

July 2001



Alert!

2001 Pay Chart
and
Chapter Meeting Announcement

Chapter 52

National IRS:

This was just too funny not to share with you:

From a story told by a bartender at a saloon near New Carrollton, MD: A bartender is sitting behind the bar on a typical day, when the door bursts open and in comes four dapper consultants from Booz-Allen, Hamilton. They come up to the bar, order five bottles of champagne and ten glasses, take their order and sit down at a large table.

The corks are popped, the glasses are filled and they begin toasting and chanting, "51 days, 51 days, 51 days!" Soon, three more BAH consultants arrive, take up their drinks and the chanting grows, "51 days, 51 days, 51 days!"

Two more BAH consultants show up and soon their voices join in raising the roof, "51 days, 51 days, 51 days!" Finally, the tenth consultant comes in with a picture under his arm. He walks over to the table, sets the picture in the middle and the table erupts. Up jump the others, they begin dancing around the table, exchanging high-fives, all the while chanting, "51 days, 51 days, 51 days!"

The bartender can't contain his curiosity any longer, so he walks over to the table. There in the center is a beautiful child's puzzle of the Cookie Monster. When the frenzy dies down a little bit, the bartender asks one of the consultants, "What's all the chanting and celebration about?"

The BAH consultant who brought in the picture pipes up, "Everyone thinks that consultants are dumb and they make fun of us. They think all we do is fill out decks, bill our clients \$600 an hour, and take years to reorganize an agency. So, we decided to set the record straight. Ten of us got together, bought that puzzle and put it together. The side of the box said 2 – 4 years, but we put it together in 51 days!"



Tax Rebate Cost

Think those rebate checks came cheap? Nope. The House Appropriations Committee approved a fiscal 2001 supplemental spending measure that includes \$115.8 million to cover the costs to Treasury and the IRS of processing and mailing out checks for advance payment of the 2001 tax credit to individuals.

SB/SE's dismal record on QSI's

Recent information provided to NTEU at the National level, shows that even though the IRS and NTEU have a Memorandum of Understanding regarding Quality Step Increases (QSI's), SB/SE is failing to meet it's obligations.

As you may know, the IRS has agreed in national partnership discussions to give QSI awards to between three and four percent of its workforce. Last year, they distributed them at a rate of 3.9 percent, which was more than twice the rate they had before we signed our agreement. Because of the IRS reorganization, NTEU agreed to move responsibility for administering this obligation from the local partnership councils to the division-wide partnership councils that normally meet in Washington, DC.

While this data needs to be refined down to the territory level, the data received is not looking good. At a recent SB/SE national partnership meeting the IRS produced data, which showed they were far behind meeting their QSI obligation. Generally they have given QSI to something less than half of the percentage of people that should be getting them. In some offices it is far below even that rate. While only about 2/3s of the evaluations had been issued at the time of this report, three to four percent of just those employees should have received a QSI.

What can you do? If you have received an outstanding rating this year, or receive one in this rating cycle, ask your manager to consider you for a QSI. The only limit is that you can not receive a QSI two years in a row. If you received your evaluation last October, you might still be able to be given the QSI at this time.

Child Care Program Extended At IRS

NTEU and the IRS have agreed to extend and substantially broaden the reach of the agency's child care tuition assistance program. The IRS agreed to fund the expanded program with \$1 million through Sep. 30, 2001.

NTEU National President Colleen M. Kelley said the broader program "will provide a meaningful opportunity for more families" to receive tuition assistance, including any full-time or part-time permanent IRS employee, a definition that includes those working a seasonal work schedule.



On Capitol Hill

Rep. Constance Morella (R-MD) has introduced a bill to turn the pilot child care tuition assistance program into a permanent program (HR. 555). NTEU National President Colleen M. Kelley said this is the type of "important step we must take if the federal government truly is serious about being a competitive employer."

This week, NTEU National President Colleen M. Kelley urged Congress to pass pay parity provisions for Security and Exchange Commission (SEC) employees, making their pay comparable to FDIC and Federal Reserve employees. In testimony submitted to the Senate Banking Committee, Kelley said that "alarmingly high" turnover rates at the SEC make passage of pay parity critical to the nation.

Rep. Edward Royce (R-CA) has introduced a bill to abolish the Energy and Commerce departments. His spokesperson says don't worry though the measure is "really only for debate purposes," as a vehicle to discuss government waste. **What?**

RAs ask, Where's the Bucks?

