NTEU continue to seek legislation permitting NTEU to bill the non-member for costs other than for representation, e.g., arbitrator fees and costs, transcript costs, and other incidental costs.

58. Parking
WHEREAS, the cost of accessible parking for many federal employees is a major financial burden, and
WHEREAS, many federal offices are located in metropolitan/urban areas which are often crime-infested and dangerous, and
WHEREAS, public transportation is limited and time-consuming or not available nor practical, and
WHEREAS, a public policy of providing accessible parking for Federal employees would promote efficiency and service to the general public, therefore be it
RESOLVED, that NTEU continue to seek legislation to provide free accessible parking for all employees where not now available, and be it further
RESOLVED, that when an office in which NTEU is the exclusive representative is being relocated, a request for parking will be included with the office request to GSA.

59. Employee Associations
WHEREAS, employee associations have gone beyond their original purpose as previously communicated to NTEU, and
WHEREAS, employee associations are using government resources, which are denied to the Union, to provide services to employees which have always been provided by the Union, and
WHEREAS, employee associations seem to be interfering with NTEU's ability to be the exclusive bargaining unit representative, therefore be it
RESOLVED, that NTEU continue to educate these organizations on NTEU's exclusive bargaining unit status and to assist them in directing their members to local union stewards for representational services.

60. Employee Involvement in Decisions that Affect Them
WHEREAS, the Agencies represented by NTEU have not fully recognized the ability of their employees to decide for themselves the conditions that would most enhance quality and productivity for the Agencies, and
WHEREAS, the Agencies continue to question NTEU's ability to speak for the needs of the bargaining unit, therefore be it
RESOLVED, that NTEU will pursue a policy of spreading the spirit of employee empowerment, systems management, and employee input into the strategic planning process and the daily operations of the Agencies, and be it further
RESOLVED, that NTEU continue to encourage all agencies to instruct their management officials to be proactive in their role of accepting employee involvement.

61. Ergonomic Furniture
WHEREAS, many agencies are not providing employees with ergonomically-designed furniture, thereby causing and/or aggravating injuries such as carpal tunnel syndrome, therefore be it
RESOLVED, that NTEU continue to closely examine policies within the agencies it represents and take whatever action necessary to minimize the harmful effects of these policies, including, providing such employees with ergonomically-designed furniture, appropriately designed work stations, adequate work breaks, and a glare-free work environment.

62. Humane Treatment by Management, Representatives of the Agency and the Inspectors General
WHEREAS, the current practice for investigating employees is insulting, demeaning and unprofessional, and
WHEREAS, notification is unreasonable, with no regard to existing employee rights, and
WHEREAS, NTEU is a separate entity and is driven by its own agenda and daily workload demands, therefore be it
RESOLVED, that NTEU continue to demand proper civil respect be given before such employee and their representatives appear before management or representatives of the agency or Inspectors General, and that a prompt resolution be provided.

63. Non-Discrimination for Handicapped Customers
WHEREAS, many customers of the services provided by the federal government have physical handicaps, and
WHEREAS, many physically handicapped customers are discriminated against when they seek access to services provided by the federal government, especially the hearing impaired, therefore be it
RESOLVED, that NTEU continue to take all necessary steps to ensure that all agencies, where NTEU is the exclusive representative, provide all appropriate forms of reasonable accommodation necessary (especially sign language interpreters) to ensure that these customers are provided equal access to the services provided.
64. ATF Inspector—Law Enforcement Retirement Benefits

WHEREAS, ATF Inspectors have been placed in the position of performing hazardous duties and ATF has recently assigned Inspectors to serve subpoenas, which traditionally represent a high risk, and
WHEREAS, ATF Inspectors are not presently receiving retirement benefits comparable to other federal law enforcement officers performing hazardous duties, therefore be it
RESOLVED, that NTEU continue to seek legislation which provides for preferential retirement benefits enabling ATF Inspectors to retire after 20 years of service at age 50.

65. Development from Within

WHEREAS, unionism has always embodied the principle of employee empowerment within the worksite, and
WHEREAS, membership activism and quality of representation should be furthered and promoted at all times, and
WHEREAS, NTEU has committed itself to a tradition of excellence in service to its members, and
WHEREAS, the growth of NTEU may be related as much to the services it provides, as to those it obtains, and
WHEREAS, there are often insufficient opportunities for employees to familiarize themselves with the job duties and responsibilities of new positions causing employee failures in their new position, therefore be it
RESOLVED, that NTEU shall continue in its commitment to the improvement of training programs in agencies in which NTEU is the exclusive representative, and to pursue a policy of development-from-within wherever possible, and be it further
RESOLVED, that NTEU will continue to seek to negotiate opportunities for employees to gain on the job training and/or experience prior to formal training for the acquired new position.

