

NTEU 1st LEVEL GRIEVANCE FORM

GRIEVANT: Bargaining Unit Employees of the NRC, TTB

DATE: July 8, 2010

General Nature of the Violation:

The agency submitted a new proposed Order which would re-organize the National Revenue Center (NRC) to the chapter. In discussions with Ms. Greemore and Mr. Boland of TTB, the chapter agreed to two joint meetings with the bargaining unit employees to take place on June 24, 2010 and July 7, 2010. During these meetings, Mr. Boland was rude, condescending and made unprofessional and inappropriate statements to the employees. He was disrespectful and offended many employees with statements to the effect of "if you don't like it, find another job" and statements that employees use HIP (Health Improvement Program) time, yet if Dr. Oz was to be advised he would disagree that the employees were exercising, an indirect insult insinuating that the employees are fat. He further stated that "for all the young people who would like to move up in the agency" indicating to the employees over forty (40) not to apply for promotions and lastly advised that he "didn't see anyone sweating to get the work done" which is actually not true. An employee of the NRC was taken from the office by ambulance to the hospital, covered in sweat due to stress related to the job. The conduct of Mr. Boland, Director of the National Revenue Center was unbecoming of a federal employee, especially considering an employee of his position.

ARTICLES AND SECTIONS VIOLATED:

Article 3, Section 5

We also allege any other violations of laws, rules and regulation related to this grievance.

Remedies:

- Mr. Boland submits a written apology to the employees and post it on the weekly broadcast.
- Mr. Boland receives training on sensitivity and professional speech.
- As this was a join union-management meeting, Mr. Boland receives training in labor relations from the FMCS.

Union Representatives:

NTEU Chapter 305