

JANUARY 2016

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NAPFE Newsletter



Vol. 8 – Issue 1

January 2016

National Alliance of Postal and Federal Employees – 1640 11th St. NW – Washington, DC 20001-5008
Ph: 202-939-6325 – Fax: 202-939-6372 – Email: headquarters@napfe.org – Web: www.napfe.com



Wilbur L. Duncan, National President

Hello Everybody! Happy New Year to all the Alliance members, families and friends. We wish you a very healthy and happy 2016.

We are beginning the New Year with a slight increase in membership because you have been doing what our National Treasurer- Comptroller, Warren E. Powell has been saying every Thursday evening on the NAPFE Internet Radio Show – Each One, Reach One. You have been listening, to him and to our two Vice Presidents, Janice Robinson (1st) and Gale Thames (2nd) who have been talking to everyone within their hearing about the National Alliance of Postal and Federal Employees. As postal and federal employees, you may need someone to champion your cause at some time during your federal career. We are the Union that you want in your corner. Getting a raise is great, but to take



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advantage of that raise, you must be able to work at your assigned job. The National Alliance cares about all its members. If you haven't joined us yet, do so as soon as possible.

In another 30 days, our all new web site will be unveiled and you will be able to see what all we offer and sign up at that time - or if you want to talk to a live person, call us and we will be happy to talk to you.

The Alliance is about settled into their new headquarters and if you are in the vicinity, (Washington, DC) stop by and say hello. The NAPFE Credit Union is on the ground floor and is wheel-chair accessible.

As I said, 2016 is starting out as a great year in both membership and the effectiveness we are having in representing those members who have come to us for relief. We are doing it. Why not join us – Each one – Reach one. It's worth \$100 to you. See page 4 for more information.

From the Desk of the National 1st Vice President

**We Celebrate & Appreciate Your... Life Membership
(40 Years of Continuous Service)
Year 2015 Listing**



Claude Norflett	Local 206
John H. Edwards	Local 208
Hattie L. McNeil	Local 209
Charlaine D. Cuthbert	Local 209
Frankie M. Haskins	Local 209
Ernest J. Richardson	Local 209
John F. Hampton	Local 302
Gentry L. Delaney	Local 407
James K. Manning	Local 701
Rose A. Duncan	Local 807
Sheila Burton	Local 813
Robert G. Hedgepeth	Local 813
Ezekiel E. Logan	Local 813
Delmore W. Spence	Local 815
Eric T. Sprouse	Local 907
Ronald J. Jenkins	Local 907
Roy W. Taylor	Local 907
Milton Perkins	Local 1003
Ruby A. Baxter	Local 1003

“Ad Mortem Fidelis”

We Celebrate & Appreciate Your 20 Years of Service
(20 Years of Continuous Service)
July – December 2015

Tilliman F. Williams	Local 104	Alice L. Hughes	Local 334
Charles C. Scott	Local 105	James Isidore	Local 334
Ralph S. King	Local 202	Anna DeHill	Local 510
Linda I. Randolph	Local 202	Todd G. Marshall	Local 603
Michael R. Guthrie	Local 202	Lawrence E. Colvard	Local 603
Deborah Gentry	Local 202	Wanda A. Harris	Local 604
Marsha M. Sutton	Local 202	William H. Trusty	Local 802
Alfreda Hinton	Local 209	Lisa D. Williams	Local 802
Kimberly D. Harris	Local 209	Amanda L. Harris	Local 802
Sheldon H. Wilson	Local 304	Verlyn D. DeBerry	Local 802
Cheryl D. Bull	Local 304	Rodrigo Acosta	Local 807
Henry T. McFadden	Local 304	David Campbell	Local 813
Lanekia R. Mason	Local 305	Raymond Canty	Local 813
Jasper L. Mark	Local 314	Eric Crowell	Local 815
Candice D. Brevard	Local 318	Anthony Williams	Local 907
Elise G. Jackson	Local 320	Mary A. Jones	Local 1003
Ronney D. James	Local 329	Nathaniel J. Kindred	Local 1014



Congratulations

To All those who have reached a milestone as a member of NAPFE.

Janice F. Robinson

National 1st Vice President, NAPFE



National Alliance Paying \$100.00 for every NEW MEMBER Recruited!

Recruiter's Name Here

Recruiter's Name Here
(Yellow Copy Only, Please)

NATIONAL ALLIANCE OF POSTAL AND FEDERAL EMPLOYEES
1640 11th Street NW - Washington DC 20001-5008



APPLICATION FOR MEMBERSHIP

I herewith make application for membership in the National Alliance of Postal and Federal Employees.