66. Aging Workforce

WHEREAS, with the aging of the federal workforce, it is important for NTEU to look to the future to help insure that the federal government continues to have access to a highly qualified and dedicated workforce, and
WHEREAS, many capable and devoted federal employees will reach retirement age and may leave government service in the next few years, therefore be it
RESOLVED, that NTEU continue to aggressively pursue steps to insure that the federal government’s ability to retain top quality dedicated workers remains high.
67. Random Drug Tests
WHEREAS, federal employees have dedicated their careers to the service of the nation, and
WHEREAS, these same employees represent the most stable and responsible work force in the country, and
WHEREAS, statistics have proven that the incidence of drug use among federal workers is negligible, and
WHEREAS, random drug testing is demeaning, unnecessary, and a gross waste of the taxpayer’s money, therefore be it
RESOLVED, that NTEU strongly continue to oppose the use of random drug testing for all employees.

68. Notification Before Withholding
WHEREAS, there have been too many incidents in which employees have had money taken out of employer payments, including but not limited to travel reimbursements, without just cause or warning, and
WHEREAS, this unjustly causes them financial hardship and frustration, therefore be it
RESOLVED, that NTEU continue to seek legislation or policy changes that requires agency payroll officials to notify employees prior to any action in which money would be taken from their employer payments, including but not limited to travel reimbursements, for other than normal deductions so that the employee would be able to answer and hopefully resolve the matter.

69. Retirement/Financial Planning
WHEREAS, seminars to plan adequately for retirement are given on an ongoing basis in the private sector, and
WHEREAS, since financial planning is necessary throughout an employee’s career, therefore be it
RESOLVED, that NTEU continue to seek to mandate all agencies which NTEU represents to provide retirement and financial planning as part of Continuous Education Program (CEP) courses for all employees.

70. Reviews
WHEREAS, the current IRS and CBP systems of review are repetitive and oppressive and the results are generally overly negative, very counterproductive, and not cost effective, and
WHEREAS, these reviews demand excessive accountability, infringe on employee judgment, and are contrary to the goal of employee empowerment, therefore be it
RESOLVED, that NTEU continue to demand and pursue elimination of all such unnecessary and oppressive reviews.
71. Disability Retirement Reform
WHEREAS, many of our members have experienced problems with the processing and acceptance of disability retirement claims, and
WHEREAS, the current regulations are complex, technical, and difficult to comprehend or challenge, and
WHEREAS, the current process for initial processing and appealing denied claims can take years to wade through with no entitlement to benefits nor to legal counsel or assistance, and
WHEREAS, the financial burden and emotional drain on employees who are unable to work because of these disabilities causes additional problems for employees and their families and,
WHEREAS, employees who have served their country as civil servants should be entitled to prompt and judicial determination, therefore be it
RESOLVED, that NTEU continue to pursue changes to the Federal Employee Disability Retirement process through legislative action to ensure that claims are processed in an expeditious manner and that the appeals process be modified to provide legal/ombudsman assistance at government expense and to provide a quicker response to any and all claims and appeals.

72. Increased Retirement Age
WHEREAS, Congress continually looks at increasing the retirement age beyond 55 with 30 years of service, and
WHEREAS, there have been other proposals to limit retirement benefits for retirees under age 62 even though fully qualified to retire, therefore be it
RESOLVED, that NTEU continue to actively and vigorously oppose any and all efforts to increase the retirement age or reduce benefits of retirees who are under the age of 62.

73. Preserve Federal Employee Health Benefits Program (FEHB)
WHEREAS, Congress can introduce legislation to increase the cost of health care benefits for federal employees, and
WHEREAS, the Federal Employee Health Benefits (FEHB) plan is considered a more lucrative and costly system and will likely be a prime target for elimination, and
WHEREAS, the Administration or Congress may seek to tax premiums and/or benefits of the FEHB,
WHEREAS, federal employees would most likely lose health benefits and suffer increased costs well beyond the massive increase experienced over the last several years, and
WHEREAS, federal employees should be entitled to a reasonable health care system comparable to those enjoyed by private sector corporations, therefore be it
RESOLVED, that NTEU vigorously oppose any change that results in reduction of benefits or increased costs
RESOLVED, that NTEU continue to vigorously oppose any elimination of the FEHB or increase in cost, and be it further
RESOLVED, that NTEU continue to pursue legislative reform of our health benefit package to expand the benefits and reduce costs to employees.

74. Workers Compensation Reform
WHEREAS, federal employees must seek compensation through the Office of Workers Compensation Programs (OWCP) for work-related injuries or illnesses, and
WHEREAS, many claimants are harmed physically, and frequently financially, due to poor communications and the slow processing of claims, appeals, and payments, therefore be it
RESOLVED, that NTEU will continue to seek through legislative action to restructure the workers compensation system to allow for expeditious processing of claims and to streamline communication efforts.

75. Awards
WHEREAS, Congress has traditionally under-funded federal agencies represented by NTEU, and
WHEREAS, awards have traditionally been among the first areas to suffer when an agency makes cuts, and
WHEREAS, awards are important to the morale of employees who earn them, therefore be it
RESOLVED, that NTEU will continue to vigorously oppose any cuts in awards programs and will seek to educate Congress and the agencies on the value of maintaining current award levels.

