

## Message from the President

When I started my federal career back in the 1970's, I had the same choice to make that you are facing. Should I join

NTEU? Why should I join? What benefits do I get from belonging?

I made the decision to join and soon learned the critical role NTEU plays in the federal workplace. As a member of NTEU, I found that I was part of a highly respected

and successful organization with the strongest local representation in the federal sector, dedicated solely to my interests and concerns as a federal employee.

For more than 30 years, NTEU has been fighting for the CBP employees who serve on the front lines of America's airports, seaports and land borders. Since September 11th, the role of the CBP employees in fighting terrorism has received even greater attention. Now, with the recent move to combine the legacy units into a single bargaining unit, the CBP bargaining unit becomes an even stronger force to be reckoned with.

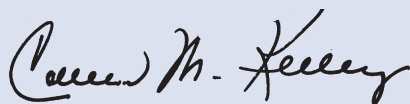
NTEU understands the issues facing CBP employees and knows that you need the tools, resources and training to do your job. And we never stop fighting for you.

Through negotiations, lobbying, litigation, job-site representation and pro-active public relations, NTEU ensures that the administration, Congress, the media and the general public are cognizant of the value of CBP employees and the important work you perform on behalf of our nation.

Membership in NTEU gives you a voice in your workplace.

Making the decision in 1974 to join NTEU was one of the best decisions I ever made. Sign up today and become part of the most vital federal union around.

Together, we do make a difference. Join us.



Colleen M. Kelley  
NTEU National President



## Top 5 Reasons to Join the Leader

### 5 Ask your co-workers...

Join with CBP employees in your workplace and across the nation who see the value in NTEU membership.

### 4 Your opinion counts...

Work with your colleagues to make your views known and your voice heard.

### 3 Stay informed...

NTEU's exclusive web site for CBP employees, [www.CBPunion.org](http://www.CBPunion.org), and exclusive CBP publication, *The NTEU DHS Update*, give you the information you need.

### 2 At your side...

When you need us, NTEU will be there to represent you in a workplace dispute or an internal investigation.

*and the number one reason to join NTEU:*

### 1 Results for you...

NTEU is always hard at work—at the bargaining table, in Congress, in the courts—protecting and defending your rights and benefits.

NTEU • 1750 H St., NW • Washington, DC 20006  
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*NTEU represents some 150,000 employees nationwide and in the U.S. Virgin Islands, Puerto Rico and Canada who work in 30 different government agencies and departments.*



# Join the Leader



**NTEU**  
The National Treasury Employees Union

[www.CBPunion.org](http://www.CBPunion.org)



*To organize federal employees to work together to ensure that every federal employee is treated with dignity and respect.*

— *NTEU Mission*

## Why Join NTEU?

NTEU plays a vital role in the effective functioning of the federal government by serving as a strong and vocal advocate for federal employees.

As a member of the CBP workforce you already benefit from many of the rights and protections NTEU has fought for—and won—as the largest independent federal union.

Everywhere you look, NTEU is leading the fight on behalf of CBP employees. Here is just a sampling of what NTEU has accomplished:

- ★ Better pay for CBP employees.
- ★ Flexible and alternative schedules for non-uniformed employees.
- ★ Guaranteed personal and privacy rights.
- ★ Established job swap and foreign language awards programs.

These rights and benefits did not come easily. They were not handed to us by agency, management, Congress, or the White House. Current and previous NTEU members aggressively sought these benefits at the bargaining table, through legislation, and in your workplace, because commonsense employee policies actually make federal agencies stronger and more effective organizations.

NTEU understands that employees who are treated fairly and respected by their managers will

deliver on their agency's mission. NTEU wants you to be successful in your job and that, in turn, will make your agency successful at its job.

But if you are not treated fairly NTEU will stand with you and fight unjust treatment. Through effective representation, NTEU can help you solve the issues that are keeping you from succeeding.

NTEU's many achievements over the years have only been possible because of the large numbers of federal employees that have joined the union. There is strength in numbers and joining the most effective and well-respected federal union will ensure that your voice is heard and NTEU continues to be successful on your behalf.

When you become an NTEU member, you are part of a larger and powerful network of local and national resources including:

- ★ More than 6,000 highly-trained chapter leaders across CBP providing effective one-on-one representation.
- ★ A full-time lobbyist devoted solely to working with Congress on CBP issues.
- ★ A full-time national negotiator working with teams of chapter leaders on CBP concerns.
- ★ Field offices around the country, staffed by full-time experienced attorneys, looking out for your interests.

### *A few things NTEU has won for CBP employees:*

- ★ Higher pay raises than those proposed by the president
- ★ An overall compensation system for CBP Officers that includes overtime in retirement calculations
- ★ Fighting to retain a performance award program that gives employees a voice
- ★ Family leave
- ★ Flexible spending accounts
- ★ Pre-tax payments on health insurance
- ★ Compensatory time off for travel
- ★ Millions of dollars in back pay for improper overtime compensation
- ★ Improvement to the uniform program to provide more choices for CBPOs

## Join the Leader.

## Join NTEU.