Name _____ (Please Print)

Address _____ (Number & Street) _____ (City & State) _____ (Zip Code)

Telephone Number: Home _____ Work _____

Social Security # _____ [] Federal Employee [] Postal Employee

Name of Gov't Agency/ Postal Installation _____

Address of Gov't Agency/ Postal Installation _____ (Number & Street) _____ (City, State & Zip Code)

Signature of Applicant _____ Date _____

Signature & Title of Union Official _____ Date _____

Local Name & Number _____ Date _____ Local Dues _____

Payment Options: [] Credit Card [] Check [] Cash

Credit Card Information: Type _____ Number _____ CVN _____ Exp. Date _____

Check Information: Bank Name: _____

Routing Number _____ Account Number _____

Requested Withdrawal Date _____ Month/Date _____

This assignment, authorization and direction shall be irrevocable for a period of one (1) year from the date of delivery hereof to you, and I agree and direct that this assignment, authorization and direction shall be automatically renewed, and shall be irrevocable for successive periods of one (1) year, unless written notice is given by me to the Union not less than thirty (30) days.

NAP 10/2014



Authorization for Payroll Deduction of Dues (form 1187)

UNITED STATES POSTAL SERVICE
AUTHORIZATION FOR DEDUCTION OF DUES

I hereby assign to the National Alliance of Postal and Federal Employees, from any salary or wages earned or to be earned by me as your employee (in my present or any future employment by you) such regular and periodic membership dues as the Union may certify as due and owing from me, as may be established from time to time by said Union. I authorize and direct you to deduct such amounts from my pay and to remit same to said Union in accordance with any procedures established for such purpose, by the U.S. Postal Service.

This assignment, authorization and direction shall be irrevocable for a period of one (1) year from the date of delivery hereof to you, and I agree and direct that this assignment, authorization and direction shall be automatically renewed, and shall be irrevocable for successive periods of one (1) year, unless written notice is given by me to you and the Union not more than twenty (20) days and not less than ten (10) days prior to the expiration of each period of one year.

This assignment is freely made pursuant to the provisions of the Postal Reorganization Act is not contingent upon the existence of any agreement between you, my Union, or any other Union.

NAME OF EMPLOYEE (Print, Last Name, First, Middle)	SOCIAL SECURITY NUMBER
HOME ADDRESS (Street and Number) (City and State) (Zip Code)	
POSTAL INSTALLATION	INSTALLATION FINANCE NUMBER
E - NATIONAL ALLIANCE OF POSTAL AND FEDERAL EMPLOYEES	DATE
Union dues, contributions or gifts to the NAPFE are not tax deductible as charitable contributions. However, they may be tax deductible under other provisions of the Internal Revenue Code.	POSITION
	LOCAL NUMBER
I hereby certify that the regular dues of this Local Union for the above-named member are currently established at \$ _____ per calendar month.	
SIGNATURE OF EMPLOYEE	DATE
DATE OF DELIVERY TO EMPLOYER:	SIGNATURE AND TITLE OF UNION OFFICIAL



WEINGARTEN ERROR COST THE AGENCY

The Federal Labor Relations Authority (FLRA) denied the agency's exceptions to an arbitration award that reduced the grievant's 10-day suspension for various alleged infractions to an informal letter of warning.

The agency contended that the award was contrary to law because the arbitrator found that the agency violated the grievant's *Weingarten* rights despite the fact that the grievant was told that the meeting was for "safety concerns" and non-disciplinary. The FLRA stated that there were several factors that could have made the grievant fear discipline, supporting the arbitrator's conclusion that "the grievant felt threatened that discipline might be assessed at the meeting.

The agency suspended the grievant for 10 days on four charges. The stipulated issue at arbitration was whether the suspension was for just cause. The arbitrator determined that the agency violated the grievant's due-process rights: 1) the agency "didn't fairly or objectively investigate" the charge that was based on the grievant's allegedly unethical conversation with a contractor; 2) it refused to postpone a meeting between the grievant and upper-level supervisor until the grievant could obtain union representation, and in so doing violated the grievant's *Weingarten* right. Based on these agency missteps, the arbitrator concluded that the suspension wasn't for just cause. Finding the 10-day suspension excessive, the arbitrator ordered it replaced with an informal letter of warning.

The agency contended that the award was contrary to law because the arbitrator erroneously found that the agency violated the grievant's right to representation. The agency argued that the grievant **could not reasonably have believed that discipline might result from the meeting, "because he was told that the meeting was for "Safety Concerns" and was non-disciplinary.**

The FLRA stated that even assuming the agency told the grievant that the meeting was non-disciplinary, there were several factors that could have made the grievant fear discipline. These factors included: 1) the grievant's awareness of the agency's concern with his EEO activities; 2) the upper-level supervisor's visit to the grievant's worksite that day to discuss EEO policy; 3) the supervisor's specific reminder to the grievant about their meeting; and 4) the presence of three supervisors at the meeting, which surprised the grievant. Based on these factors, the arbitrator concluded that "there was no doubt that the grievant felt threatened that discipline might be assessed at the meeting."

The above scenario points out the fact - that the grievant, not the agency, is the one who determines if a meeting may lead to discipline. For further information pertaining to *Weingarten* rights, contact me.