76. Chapter Office Space
WHEREAS, the livelihood of NTEU depends on well organized chapters effectively dealing with many issues including, but not limited to, membership, legislative issues and cooperative initiatives affecting workplace changes, and
WHEREAS, chapters need space to organize, plan and implement changes, therefore be it
RESOLVED, that NTEU continue to make every effort to secure for every chapter within NTEU private and appropriate office space, office supplies, maintenance, telephones, and telecommunication equipment, up-to-date computers, ergonomically designed furniture, etc., all to be provided by the employer.
77. Visually Impaired Employees
WHEREAS, visually impaired employees are a valuable asset to the IRS, and
WHEREAS, the IRS continues to ignore the needs of visually impaired employees, and
WHEREAS, visually impaired employees are loyal and valuable members of NTEU, therefore be it
RESOLVED, that NTEU continue to vigorously pursue and continue to insist that the IRS provide training material, publications and tax forms in Braille form and in software form to its visually impaired employees in a timely manner, including the availability of electronic communication and other evolving media, and be it further
RESOLVED, that NTEU set an example by continuing to provide the Bulletin on cassette in a timely manner and by providing its insurance and other member benefit brochures in Braille form and by inserting provisions in all future national agreements that Braille versions will be furnished to all visually impaired employees.

78. Equal Employment Opportunity for Sexual Orientation
WHEREAS, NTEU supports equal opportunity for all employees without regard to race, color, religion, sex, national origin, age, disability, marital status, or sexual orientation, and
WHEREAS, there are no existing federal laws requiring such equal opportunities for federal employees with alternate sexual orientations, and
WHEREAS, it has been documented that federal employees have been denied promotion and benefits based on sexual orientation, therefore be it
RESOLVED, that NTEU will continue to vigorously support the cause of full equal opportunity and equal benefits for all employees.

79. Employee Hazardous Foreign Assignments
WHEREAS, several NTEU-represented agencies periodically seek volunteers from their ranks to travel to foreign destinations for various details, and
WHEREAS, some details are to war zones, areas of armed conflict or areas of political unrest, therefore be it
RESOLVED, that NTEU continue to negotiate with the employers where it is the exclusive representative over hazardous duty pay and adequate life insurance coverage and other compensation for such details.
80. Hiring at Lower Grade than Offered
WHEREAS, current personnel practices allow the hiring official
to orally state a pay grade at which a potential employee can
be hired, and
WHEREAS, such a statement leads the potential employee to
believe that they will be hired at the stated pay grade, and
WHEREAS, OPM determines the lowest pay grade which the potential
employee will accept and offers the position at the lower pay
grade even though the potential employee meets or exceeds the
qualifications to be hired at a higher pay grade, therefore be
it
RESOLVED, that NTEU will continue to seek to have an offer sheet
presented at the pre-employment oral interview, such offer
sheet to be dated and signed by the hiring official, stating
the pay grade to which the potential employee is entitled, and
at which the potential employee will be hired subject to
verification of qualifications by the background
investigation.

81. Oklahoma City Bombing
WHEREAS, the bombing of the Federal Building in Oklahoma City on
April 19, 1995, was a major catastrophe which struck at the
heart of every American citizen, and
WHEREAS, the value of life of both federal employees and their
families is of major concern, therefore be it
RESOLVED, that NTEU continue to seek legislation to ensure that
federal employees are protected properly and able to work in a
secure environment free from the threat of physical harm.

82. Collaborative Efforts
WHEREAS, the Executive Order that mandated Partnerships exist
has been revoked, and
WHEREAS, NTEU remains committed to encouraging pre-decisional
involvement between its members and management, and
WHEREAS, such pre-decisional/collaborative efforts have been
conducive to improving the quality of our organizations,
therefore be it
RESOLVED, that NTEU pursue an Executive Order mandating
Partnership, including bargaining over permissive subjects,
RESOLVED, that NTEU seek legislation to codify Partnership
mandates in the law, and be it further
RESOLVED, that NTEU continue to demand all agencies engage in a
total pre-decisional/collaborative effort with NTEU in all
issues.
83. Upgrading International Examiners, Engineers, Appraisers and Economists

WHEREAS, the IRS has failed to recognize the performance of these specialized employees, who are doing higher graded duties in interpreting the complexity of the tax laws, and
WHEREAS, these employees are assisting and supporting the controlled large case agents (GS-13 and 14), and
WHEREAS, the adversaries of these employees in the private sector are sophisticated and highly paid professionals in their field, therefore be it
RESOLVED, that NTEU continue to support the upgrading of these employees to the GS-14 level.

84. Resolutions Update

WHEREAS, resolutions are accepted at every NTEU Convention to help direct the actions of this union to ensure the equal pay, rights, benefits, etc., of federal employees, and
WHEREAS, the members of NTEU are interested in the accomplishments of our resolutions, therefore be it
RESOLVED, that as the resolutions are accomplished, appropriate publicity will be provided.

