

MARCH

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14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

NAPFE Newsletter



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March 2016

National Alliance of Postal and Federal Employees – 1640 11th St. NW – Washington, DC 20001-5008
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NAPFE Honors Women In March

Wilbur L. Duncan, National President

The month of March has been set aside to honor women all over the globe. You must admit that without them, we would be 'nowhere'. The women of the world have been the saviors of many countries, of many companies and organizations, and of course, many, many households. We all know about the women who make the papers, are on TV, radio announcers, the weather girls, the princesses, the actresses who have made a name for themselves. The first ladies who have occupied the White House. The queens of countries, the prime ministers; the rich and the famous, such as Oprah, Gloria Vanderbilt, and Doris Duke. Then there are the millions of ladies that are the unsung heroines of the day, every day. The girl next door, across the street, around the corner. The lady who washes, irons, cooks, and goes to work, comes home to help with homework, take

the kids to practice or pick them up, listen to screaming music, bickering siblings, offer unwanted advice, submit to smart remarks, told they aren't with it, that you are old-fashioned, that things are different today than they were when you were a child – so what do you know. Those smart young whippersnappers do not realize that they too, will grow up to receive the same abuse when they become moms and will wonder what they are doing wrong and how did their mothers stand it.

The women of today are heroines. No matter their job or title, whether they are Miss, Ms. or Mrs., they have earned the right to have a month set aside to honor them for their contributions to the world and not just in procreation. They are the glue that holds things together no matter the enterprise. We honor all the women who are a part of NAPFE - members, officers, and Auxiliary.

From the Desk of the National 1st Vice President

**We Celebrate & Appreciate Your...
20 Year Membership (20 yrs. of Continuous Service)
July - December 2015 Listing**

James Isidore Local 334

Anna DeHill Local 510

Todd G. Marshall Local 603

Lawrence E. Colvard Local 603

Wanda A. Harris Local 604

William H. Trusty Local 802

Lisa D. Williams Local 802

Amanda L. Harris Local 802

Verlyn D. DeBerry Local 802

Rodrigo Acosta Local 807

David Campbell Local 813

Raymond Canty Local 813

Eric Croswell Local 815

Anthony Williams Local 907

Mary A. Jones Local 1003

Nathaniel J. Kindred Local 1014

CALLING ALL FORMER ABC SCHOLARSHIP RECIPIENTS

“WHERE ARE THEY NOW?”



We are often asked if we ever hear from our past scholarship winners. The National Alliance of Postal and Federal Employees would love to hear from previous Ashby B. Carter Scholarship recipients. We would be pleased if they were to send us a note telling us how they used their scholarship and what they are doing now.

It would be extremely interesting to see where their talents have taken them, and gratifying to learn how the NAPFE was able to contribute to their career development in a small way. We would like to hear from you so that we can highlight your achievements in our National Alliance Magazine, and to let others know how well you are doing out in the big wide world.

Please spread the word to anyone you know who was either a recipient, the sponsor of a recipient, or a relative of a recipient. Please send your information to the Attn: of Loretta Wallace, NAPFE Past Scholarships, 1640 11th St. NW. - Washington, DC 20001-5008. Or email Loretta Wallace @ llwallace@napfe.org with information and pictures, or call (202) 939 - 6325, ext. 239.



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
	POSITION
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.	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



EXECUTIVE ADMINISTRATIVE SERVICE (EAS)

Are You a Manager or Just An Employee?

Based on recent developments and decisions handed down from the Merit Systems Protection Board, the assumption that EAS's are considered managers within the Postal Service has been kicked out the door. It has been determined that unless your job requires you to be in direct supervision of employees, you are not considered a manager in the eyes of the Merit Systems Protection Board. This is not a new decision, it has been on the books from the advent of the EAS positions, but it has never been explained to the affected employees. This decision has an impact on EAS employees who are unfortunate to have an adverse action brought against them.

What constitute an adverse action?

- Failure to follow instruction (orders)
- Conduct unbecoming
- Performance based actions
- Change to a lower grade (demotion)

These are some of the types of adverse actions that effect EAS personnel. Almost one half of the postal EAS's DO NOT HAVE APPEAL RIGHTS with the Merit Systems Protection Board.

The jurisdiction criteria for MSPB are as follows:

- Preference Eligible Employee (Preference eligible Veteran)
- Manager or Supervisory Employee
- Employee engaged in confidential personnel work
- One year of continuous service in the same or similar position

A large percentage of the present Postal EAS employees have no appeal rights for an adverse action. Some of these employees are:

- Postal Inspection Service
- Many HR EAS's
- Postal Legal
- All EAS employees who do not supervise employees

These are just a few of the EAS positions who are not covered with appeal rights.

As an EAS employee, you are barred from belonging to a Bargaining Unit. In fact on your Form 50 the statement "non-bargaining employee" appears. What this means is that you cannot appeal an adverse action to the MSPB, you cannot file a grievance. Remember, you are barred from becoming a member of a bargaining unit. What this means is that if you fall into this category, and are facing an adverse action, **YOU HAVE NO APPEAL RIGHTS.**

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 EST

NAPFE Internet Radio show

On

www.wclmradioonline.com

Happy

ASK TEDDY THE TAX MAN

Q: Is it even worth it to try to negotiate the \$36,000 that I owe the IRS?

A: You're referring to the Offer-In-Compromise, which, if you're approved, could mean paying the IRS a whole lot less than what you owe, without any penalties and/or interest. Yes! At the very least, get an Enrolled Agent to review your situation, and he/she will give you a professional opinion as to what your chances of winning are. Go to naea.org – National Association of Enrolled Agents – and put in your zip code to find an EA near you.

Q: My husband and I are considering filing separately. Should we?

A: In 99% of the cases, if the spouses still have a good relationship with each other, I recommend filing jointly. Why? Tax rates are higher for those filing separately, those filing separately can't claim the earned income credit, the college tuition credits or the childcare credit. I think you get the picture. File jointly, if you can.

Q: How long should I keep copies of my tax returns? I hear a lot of different opinions.

A: You hear many different opinions because the question doesn't have an easy answer to it. If you own rental real estate, keep your copies forever. If you own stock, keep the copies forever. If you have capital loss carryovers, keep them for three years AFTER you've included the final capital loss carryover on your return. For most other taxpayers, three years should suffice.

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.

ABANDONMENT OF POSITION

Abandonment of position occurs when an employee fails to report for duty or return from approved leave as scheduled and does not submit a resignation. In most agencies, an employee can be separated from federal service without an adverse action after the passage of a reasonable period of time and if the agency cannot determine whether the employee intends to continue his/her employment or return to duty.

Abandonment of position occurs if the employee stalks off the job, never to return. Because it is presumed voluntary, like a resignation, the board (MSPB) ordinarily lacks jurisdiction over a separation for abandonment of position. The appellant bears the burden of establishing through preponderant evidence that his absence was involuntary and that his subsequent separation for abandonment of position is tantamount to a constructive removal.

The agency may be obliged to restore an employee, whose absence from the job is due to a psychiatric condition, rather than separate the employee for abandonment of position. The agency may take disciplinary action, as appropriate, upon the employee's restoration to duty.

The Postal Service is beginning to use this as a method of reducing the number of Limited Duty Personnel.





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