This article reprinted from NTEU, Chapter 239



NTEU has tracked down the delay in making full payments for overtime worked in the 2001 tax-filing season. Payments are due to many Revenue Agents and other employees who are normally classified as exempt from coverage under the Fair Labor Standards Act (FLSA).

As you know, FLSA-exempt employees who work temporary assignments of more than 30 days on FLSA-nonexempt work are entitled to full time-and-a-half pay for all overtime worked during the period of the temporary assignment. Employees become entitled to retroactive back pay (the difference between the capped overtime and full overtime) once they have completed the 30-day qualifying period. They are then entitled to full overtime payments until the end of the temporary assignment.

Because IRS did not pay employees properly for overtime worked during the 1998, 1999, and 2000 tax filing seasons, it is in the process of paying back pay for under-compensated overtime under a settlement agreement negotiated by NTEU. IRS has always acknowledged its obligation to pay employees properly for the 2001 tax-filing season. Unfortunately, as many employees have pointed out, it has not yet done so.

So, where are the bucks? We asked the IRS about the cause for the delay. We got an answer. Are you ready? Here goes the explanation.....

Even though the IRS issued instructions in February to managers to assure prompt payments, the coding for the time sheets was not compatible with the National Finance Center programming. NFC, therefore, has to reprogram its system to accept the codes. It is in the process of doing so and is expected to complete the work before the end of July.

The IRS is working to identify the affected employees and the relevant time periods so that it can resubmit amended time cards immediately after the completion of the programming. It expects employees to be paid their back pay in mid-August. IRS will pay interest on these payments, but because the interest must be manually calculated, the interest payments will be issued shortly after the back pay.

You gotta wonder why after the IRS has been forced to admit it screwed up, forced to give employees back pay with interest and penalties time after time after time, it still can't get simple payroll processing codes right.

NTEU shares your frustration at the delay and will work with IRS to try to assure that it does not reoccur next year.

Revocation of Partnership Executive Order

An Executive Order signed by President Bush on February 17th revokes President Clinton's Executive Order 12871, which established the National Partnership Council and required federal agencies to form labor-management partnerships.



The order was signed and delivered without any prior contact with NTEU or any other federal employee union. While partnership did not always work perfectly, in many instances it provided a valuable opportunity to provide pre-decisional input that benefited the employees we represent as well as the taxpayers they serve.

Many questions remain about exactly what this Executive Order will mean for cooperative efforts throughout the federal government. It is my understanding that the Office of Personnel Management will be providing guidance to agencies as to the implementation of this order.



National NTEU

LMSB and NTEU have signed an agreement that establishes a non-evaluative coaching program that will be mandatory for less experienced Revenue Agents. The program is intended to transfer skills and knowledge from more experienced to less experienced Revenue Agents. NTEU is represented on the oversight steering committee. Participation in the program is expected to last about one year.

The Coaching Program will be mandatory for employees who were GS-12 General Program Revenue Agents and were swept into LMSB at stand-up. All employees from outside LMSB, subsequently promoted to a GS-12 or GS-13 RA position or laterally transferred to a GS-13 position are in the mandatory group. The agreement provides for exemption from or postponement of participation in the program for these employees under certain circumstances. Also attached are the forms for use in requesting postponement or exemption. Participation by other employees is on a voluntary basis.

Participants will be evaluated only by their team managers, not their coaches. Coaches will provide feedback to team managers only via participant request. Coaches will be competitively selected for this temporary collateral duty assignment, which is expected to last about one year. Corporate examination experience is preferred and coaches will report to a coaching manager who will provide feedback to the team manager.

Other significant aspects of the agreement include the requirement that employees receive information packages prior to formal meetings in order to facilitate meaningful discussions at these meetings. Additionally, appropriate training and materials will be provided for participation in this program and evaluations will be prepared by team managers. Team managers will take into consideration the likelihood that the transfer of skills inherent in the coaching process may result in increased normal workload timeframes. Also, the agreement specifically provides that involuntary reassignments, job loss and downgrades will not occur as a result of participation in the program.

Participants will continue to work their inventory, with coach involvement. As participant's current in-process case inventory is closed, new cases added to the inventory will be appropriate for inclusion in the coaching program. The agreement recognizes the importance of an effective working relationship between coach and participant and any problems in this relationship should be surfaced to the management official for resolution.