85. Upgrading Farm Services Agency Clerks and Technicians

WHEREAS, the service agency has failed to recognize the present duties, responsibilities and skills required and performed by all of these employees, therefore be it
RESOLVED, NTEU continues to seek establishment of a career ladder GS-4, 5, 6, 7 for all qualified clerks and a career ladder of GS-6, 7, 8, 9 for all technicians.

86. Upgrading Appeals Tax Examiners

WHEREAS, Appeals Tax Examiner positions have changed drastically, and
WHEREAS, management has required employees in these positions to be responsible for added volume and increased complexity of input in computer and reporting fields, therefore be it
RESOLVED, that NTEU strives to ensure that the job description be rewritten so as to reflect the more complex duties and responsibilities, and be it further
RESOLVED, that NTEU continues to seek an upgrade for all qualified Appeals Tax Examiners to GS-7 and Senior Appeals Tax Examiners to GS-8.

87. Appeals Officers and Appeals Auditors Affected by Downsizing

WHEREAS, Appeals Officers and Appeals Auditors may be affected by future workload decreases, therefore be it
RESOLVED, that NTEU strives to ensure that all Appeals Officers and Auditors forced to return to the operating divisions should be exempt from meeting any additional requirements to the Revenue Agent position by virtue of their experience gained while working in Appeals, and be it further

RESOLVED, that NTEU strives to ensure that all Appeals Officers and Auditors forced to return to the operating division will retain their current grade.

88. Information Technology

WHEREAS, an increasing number of union officials are acquiring knowledge in the procedures for using electronic bulletin board systems and the Internet, and
WHEREAS, the electronic transfer data provides the fastest and least expensive means of distributing information among local union officials and the National and Field Offices of NTEU, therefore be it
RESOLVED, that NTEU will continue to maintain and upgrade an open access electronic bulletin board system which contains our library and representational and negotiations files and provides individual Internet access for all NTEU staff and local union officials to permit the rapid exchange of information at the local and National levels of our union, and be it further
RESOLVED, that NTEU continue to seek to ensure that all local chapters have access in their union offices to a World Wide Web system.

89. Night Differentials and Premium Pay

WHEREAS, it is often mandatory for many employees to work shifts, with night differentials, and holidays/Sundays for premium pay, therefore be it
RESOLVED, that NTEU continue to take whatever measures necessary to have differentials and premium pay credited for retirement purposes.

90. Expansion of Customs Overtime Pay Reform Act

WHEREAS, the mission of CBP and the nature of certain CBP positions such as Seized Property Specialists/Custodians, CBP Technicians, Aides, Clerks, Vessel Entry Control Specialists and others require employees to work overtime on a regular basis, and
WHEREAS, these CBP positions require personal sacrifices in fulfillment of their overtime duties, and
WHEREAS, these CBP positions should be adequately compensated for their overtime service, therefore be it
RESOLVED, that NTEU continue to take all necessary steps to expand the Customs Overtime Pay Reform Act (COPRA) to cover these CBP positions.

91. IRS Education and Training
WHEREAS, a comprehensive Education and Training program is an essential ingredient for employee and organizational improvement, and
WHEREAS, employees are the most valuable resource of the Internal Revenue Service, and
WHEREAS, a viable Education and Training program requires vision, strategic planning, stakeholder input and the proper application of resources, and
WHEREAS, abundant opportunities for improvement exist within the current Education and Training program, therefore be it
RESOLVED, that NTEU continue to take a leadership role in the planning and implementation of education and training within the IRS.

92. Interest Based Resolution
WHEREAS, work disputes that become formalized between the employer and NTEU can result in a highly negative impact for employees, NTEU and the employer, therefore be it
RESOLVED, that NTEU will continue to strongly encourage informal resolution using interest based resolution discussion techniques.

93. Arresting Officer Credit
WHEREAS, the Customs and Border Protection has failed to grant arresting Customs and Border Protection Officers and Canine Enforcement Officers credit for arrests, and
WHEREAS, once the Customs and Border Protection inspection process has been completed and the individual person is not free to leave, that person for all practical purposes is under arrest, therefore be it
RESOLVED, that NTEU continue to take all action necessary to assure that the Customs and Border Protection gives the arresting Customs and Border Protection Officers or Canine Enforcement Officer credit for making the arrest, and be it further
RESOLVED, that NTEU strives to ensure that the Bureau of Immigration and Customs Enforcement will not use statistical data from Customs and Border Protection Officer and Canine Enforcement Officer arrests to enhance their own enforcement statistics.
94. Training
WHEREAS, one of the main objectives of NTEU is to educate and
train its members to deal effectively with issues that impact
the bargaining unit, and
WHEREAS, smaller chapters with limited funds are frequently
unable to send all chapter officials to the annual National
Training Conference, therefore be it
RESOLVED, that NTEU attempt to schedule training at all NTEU
National events to maximize the training opportunities of all
chapters.

