

Statement of Basic Employee Rights

Based on contractual agreements between the National Treasury Employees Union (NTEU) and the Internal Revenue Service (IRS), all IRS bargaining unit employees have the following rights:

- **To be treated with courtesy and tact**
- **To expect appropriate assistance from managers to do their job**
- **To work in a safe and healthy working environment**
- **To have job expectations explained to them**
- **To receive assistance in planning self-development**
- **To develop ideas or suggestions to improve work methods**
- **To be free to seek redress of grievances through the negotiated grievance procedure**
- **To receive cash awards for exceeding standards under the awards program negotiated by NTEU and IRS**

_____/s/_____
Michael J. Murphy
Senior Deputy Commissioner
Internal Revenue Service

_____/s/_____
Robert M. Tobias
National President
National Treasury Employees Union