New Coaches – A Little About Coaching

Employees often struggle after being promoted to supervisor or manager. Their employees, who once were their peers, may not cooperate with them, or may test them. The same is often true for coaches.



We live in a culture that demands and expects solutions at the drop of a hat. Coaching is about observing and listening, which happens over time. Coaching is the antithesis of the "quick fix" philosophy.

We often confuse giving answers for coaching. This is a very hard lesson to learn. Managers are paid to know and to direct others. Often new coaches, like new managers, jump too fast to provide recommendations and end up creating a breach in the flow of the coaching conversation. This usually happens between five and 10 minutes into a conversation. When this occurs, the coach needs to re-start the motor of the relationship by asking more questions and simply listening. By the time 45 minutes has passed, the coach may end up with an approach that's quite different from the original quick fix. Moreover, the employee trusts the coach's level of commitment, which speaks volumes to his or her readiness to engage in the project.

Some would-be coaches assume that an employee will simply accept their suggestions. But the job of a coach is to get the player into condition to accept being coached, a somewhat different proposition.

So armed with this advice, ask yourself how **you** would like to be approached by someone who is your superior, but who does not directly supervise you and whom you are not sure you trust. Ask yourself how you would begin to build a relationship with your employees and what specific outcomes you would seek as a result of coaching. What questions would you ask to give you an idea about their individual levels of competence, their morale and their attitude about their team or job? What kinds of areas in this person's life are you interested in learning more about?

Good coaches organize their work, communicate expectations and help establish milestones. At the beginning of a new project or assignment, the coach might talk about what it might take to get the job done and draft some milestones. For projects that have less urgency, perhaps brainstorm about what it would take to get the job done and collaborate on milestones.

Don't find yourself caught up in doing a great job and not taking time to lighten up with the employees. Have a coffee break with treats; have a meeting out in a park, or better yet, ask for suggestions for when and where to meet next.

Evaluate how you see your effectiveness as a coach often--what's going well and what areas you see where you might need improvement or assistance. Discuss techniques of effective communication with your subordinates and how you know when you are doing well as a leader, focusing on outcomes with clearly measurable goals.

And finally, there are vast resources in the area of leadership skills, etc. Don't hesitate to read up on what works, and speak up when you feel it isn't working.

NTEU Speaks Out On Congressional Changes

The shift of control of the Senate from Republicans to Democrats comes at a time of growing concern among federal employees with Bush administration proposals to contract out federal jobs. This comes on the heels of the administration's proposed budget calling for a 3.6 percent pay raise for civilian federal workers, while giving the military a full percentage more.

"NTEU has successfully worked with members of this Congress from both parties in the House and Senate on a wide range of issues important to federal workers, including the need for both a fair and appropriate pay raise," said NTEU National President Colleen M. Kelley. "We will continue to seek the support and leadership among Democrats and Republicans for issues important to federal employees and their families."

Kelley acknowledged that there seemed to be broad-based concern of potential inadequate review and analysis of Bush administration proposals to contract out federal jobs in a Republican-controlled Congress.

"The leadership change in the Senate in no way diminishes the important work that lies ahead of us if we are to be successful in preventing the needless contracting out of federal jobs," said Kelley. "The same holds true for other NTEU legislative priorities, including controlling health care costs, adequate agency funding and repeal or modification of the 1203 provision of the IRS Restructuring Act."

"We must continue to educate and encourage support for federal employees' issues among Democrats and Republicans in the House and Senate," said Kelley.

NTEU's Kelley Calls For Congressional Action To Increase Accountability in Federal Contracting



Washington, D.C.—Congress should take immediate steps to increase the accountability of the federal contractor workforce and determine whether they are delivering the services they promised, on time and within budget, the head of the National Treasury Employees Union today told lawmakers at a congressional hearing on contracting out.

"Even though more dollars are doled out to contractors each year than are spent on the federal workforce, there is little to no oversight of federal contracts once they have been awarded," said NTEU National President Colleen M. Kelley. "And agencies continue to contract out federal work even though there are no reporting systems in place to determine whether contracting out has achieved real cost savings or improved government services for the taxpayers."

Testifying before the House Government Reform Subcommittee on Technology and Procurement Policy, Kelley pointed out that there is a great deal of accountability within the federal workforce and that through the scrutiny of Congress and Government Performance and Results Act "there is little we don't know about the quality and costs of government services delivered by federal employees." American taxpayers should have the same level of accountability of the work performed by contractors, Kelley said.