95. Contracting Out/Competitive Outsourcing
WHEREAS, there has been an increased effort to favor services
performed by outside contractors over those performed by
federal employees, therefore be it
RESOLVED, that NTEU continue to vigorously oppose any effort to
outsource any work currently performed by NTEU members.

96. Outside Employment
WHEREAS, Congress and the Administration have initiated the
contracting out of functions previously performed only by
federal employees, and
WHEREAS, federal employees are prohibited from engaging in
outside employment that might create a real or perceived
conflict of interest with their official duties, and
WHEREAS, there may not be similar restrictions on the business
activities engaged in by private sector contractors or their
employees, therefore be it
RESOLVED, that NTEU continue to take all necessary steps to
bring about the reduction or removal of restrictions on the
outside employment activities of federal employees to a level
commensurate with the restrictions imposed on private sector
contractors performing similar work.

97. Union Official Career Advancement
WHEREAS, NTEU’s existence is highly dependent on the willingness
of members to volunteer to serve as local officers and
stewards, and
WHEREAS, Union members who use a substantial amount of official
time representing fellow employees often suffer severe adverse
impacts with respect to their own career advancement, and
WHEREAS, such adverse career impacts have the effect of
discouraging involvement in Union leadership positions,
therefore be it
RESOLVED, that NTEU will continue to pursue legislative,
bargaining and education efforts toward the ultimate goal that
NTEU officials shall hereafter be permitted to engage in
legitimate representational activities without suffering adverse impacts to their personal career advancement.

98. DOE Funding
WHEREAS, Congress has continuously proposed drastic and unplanned cuts in funding for the Department of Energy (DOE), and
WHEREAS, the cuts have resulted and will continue to result in massive reductions in force which result in many promising, but less senior employees being separated, therefore be it RESOLVED, that NTEU continue to oppose any legislation that mandates such massive and unplanned budget cuts.

99. Department of Energy
WHEREAS, NTEU continues to support the mission of the Department of Energy (DOE). However, DOE requires that polygraph examinations be administered to employees holding certain positions, and
WHEREAS, the scientific and medical community, including the National Academy of Sciences have validated the questionable results of polygraph examinations and their interpretations, therefore be it RESOLVED, that NTEU will oppose DOE's administering polygraph examinations to employees to qualify them for continued eligibility to maintain security clearances necessary for employment.

100. Dispute Resolution
WHEREAS, NTEU recognizes that disputes between parties are inevitable, therefore be it RESOLVED, that NTEU will continue to aggressively pursue all avenues for dispute resolution in a timely manner.

101. Committee Appointments
WHEREAS, agency managers have persisted in unilaterally appointing members of the bargaining unit to committees, task force groups and other teams in violation of law, regulations, and labor agreements, and
WHEREAS, an insufficient amount of union members are appointed to these committees, task force groups and teams,
WHEREAS, the success of the work depends on the employees who perform the work and have value-added knowledge and experience to offer, therefore be it RESOLVED, that NTEU continue to vigorously oppose such practices and take appropriate action to ensure that the culpable agency managers comply with the law, regulations, and labor agreements to the same high extent that the bargaining unit is
required to comply with the law, regulations, and labor agreements, and to the extent that the improper appointments by management constitute violations of the law and thus become Rule of Conduct violations, that the appropriate level of management be notified, and be it further RESOLVED, that NTEU continue to vigorously pursue equal representation at these meetings for NTEU representatives appointed by the Chapter Presidents.

102. Candidate Information
WHEREAS, NTEU has historically endorsed candidates for President, the Senate and the House based on their records and/or positions on issues of interest to NTEU members, and WHEREAS, it is important that NTEU members have access to information concerning candidates and a means of advising NTEU officials on their personal views regarding all candidates for office, therefore be it RESOLVED, that NTEU is encouraged to maintain a candidate endorsement section on its Home Page which lists candidate records and positions that NTEU has available on each candidate and provide a means by which members can express their preference for the candidates for elected office in their voting district.

103. Upgrade CBP Commodity Team Aides
WHEREAS, CBP has failed to recognize the present duties, responsibilities and skills required and performed by all of its employees, and WHEREAS, the Commodity Team Aide position requires greater knowledge, skills and abilities than ever before, and WHEREAS, the present compensation of the Commodity Team Aide is not commensurate with the expertise and demands of the position, therefore be it RESOLVED, that NTEU strive to ensure that the job description of the Commodity Team Aide be rewritten so as to truly reflect the increased knowledge and responsibility required, and be it further RESOLVED, that NTEU strives to achieve an upgrade for Commodity Team Aides.

104. Steward Coverage
WHEREAS, NTEU has historically provided its membership with grassroots information and representation through its stewards, and WHEREAS, the numbers and ratios of stewards is often below what is needed to provide quality service as required by the scope of their duties, therefore be it
RESOLVED, that NTEU continue to work to ensure the proper number of stewards be made available to provide quality service to its membership.

