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NAPFE Newsletter

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Wilbur L. Duncan
National President

Happy
102nd Anniversary
NAPFE

Dear NAPFE Members:

It is difficult to believe that 102 years have passed since the founding of this independent labor union. The years have rolled by and although some progress as been made, in some areas we have regressed.

When those 35 Colored Railway mail clerks met at the foot of Lookout Mountain, I doubt that even they would have foreseen the avenues that we would have trespassed getting to this day. In truth, neither did I, and I came along a few years later. There was a call of necessity back in 1913 that had it went unanswered, our story could and would have been much different then it is today. As a viable



The Original Lamp
October 2, 1913

labor union we prevailed. There have been rough times and happier times, but we prevailed.

All labor union are having rough times these days. There is a big push to put labor unions out of business. That can only be done in two ways. Outlaw them all over the country or convince the workers not to join. All labor unions are dealing with the latter.

Diminishing membership rolls. But this is not the time to give up or give in. Now is the time to join the National Alliance of Postal and Federal Employees so your voices will continue to be heard.

Happy Birthday NAPFE

The 1st Vice President

Thoughts On Recruitment:

There are some Locals that have shown and continue to show rapid growth in membership, while other Locals are not showing any growth at all. I have a great concern because as NAPFE family, we should all be showing an increase in our numbers. All Locals and Districts should know, that if they need assistance, guidance, and or suggestions, the office of the National 1st Vice President is available to you.

Together, we can brainstorm on what we can do to ignite a spark in your Locals to show some growth. I have updated the Tri-fold History flyers so that I can add your Local's information. If you desire to have these flyers containing your Local's information, just let me know. These flyers may help you to increase your membership.

You may send me an email jrobinson@napfe.org and I will make sure you get the items you are requesting. The Circle of Protection chart and the recruitment flyers can be personalized for your local. These flyers best explain to members and non-members how the NAPFE represents its members. The recruitment flyer explains the \$100.00 membership fee payable when a new member is recruited.

We are at a point in NAPFE where we do not have the luxury of waiting for Postal & Federal employees to come to us, we must be proactive and display our services to the membership and non-members. We must also let our members and non-members know that we are the improved 2015 edition of the National Alliance. As leaders of this great Union, we must demonstrate this to Alliance members at our various work locations. We MUST lead by example.

At headquarters, works are in the progress of updating the webpage. The new site will have the most recent information that will include the new Officers, and the areas of representation you have access to as a NAPFE MEMBER. We are open to

any suggestions you feel might be helpful in the workplace. Suggestions that your members may have identified as being useful or important enough to be placed on the new webpage.

All recruitment checks are up to date and have been mailed out to the recruiters who earned them. Please remember that the clock does not start counting on new applications until we receive confirmation from Postal Data Center that DCO money has been deducted from the new member's paycheck. Upon receiving three (3) dues check-off remittances from the payroll center, the check will be released and sent out to the recruiter during the fourth month.

At headquarters, we have no intention of holding on to your recruitment checks, we understand that will only deter you or anyone from recruiting. In fact, I want the opposite, I want recruiting to continue. So, with that being said, we are counting on "Each One to Reach One, and Sign One Up!"

It is a never ending process for this office, as we continue to examine new approaches to get the attention of new members; also attract the younger generation while staying committed to and standing by our "Faithful Life Members" and those that are still committed to the union.

We offer Resolutions to the family of our deceased members while presenting a special mounted plaque to our Life Members along with their Gold Plated Life Members Card. We must and will recognize their accomplishments to this great NAPFE!

Happy Birthday National Alliance

Janice F. Robinson, National 1st Vice President

"Let's Get It On"
NAPFE Internet Radio Show
Every Thursday
6:00 pm EDT
www.wclmradioonline.com

PREGNANCY DISCRIMINATION

Pregnancy discrimination involves treating a woman unfavorably because of pregnancy, childbirth, or a medical condition related to pregnancy or childbirth.

The Pregnancy Discrimination Act (PDA) forbids discrimination based on pregnancy when it comes to any aspect of employment, including hiring, firing, pay, job assignments, promotions, layoff, training, firing benefits, such as leave and health insurance, and any other term or condition of employment.

If a woman is temporarily unable to perform her job due to a medical condition related to pregnancy or childbirth, the employer or other covered entity must treat her in the same way as it treats any other temporarily disabled employee. For example, the employer may have to provide light duty, alternative assignments, disability leave, or unpaid leave to pregnant employees if it does so for other temporarily disabled employees.