NTEU believes that the best way to increase accountability in the current system is for Congress to pass,

and President Bush to sign, the Truthfulness, Responsibility and Accountability in Contracting (TRAC) Act. The TRAC Act would require agencies to implement systems to track whether current contracting efforts are saving money, whether contractors are delivering services on-time and efficiently and, Kelley noted, would bring government work back in-house when contractors don't live up to their end of the deal.

"Recent extreme actions taken by the Bush Administration will only exacerbate current problems with contracting out," Kelley said. She pointed to recent White House directives ordering federal agencies to contract out five percent of the jobs listed on their annual FAIR Act lists in the next fiscal year and 10 percent the year after that.

"How can the Bush Administration set these arbitrary quotas without first evaluating their impact on an agency's delivery of services?" Kelley asked. "NTEU believes these actions are only going to lead to more waste, more broken promises, and more cost overruns in government contracting."



House Civil Service Chair Announces Departure

Chairman Joe Scarborough (R-FL) of the House Government Reform Civil Service Subcommittee has announced he will resign his House seat effective Sept. 6th, due to "family issues and recurring back pain."

"We have not always agreed on legislation affecting federal employees and their families," said NTEU National President Colleen M. Kelley, "but Chairman Scarborough was accessible and took the time to listen to our concerns."

Kelley said NTEU worked with Rep. Scarborough last year to create a long-term insurance program for federal employees and to enact a retirement correction measure affecting thousands of federal employees placed in the wrong retirement system.

For legislative updates, visit the NTEU web site (www.nteu.org), or telephone the NTEU Legislative Hotline at 202-783-4444, extension 1203.

Bush Administration Attack On Federal Pay Raise 'Shortsighted,' Says Kelley

Washington – The Bush Administration's criticism of congressional action to fund a 4.6 percent pay raise for federal employees in the coming year is "shortsighted," said NTEU National President Colleen M. Kelley.

"There is nothing more critical than the ability of the federal government to attract and keep skilled and talented employees. Congress recognized this in a bipartisan call for pay parity with the military and federal civilian employees, and members of the House Appropriations Committee followed the will of Congress in approving funding needed for a 4.6 percent pay raise in the coming year. The administration's criticism of this action is shortsighted and indefensible," said Kelley.

The House Appropriations Committee approved a FY2002 Transportation Appropriations bill, which included funding for a 4.6 percent pay raise for federal employees in departments and agencies covered by the measure. This action was in line with language calling for pay parity between federal civilian and

military employees in the final Fiscal Year 2002 Budget Resolution. The Bush Administration's proposed budget calls for a 3.6 percent pay raise for civilian federal workers and 4.6 for the military. The Office of Management and Budget (OMB) criticized the committee's action saying it was not necessary to link military and civilian pay and that the action would "divert critical resources" from other programs.

"The Congress, the General Accounting Office and numerous experts inside and outside of government recognize the critical challenge confronting the federal government and its ability to recruit and retain employees. With increasing competition from the private sector for skilled workers, and with a projection that as many as 53 percent of federal employees will be eligible for either regular or early retirement over the next few years, OMB is sending the wrong signal at the wrong time in an attempt to defend an indefensible pay raise proposal," said Kelley.

EEOC Considering Major Change

The Equal Employment Opportunity Commission is considering a rule that would allow its administrative judges to issue final decisions in discrimination cases involving groups of employees.

The rule, which appeared in the Federal Register last month as part of the agency's semiannual regulatory review, would strip agencies of their authority to make final decisions in cases involving class action complaints brought against them. Currently, EEOC judges can only issue recommended decisions in such cases. Agencies are free to either ignore or reverse the recommendations.

The rule seeks to give EEOC judges the same authority in class complaint cases as they have over individual complaint cases. In 1999, EEOC authorized judges to issue final decisions in individual cases; agencies must either implement or appeal the decisions.

Tom Schlageter, assistant legal counsel at EEOC, said the rule would streamline the adjudication process for class complaints and help alleviate a perception that the process is unfair.

Before the EEOC changed its policy about individual cases, "there was a perception of unfairness when the agency was able to second-guess the recommendations of judges," said Schlageter.



Locally:

The NTEU National Convention is in Philadelphia this year. Chapter 52 won't be sending a delegate to the convention because it simply costs too much.