105. Definition of "Willful"
WHEREAS, Section 1203(b) holds IRS employees to a higher standard than other federal employees, and
WHEREAS, the IRS has failed to provide a clear definition of "willful", therefore be it
RESOLVED, that NTEU continue to actively and vigorously seek clarification from Congress that "willful" acts are those done intentionally and not inadvertently.

106. Hours for Travel
WHEREAS, federal agencies attempt to disallow the payment for hours while traveling outside of normal commuting time, therefore be it
RESOLVED, that NTEU continue to actively and vigorously use all means necessary to ensure that all employees are properly compensated for that travel time.

107. Section 1203 of RRA 98
WHEREAS, Section 1203 of the Restructuring and Reform Act (RRA) of 1998 contains "10 deadly sins" that have created anxiety and apprehension among IRS employees, and
WHEREAS, a wrongful application of 1203 implementation procedures by the IRS could result in the mandatory termination of employment of IRS employee(s), therefore be it
RESOLVED, that NTEU pursue legislative efforts to repeal 1203(b) of RRA 1998, and be it further
RESOLVED, that NTEU continue to monitor the application of the implementation procedures of Section 1203 to ensure that they are carried out in a fair, uniform and consistent manner.

108. Restructuring of the IRS
WHEREAS, the IRS continues to change its organization structure with potential negative impact upon employees' jobs and careers, therefore be it
RESOLVED, that NTEU continue to participate in and monitor all agreements to ensure that they are carried out in a fair, uniform and consistent manner while protecting the rights of employees and minimizing the negative impact to employees' jobs and careers.

109. "Pre-Tax" Benefits
WHEREAS, private sector companies are currently offering their employees many "pre-tax" benefits, therefore be it
RESOLVED, that NTEU continue to seek to expand legislation to secure "pre-tax" benefit options for federal employees.

110. Upgrading of Attorney-Advisors in ODAR
WHEREAS, the Social Security Administration and Office of Disability Adjudication and Review has failed to recognize the present duties, responsibilities and legal skills and education required for the position of Attorney-Advisor, therefore be it
RESOLVED, that NTEU continue to strive to ensure that the journeyman grade for Attorney-Advisors be increased from GS-12 to GS-13 and that NTEU take active action to achieve career advancement with career ladders for Attorney-Advisors within SSA/ODAR.

111. Establish a Consolidated Bargaining Unit for Chief Counsel
WHEREAS, NTEU has successfully organized the employees of the Office of Chief Counsel but, to date, has not consolidated the IRS and Counsel bargaining units into a consolidated bargaining unit, therefore be it
RESOLVED, that NTEU continue to take all necessary steps to establish a consolidated IRS bargaining unit including Counsel bargaining unit employees.

112. Use of Second Language Premium Pay
WHEREAS, the duties and responsibilities of a position description often require the use of a language other than English on a regular basis, therefore be it
RESOLVED, that NTEU continue to actively seek a premium pay to compensate employees for those additional skills.

113. Maternity and Paternity Leave
WHEREAS, the rigors and requirements of childbearing and child rearing impose a monetary burden on families, and WHEREAS, families are negatively affected both economically and professionally by the need to exhaust leave for these purposes, and WHEREAS, pursuit of this goal will greatly enhance our recruitment, therefore be it
RESOLVED that NTEU will continue to actively seek legislation granting paid paternity and maternity leave to federal government employees.

114. Stays of Disciplinary Action
WHEREAS, the Federal Labor Relations Authority has held as negotiable, bargaining proposals that require reasonable stays
for a time certain or until the arbitrator rules, whichever is less, and
WHEREAS, the expeditious processing of removals, and the granting of stays until decisions are issued would be extremely beneficial to employees, therefore be it
RESOLVED, that NTEU strive to seek inclusion of such clauses in all its bargaining agreements.

115. OCONUS COLA Retirement Inequity
WHEREAS, those federal employees working outside the continental United States do not receive retirement credit for (COLA) cost of living allowances paid to them, and
WHEREAS, the result of this inequity is that federal retirees in high cost of living COLA localities have retirement annuities below federal retirees in locality pay areas, therefore be it
RESOLVED, that NTEU continue to support legislative efforts to address the retirement inequity between COLA and locality pay areas.

WHEREAS, the USPTO’s fees continue to be diverted from the USPTO, and
WHEREAS, this raid on USPTO fees is an inappropriate use of funds and is damaging to the operations of the USPTO, and
WHEREAS, the fees collected for patent and trademark applications should not be diverted for other purposes, therefore be it
RESOLVED, that NTEU continue to seek legislation allowing the USPTO to keep all its revenue.

117. National Credit Union Administration
WHEREAS, the employees of the National Credit Union Administration (NCUA) share similar goals, objectives, problems, and concerns of those experienced by the members of NTEU, therefore be it
RESOLVED, that NTEU will continue to take all necessary steps on behalf of NCUA employees to vigorously represent their interests through collective bargaining and other appropriate means; to improve working conditions through cooperation with appropriate agencies; to improve employee management relations; and to promote high professional standards on the part of employees and management alike.