Additionally, impairments resulting from pregnancy (for example, gestational diabetes or preeclampsia, a condition characterized by pregnancy-induced hypertension and protein in the urine) may be disabilities under the Americans with Disability Act (ADA). An employer may have to provide a reasonable accommodation (such as leave or modifications that enable an employee to perform her job) for a disability related to pregnancy, absent undue hardship (significant difficulty or expense). The ADA Amendments Act of 2008 makes it much easier to show that a medical condition is a covered disability.

It is unlawful to harass a woman because of pregnancy, childbirth, or a medical condition related to pregnancy or childbirth. Harassment is illegal when it is so frequent or severe that it creates a hostile or offensive work environment or when it results in an adverse employment decision (such as the victim being fired or demoted). The

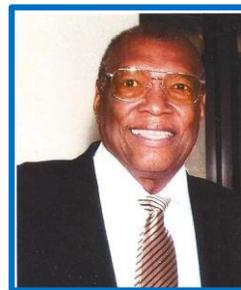
harasser can be the victim's supervisor, a supervisor in another area, a co-worker, or someone who is not an employee of the employer, such as a client or customer.

Under the PDA, an employer that allows temporarily disabled employees to take disability leave or leave without pay, must allow an employee who is temporarily disabled due to pregnancy to do the same.

An employer may not single out pregnancy-related conditions for special procedures to determine an employee's ability to work. However, if an employer requires its employees to submit a doctor's statement concerning their ability to work before granting leave or paying sick benefits, the employer may require employees affected by pregnancy-related conditions to submit such statements.

NOTE: NO NATIONAL ALLIANCE REPRESENTATIVE IS TO RECEIVE ANY FORM OF PAYMENT FOR SERVICES RENDERED TO AN INDIVIDUAL GRIEVANT.

For further information: Gale R. Thames, 2nd National Vice President 202-939-6381



Roy Alexander Green

Sunrise:

January 13, 1939

Sunset:

September 1, 2015

Husband of former National Auxiliary President, Delores (Dee) Kelly Green for 53 years, 11 months, 23 days. Roy was a General Supervisor prior to his retirement from the USPS. Often seen at the conventions working with various committees and always helping out when called upon especially lending a hand to former editor, Jacquelyn C. Moore. Rest in Peace, dear friend.

ANSWERS FROM TEDDY THE TAX MAN

Q: I received life insurance proceeds from the death of a loved one. Do the taxes I pay depend on the amount of life insurance proceeds I received?

A: If there's any relief in death, it's that those who receive life insurance proceeds, whether it's \$50 or \$50,000 will pay not one penny in taxes on those proceeds. I'm sorry for your loss.

Q: Before I got divorced, we owed taxes for 2012. The divorce decree says that my former spouse is responsible for paying those taxes. Why is the Internal Revenue Service intercepting my refunds? I'm furious!!

A: The IRS doesn't keep track of divorce decrees. When you filed your 2012 and it showed a balance due to the IRS, they flagged your social security number so that if you were due a refund in a subsequent year, they would intercept it until the 2012 bill was totally paid. Your attorney should've gone a little further and said that you would be reimbursed by

your former spouse if the IRS intercepted your tax refunds.

Q: In my will, do I have to state who the beneficiary is for my TSP?

A: No. Remember, however long ago you began contributing to the Thrift Savings Plan, you designated a beneficiary at that time. A beneficiary is a person who will receive the funds in your plan in case of your death. FYI - the beneficiary can also be an organization such as your church or other non-profit organization.

Teddy Prioleau is a registered representative, Enrolled Agent and the founder of Hunt Valley Retirements, LLC. You can reach him at 410 931-2004 or send an email to teddy@hvretirements.com. You can obtain additional information at www.hvretirements.com.

**Come Join the Union that Cares About Every Member
National Alliance of Postal and Federal Employees**

Call (202) 939-6325 Ext. 243/248

Become a Member of The

NAPFE Federal Credit Union

Call (202) 939-6325 Ext. 230/234 (Union members only)

To the Members of Our South Carolina Locals

The officers and staff at the National Office in Washington, DC have watched with great sadness as the flood waters have over taken your cities and towns, and possibly, have swept away your life's work.

We aren't exactly sure how many of our members have been affected, but those few we have been able to contact have said they were alright and no one was hurt.

That is the best news. Indeed, we offer our prayers for the safety of our members, their families and friends, and to all of the citizens of South Carolina and elsewhere that have been affected by this rain storm.

It is a tremendous loss, when one loses all of his or her worldly possessions, but even worse when you lose a family member or friend.

We hope that all you will be able to overcome this handicap and find a way to return to normalcy even though you may have to rebuild your lives from a starting position.

God Bless every one of you. May He help you to face whatever is yet to come.