Airfare from San Antonio/Austin is about \$350.00 if purchased in advance. The convention is from July 29 (arrive the 28th) to August 2 (depart the 3rd). Hotel costs are \$118.00 per night plus tax (estimated at about \$18.00 per day) for the room. The estimated cost per person at chapter expense would have been about \$1500.00. The Hotel is Wyndham Franklin Plaza Hotel. Registration is Jul 29th and it concludes on Aug. 2.

The Chapter officers are now in our new office in San Antonio. Not unpacked yet, but getting there. We do have a new phone number for Mick - 210-706-5253. Our computers, fax, and phone lines are up and running.

CHAPTER SURVEY FOLLOW-UP

If you read the last Alert! You know the Chapter Member Survey results were included. In that issue, I told you I would keep you informed of any actions or progress on issues. Every issue of the newsletter will keep you informed about progress on the National issues, such as pay parity and 1203(b) issues, as well as local issues that have actions pending, or actions that have been taken. Although several articles speak to the major issues you identified, some highlights appear below:

On Pay Parity:

As you know, the final budget resolution for FY 2002 included language calling for pay parity between military and civilian employees. Following that language, the FY 2002 Transportation Appropriations bill, passed by the House this week, included funding for a 4.6% raise for those employees covered by that bill. During debate on that bill, the Bush Administration sent the attached Statement of Administration Policy to the House in which it states its opposition to pay parity and to a 4.6% raise for federal civilian employees.

We expect the Treasury Appropriations bill to set the pay raise for all federal employees when it is considered later this summer. In the meantime, it is good news that appropriations bills are including funding to cover a 4.6% raise even though the Administration is lobbying against it.

On another front, the Defense Department just announced that it would push for a 5% raise for military personnel in 2002, rather than the 4.6% in the President's original budget proposal. NTEU's position has been that there should be parity between civilian and military raises and we will continue to push for that, meaning we will begin pushing for a 5% raise for civilian employees if that is what the military is going to get.

Right now the 2001 pay chart reflects the Bush administration 3.57% increase in salary, but it is not over till it's over! As one of my colleagues put it... "Losers quit when they get tired. Winners quit when they win."

On Section 1203(b):

The article and photo below were part of Chapter 53's recent newsletter. It highlights the 1203 (b) frustration felt across the nation, and brought up at the NTEU National Training session in Saratoga, New York.



What you mean “WE” Kemosabe?

by Robert Schillaci – Editor
The Brooklyn Dodger Newsletter
Chapter 53



The headline refers to an old joke about when The Lone Ranger and Tonto found themselves surrounded by hostile Indians: The Lone Ranger says, “Tonto, we are in trouble!” Tonto responds with the punch line, above.

This came to mind at May’s NTEU National Training Session in Saratoga Springs, NY. President, Colleen Kelley, discussed the recent roasting that the IRS took in the media for the lack of audit coverage and collection work in FY 2000. Colleen said that based on figures, which the IRS had given to her, 2001 was going to be much worse and “next year, we are going to get ripped even worse.” **We?**

It is our recollection that NTEU had relatively little to do with the RRA ‘98 fiasco. **WE** did not enact Section 1203(b). **WE** did not hold phony hearings with lying witnesses in a circus atmosphere. **WE** did not pass RRA’98 which created more loopholes and appeal rights than you can shake a stick at.

As Chapter 53 recalls, the union opposed all of this. about .. as well as an ant trying to stop a steamroller, because no one on Capitol Hill was listening.

So now, when the premonitions that we (and all of you) had of disaster have become a reality, we are not at all interested in hearing that all of this is now **our** problem. IRS has a whole army of GS-15s and up who are supposed to take care of this stuff. They sit around their offices all day at headquarters each trying to outdo the other in finding ways to demonstrate how vital they are to the IRS, and, usually, make things harder for the people who have to do the real work in the process.

They are legally responsible for running the agency, not us and not you. **They** are doing a lousy job. **They** created road-blocks over and above those that Congress wrote into the law. **They** allowed the workforce to atrophy while the managerial shuffle known as the reorganization was implemented. They did it. **Not us.**

The chapter knows what Colleen means when she says “we.” Congress has already developed an institutional amnesia about their complicity in this debacle. Rossotti will be gone when his term ends and hopefully will take his damned consultants with him. That means that “**we**” are those people who are left to pick up the pieces. It is not fair, but, life isn’t fair and politics is even worse.

Our thanks to Chapter 53 for their excellent article. It hits the nail on the head.