118. Federal Employees Pay and Comparability Act
WHEREAS, since 1948 federal employees in the non-contiguous areas of the U.S. have received Non-Foreign COLA to ensure that their pay reflects the high cost of living, and;
WHEREAS, in 1990, the Federal Employees Pay Comparability Act (FEPCA), included provisions for what is termed locality pay which is paid to federal employees in the contiguous United States, and;
WHEREAS, unlike locality pay, the non-foreign COLA is not used to calculate an employee's retirement annuity, and;
WHEREAS, this has been a tremendous disadvantage to federal employees in Alaska, Hawaii and the territories as to their retirement security, and;
WHEREAS, in the last Congress two proposals were considered, one by the outgoing Bush Administration and a second by Senator Daniel Akaka, with the latter providing a much more favorable transition from COLA to Locality Pay, therefore be it
RESOLVED, that NTEU shall continue to seek legislation along the lines of the Akaka bill to extend to federal employees in Alaska, Hawaii and the territories full Locality Pay with retirement credit.

119. Divestiture of Holdings
WHEREAS, the employees of various agencies may be required under certain circumstances to divest holdings in publicly traded corporations and mutual funds, and whereas it is in the interest of bargaining unit employees, management, and the public that any required divestiture be carried out fairly and equitably, therefore be it
RESOLVED, that NTEU will continue to work actively to bring about a fairer and more equitable system for required divestitures that will protect the rights of bargaining unit employees serving in these positions.

120. Upgrading Chief Counsel Revenue Agents
WHEREAS, the reorganization of IRS Chief Counsel has resulted in Revenue Agents in the Chief Counsel National office performing many of the same duties as attorneys and tax law specialists, and
WHEREAS, Revenue Agents do not have the same promotional opportunities, therefore be it
RESOLVED, that NTEU strives to ensure that Chief Counsel Revenue Agents be upgraded to the appropriate higher grade.

121. Chief Counsel Non-Attorney Employees
WHEREAS, many non-attorney Chief Counsel employees have previously worked in other parts of the IRS, and whereas many non-attorney Chief Counsel employees can only enjoy upward mobility in IRS positions, and
WHEREAS, NTEU supports consolidation of the IRS and Chief Counsel bargaining units, therefore be it
RESOLVED, that until consolidation is achieved, NTEU continue to support the ability of Chief Counsel employees to compete for IRS positions on the same basis as other IRS employees.

122. IRS Special Emphasis Programs
WHEREAS, the IRS focus is on customer service and whereas inadequate staffing results in disallowing call site employees to attend special emphasis programs, therefore be it RESOLVED, that NTEU continue to actively and vigorously discuss and negotiate with the IRS to ensure maximum employee participation in all special emphasis programs.

123. Employee Student Programs
WHEREAS, certain employee student programs currently deny within grade step increases to its participants, and
WHEREAS, these temporary employees are normally not eligible for grade increases, and
WHEREAS, many of these employees may work under these student programs for several years without any increases in pay, therefore be it RESOLVED, that NTEU continue to strive to make all student programs eligible for annual within-grade step increases.

124. Upgrading Tax Compliance Officers
WHEREAS, tax enforcement at the field level today calls for employees with greater skills, abilities and education who can successfully deal with highly skilled representatives in the private sector, therefore be it RESOLVED, that NTEU continue to take the necessary measures to upgrade the journey level for all Tax Compliance Officers from GS-9 to GS-11.

125. Preserve Federal Employee Health Benefits Program (FEHBP)
WHEREAS, from time to time, Congress works on legislation to modify Medicare provisions, and
WHEREAS, there is a risk of reduced benefits and increased costs to the Federal Employee Health Benefits Program (FEHBP), therefore be it RESOLVED that NTEU continue to oppose legislation reform of the Medicare program that would negatively impact the FEHBP.

126. Upgrade of Estate and Gift Tax Attorneys
WHEREAS, Estate and Gift Tax Attorneys are required to deal with complex legal issues, and
WHEREAS, the journeyman grade is not comparable with private sector attorneys, therefore be it
RESOLVED that NTEU continue to support the upgrading of the journeyman level for Estate and Gift Tax Attorneys and the journeyman level be upgraded to appropriate higher grades, and be it further
RESOLVED that NTEU seek to upgrade the competitive-level grades.

127. Building Evacuation Plan
WHEREAS, the security of all federal employees is important and the agencies represented by NTEU have the responsibility to keep all employees safe and informed, therefore be it
RESOLVED that NTEU continue to work to ensure that all employees receive an annual briefing on their building evacuation plan.

128. Termination of Probationary Employees
WHEREAS, a federal employee has a right to all information that the agency relied upon to terminate them and a probationary employee may not know of this right, therefore be it
RESOLVED that NTEU will work to ensure that all probationary employees automatically receive all information that the agency relied upon in a termination action.