Gale R. Thames
2nd Vice President, NAPFE
gthames@napfe.org
202-768-6826
202-939-6381

"Let's Get It On"

Thursdays

6:00 PM

NAPFE Internet Radio show

On

www.wclmradioonline.com

ANSWERS FROM TEDDY THE TAX MAN

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 sign up for his monthly newsletter at www.hvretirements.com.

Q: I really, really am asking this for a friend. Her husband found out that in March, she changed her W-4 from claiming 0 allowances to claiming 9. In November, their tax advisor did a projection of the 2015 return, and it showed that instead of their 'normal' almost \$1,000 refund, they'd be owing approximately \$8,000. \$8,000!!! When the advisor did a separate filing for each of them, it showed that she'd be owing \$6,000 and he'd be getting a refund of less than \$200. How can that be possible?

A: There are many answers and/or possibilities to your situation. Uh, I mean, your friend's situation. Maybe all the children are being claimed on husband's return and not the wife's. Maybe there were educational credits that are allowed on the joint return and not on the separate returns. Maybe the alternative minimum tax is killing one or both spouses on the separate returns. I recommend that neither one of them claim 9 allowances in 2016. It's far too messy.

Q: I'm still going to call you so that you can help me roll over my TSP to an IRA. The reason I've been dragging my feet is that I can roll it over to my bank, or I can roll it over to my credit union. My cousin, whom I trust very much, said that for something like this, he didn't recommend either one of those entities. Although he explained and I understood, can I still hear YOUR thoughts?

A: Think about it. The institutions that you mentioned above, generally specialize in savings

accounts, checking accounts and loans. AND THEY ARE GOOD AT IT! For the most part, they don't specialize in IRA's and other investments. I'm guessing that if you're trying to build your retirement future, you probably want someone who knows retirements and does it for a living. He/she can tell you what you need to watch for, when to move and can offer so many other nuggets to you for your retirement success, that I think at some point, you'll say that it was worth it.

Q: Once my 401k is rolled over to an IRA, how long do I have to wait to take a distribution?

A: The IRS doesn't have a minimum amount of time that the funds must remain in the IRA before a distribution is taken. It's up to the company to which the funds are being moved. I recommend checking with the new company or the advisor who's helping you, so that you'll know in advance.

MARTIN LUTHER KING, JR.



The Reverend Martin Luther King, Jr. at the age of 24.

(Getty Photo)

Famous Quotes

"There comes a time when one must take a position that is neither safe, nor politic, nor popular, but he must take it because conscience tells him it is right."

"Change does not roll in on the wheels of inevitability, but comes through continuous struggle."

The above reminds one of an organization that has struggled to survive for more than 100 years and the struggle goeth on.



2016 Ashby B. Carter Memorial Scholarship Program



Eligibility:

ALL APPLICANTS MUST BE DEPENDENTS OF MEMBERS OF THE NATIONAL ALLIANCE OF POSTAL AND FEDERAL EMPLOYEES. SUCH SPONSORS MUST HAVE BEEN MEMBERS IN GOOD STANDING FOR AT LEAST THREE (3) YEARS PRIOR TO THE SUBMISSION OF APPLICATION FOR SCHOLARSHIP. ALL SCHOLARSHIP APPLICATIONS MUST BE CERTIFIED BY THE NATIONAL SECRETARY

FOUNDER'S AWARDS		
First Place	Second Place	Third Place
\$5,000.00	\$3,000.00	\$2,000.00

Student's Name _____	SSN _____
Address _____	City/State/Zip _____
Age _____ Grade _____	School Name _____
School Address _____	City/State/Zip _____
Sponsor's Name _____	SSN _____
Address _____	City/State/Zip _____
Telephone _____ Relationship _____	Local _____

All applicants for these awards **must take** the *Aptitude Test of the College Board Entrance Examination* on or before April 20th of the filing year. Applicants must be High School Seniors. Completed applications and all required materials **must** be returned to the Director on or before May 31, 2016.

For further information, fill in Questionnaire and send to:

Ms. Melissa Jeffries-Stewart, Director
 Ashley B. Carter Memorial Scholarship Fund
 1640 11th St. NW
 Washington, DC 20001-5008



Let's Get It On" Radio Crew Visit Senior Citizen's Home



Master Jelani Powell poses with a new found friend at the Beaufort Healthcare Center located at 200 Hioaks Road, in Richmond, VA.

Pictured above: Are other residents of the Health Center, Stephanie Powell, Jasmine Archible, and Jelani Powell. Photos taken by Warren E. Powell, host of "Let's Get It On."

Spreading A Little Christmas Joy

Master Jelani Powell made the suggestion that listeners to "Let's Get It On", the NAPFE Internet radio show aired every Thursday evening at 6 pm EST on www.wclmradioonline.com, visit senior citizens' homes and present them with Christmas cards.

He ask those who did so, to let him know and he would mention it on the show.

Master Jelani is the young historian of African American history for the show. Accompanying him was his grandfather and host of the radio show, Warren E. Powell; his aunt, Stephanie Powell; and the program director for the Center, Jasmine Archible. Besides the Christmas cards, the residents also received a small bag of goodies to enjoy during the holidays.