Chapter 52 Wants You To Know

A Reminder - Chapter 52 is initiating a membership drive in conjunction with National NTEU.

If you are a chapter member you are eligible for a bounty on each new member you recruit. The new member must already be on the IRS roles not a temporary hire or a seasonal or a new hire. For each new member you recruit you will receive \$15.00. At the bottom of the form 1187 (the NTEU membership form) write "recruited by (your name, stop number and SSN)." Fax, mail or drop off at the SANW union office at (210) 706-5376.

This campaign began on May 1st and ends August 30, 2001. All 1187's received before 4:30 PM on Aug 30 are eligible for the bounty. Forms are available at your union office, from your steward or on Chapter 52's web page <http://nteu52.hypermart.net>



Chapter 52 has established a South Texas area **Health and Safety Committee**. The Commissioner's Rep in each Post of Duty is the Health and Safety Officer for that Post of Duty. The H&S Committee will be made up of eight (8) members. The eight members include 2 Houston managers, 2 Houston bargaining unit members, 2 STX. managers (Melinda Murphy and Bill Smits) and 2 STX. Bargaining Unit members. The BU representatives from South Texas are Tito Sabana and Greg Hutchinson out of the Austin/Bryan areas.

Chapter 52 is also in the process of establishing a **DEEOC Committee** that will be similar in composition to the Health and Safety Committee. Although all the members have not been identified yet, the representatives from Chapter 52 are Juan Aranda (Harlingen) and Grace Torres (El Paso).



CHAPTER MEETING ANNOUNCEMENT ATTACHED

2001 PAY CHART ATTACHED

The **Chapter 52 Alert!** can also be found on our Chapter Web Page at <http://nteu52.hypermart.net>. You can e-mail any Chapter officer, staff member or steward from the page.

*Chapter 52 President, Tom Jones
Chief Steward, Bill Grace
Asst. Chief Steward, Mick Eskew*

*Send comments and/or articles to
1700SANW or fax 210-706-5376,
attention Alert! Editor Susan Ryan*

2001 Pay Chart

REST OF U.S.*
Effective January 2001

Grade	Annual Rates for Steps (in dollars)									
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
GS-1	15,338	15,849	16,360	16,867	17,378	17,679	18,181	18,689	18,709	19,187
GS-2	17,245	17,654	18,226	18,709	18,920	19,477	20,034	20,591	21,147	21,704
GS-3	18,816	19,443	20,069	20,696	21,323	21,949	22,576	23,203	23,830	24,456
GS-4	21,123	21,827	22,531	23,235	23,939	24,644	25,348	26,052	26,756	27,461
GS-5	23,633	24,421	25,209	25,997	26,785	27,574	28,362	29,150	29,938	30,726
GS-6	26,342	27,219	28,097	28,975	29,852	30,730	31,607	32,485	33,362	34,240
GS-7	29,273	30,248	31,224	32,200	33,175	34,151	35,126	36,102	37,077	38,053
GS-8	32,419	33,500	34,581	35,663	36,744	37,825	38,906	39,987	41,068	42,149
GS-9	35,808	37,001	38,194	39,387	40,580	41,773	42,966	44,160	45,353	46,546
GS-10	39,433	40,748	42,063	43,378	44,693	46,007	47,322	48,637	49,952	51,266
GS-11	43,326	44,770	46,214	47,658	49,102	50,546	51,990	53,434	54,878	56,322
GS-12	51,927	53,657	55,387	57,118	58,848	60,579	62,309	64,039	65,770	67,500
GS-13	61,749	63,808	65,867	67,926	69,984	72,043	74,102	76,161	78,220	80,279
GS-14	72,969	75,402	77,834	80,267	82,699	85,132	87,564	89,997	92,429	94,862
GS-15	85,832	88,693	91,554	94,415	97,276	100,137	102,998	105,859	108,720	111,581

* Incorporating the 2.70% GENERAL SCHEDULE INCREASE and a LOCALITY PAYMENT of 7.68% for the locality pay are of REST OF U.S. (Net Increase: 3.57%)

COMING SOON...

The New IRS work stations...



NTEU CHAPTER 52

SPECIAL CHAPTER MEETING

WHEN: July 16, 2001

**WHERE: Austin FOB
Classroom 3
5:30 p.m.**

**Special Chapter 52 meeting to select Proxies for the
NTEU National Convention.**