129. Non-discrimination for Handicapped Employees
WHEREAS, many employees of the federal government have physical handicaps, and
WHEREAS, many physically handicapped employees are discriminated against when agencies communicate with employees, therefore be it
RESOLVED that NTEU take all necessary steps to ensure that these employees are provided equal access to information on workplace issues.

130. Employee Associations
WHEREAS, employee associations have gone beyond their original purpose as previously communicated to NTEU, and
WHEREAS, employee associations seem to be taking actions that interfere with NTEU's ability to be the exclusive bargaining unit representative, and
WHEREAS, both managers and employees are confused regarding the role of employee associations, therefore be it
RESOLVED that NTEU continue to move swiftly to educate all agencies where NTEU is the exclusive representative and employees in those agencies on NTEU's exclusive bargaining unit representation.
131. Formal Meetings
WHEREAS, agencies have implemented many formal meeting topics via computer based training (CBT) and in many cases have not conducted Section 7114 meetings regarding these topics, and WHEREAS, employees may have unanswered questions regarding these topics, therefore be it RESOLVED that NTEU work to ensure that agencies conduct follow-up 7114 meetings after the CBT training of each formal meeting topic is completed.

132. Staying Abreast of all Applicable Agreements
WHEREAS, agencies represented by NTEU need to recognize that all employees need to be aware of and understand all applicable agreements between NTEU and the agencies, therefore be it RESOLVED that NTEU continue to strive to ensure that all local agreements contain provisions for distribution and §7114(b) meetings similar to those written in National Agreements, and be it further RESOLVED, that newly hired employees affected by any local and national agreements will also receive copies of the agreements and a §7114(b) briefing.

133. Upgrading of CBP Seized Property Specialists/Custodians
WHEREAS, Seized Property Specialists/Custodians are responsible for the acceptance, verification, storage, control, disposition and destruction of all merchandise including narcotics seized by the CBP, and WHEREAS, Seized Property Specialists/Custodians are responsible for the acceptance, verification, storage, control and deposit of large amounts of currency seized by the CBP, and WHEREAS, Seized Property Specialists/Custodians are responsible for the integrity of the chain of custody necessary for the successful prosecution of criminals and terrorists by United States Attorneys, and WHEREAS, the present compensation for Seized Property Specialists/Custodians is inadequate in light of the requirements and demands of the position, therefore be it RESOLVED that NTEU support the upgrading of the journeyman level of the Seized Property Specialists/Custodians from GS-11 to GS-12.

134. Department of Energy Contracting Out
WHEREAS, almost all of the federal jobs in the Department of Energy are contracted out, and WHEREAS, the Department of Energy has received numerous GAO and IG findings that DOE is not, and was not, providing adequate oversight of contractors, therefore be it
RESOLVED, that NTEU will do everything in its power to inform Congress and the public that continuing outsourcing of jobs at DOE will exacerbate the current poor oversight because of the lack of adequate numbers of career federal employees.

135. Office Furniture
WHEREAS, office furniture in agencies represented by NTEU is often excessed and given to designated organizations, and WHEREAS, employees in agencies represented by NTEU particularly flexiplace employees, could benefit from the excessed furniture, therefore be it RESOLVED, that NTEU will work vigorously to see that employees have an opportunity to use the furniture or equipment prior to the furniture or equipment being declared excess including any high cost equipment.

136. Compensatory Time for Travel
WHEREAS, legislation allows federal employees to receive compensatory time for travel, and WHEREAS, employees are not always allowed to use compensatory time earned as a result of travel, therefore be it RESOLVED, that NTEU seek full implementation to allow employees earning compensatory time for travel to use the compensatory time hours earned.

137. Upgrade of IRS Chief Counsel Attorneys to Working Level Grade 15 Position
WHEREAS, IRS Chief Counsel Attorneys are required to deal with the most complex legal and tax issues, and WHEREAS, the grade structure of Chief Counsel Attorneys is not comparable with private sector attorneys, therefore be it RESOLVED, that NTEU continue to support the working level Grade 15 Attorney positions, and be it further RESOLVED, that NTEU seek to upgrade the Chief Counsel Attorney positions to include a working level Grade 15.

138. Transportation Security Administration
WHEREAS, the employees of the Transportation Security Administration (TSA) share similar goals, objectives, problems, and concerns of those experienced by the members of NTEU, and WHEREAS the employees of the TSA have desired to become affiliated with NTEU and NTEU has successfully organized the TSA at numerous airports, therefore be it RESOLVED, that NTEU welcomes our newest members from the TSA into our family of agencies, and be it further
RESOLVED, that NTEU will continue to take all necessary steps on behalf of TSA employees to vigorously represent their interests through collective bargaining and other appropriate means; to improve working conditions through cooperation with appropriate agencies; to improve employee management relations; and to promote high professional standards on the part of employees and management alike.