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November 2017

NAPFE Newsletter



National Alliance of Postal and Federal Employees – 1640 11th St. NW – Washington, DC 20001-5008
Ph: 202-939-6325 – Fax: 202-939-6392 – Email: headquarters@napfe.org – Web: www.napfe.com



Wilbur L. Duncan, National President

HAPPY THANKSGIVING FROM NAPFE OFFICERS AND STAFF

When we gather around our Thanksgiving table this year, we can be thankful not only for family and friends but the fact that you're alive and well and able to go about your daily work.

Because of wars and rumors of wars and the devastation left by nature's calling cards in the form of hurricanes, tornadoes, and wildfires, there are many who will not have the luxury or pleasure of food or company or shelter.

Alliance officers and members can be thankful that our union has just celebrated our 104th birthday. We can only wonder if our forefathers could have foreseen such a momentous occasion. Unfortunately, though some things are better, some of the very fights that occupied our days in the teens, 20s, 30s, 40s, 50s, 60s, 70s, 80s, and 90s, still occupy much of our time in the 21st century. Despite the laws that have been passed to ease our way

in the world, remember that we still have to contend with the mindset of people. Unless and until attitudes can be changed and up lifted, the fight goeth on.

As a labor union we still have the will power and the tenacity to keep on - keeping on.

So remember those that are less fortunate than us at this time of the year. Volunteer your time and donate money to feed and clothe those who have lost everything as a result of the catastrophes that have occurred in the last few months.

As members, we want you to reach out and reach one. Recruit, retain, and re-sign. Invite the potential members to attend your meetings, offer the hand of fellowship, tell them about the Internet radio show, and that we are among the best representatives to be had, bar none.

Happy Thanksgiving Everyone.

The Desk of the National 1st Vice President

Janice Robinson

USPS to add 200 Postal Workers to work backlogged mail in Puerto Rico

The U.S. Postal Service will start shipping mail to the territory directly from the U.S. mainland instead of the regular Puerto Rico route, following lobbying from local leaders as thousands of pieces of mail headed to the territory have been stuck in Puerto Rico.

“We have contacted the White House, the Federal Emergency Management Agency and the USPS to identify short and long-term solutions,” said Governor Kenneth Mapp in a release issued Thursday. Mr. Mapp explained that at least two shipping containers of mail have been delayed in Puerto Rico.

Congresswoman Stacey Plaskett, a member of the House Government and Reform Committee, released the following statement after meeting with Deputy Postmaster Ronald A. Stroman regarding postal service delays in the U.S. Virgin Islands:

Congresswoman Plaskett met with Ronald A. Stroman, Deputy Postmaster General for the United States Post Office and was informed by the Deputy Postmaster General that the Postal Service has added 200 temporary workers in Puerto Rico to sort backlogged mail and daily flights have been added to continue to move the mail.

Congresswoman Plaskett has received the commitment of the US Postal Service through Deputy Postmaster General Stroman that within the week mail for the Virgin Islands will be sorted and routed through Miami instead of Puerto Rico in order to address the problems expressed by the residents of the Virgin Islands. The United States Postal Service will be using a commercial

carrier to route mail for the residents of the Virgin Islands in order to ensure timely delivery.

“Deputy Postmaster General Ronald Stroman has acknowledged that it is important for him to be in the Virgin Islands to assess firsthand the damages to our postal facilities in order for him to understand the concerns of the residents of the Virgin Islands. He has accepted the invitation from my office to make a visit to the territories in short order to understand and see for himself the concerns I and the people of the Virgin Islands have concerning our longstanding issues with the mail service. I look forward to his visit to the Territories and working with him to alleviate our problems with our mail service,” says Congresswoman Plaskett.

Article from Postal Reporter.com

PostalReporter.com

Veterans’ Day Observed on Saturday November 11: Postal Retail and Delivery closed.

Each year, Veterans’ Day is celebrated on November 11. For 2017, the holiday falls on a Saturday.

There has been some confusion about when the Postal Service will observe the holiday because it has a six “business” day week. For clarification, USPS Retail and Delivery will be closed on Saturday, November 11, 2017. It will be business as usual on Friday, November 10, 2017.

VETERANS’ DAY

NOVEMBER 11TH

ANSWERS FROM TEDDY THE TAX MAN

NAPFE members, CONGRATULATIONS!! This is a reiteration to a very few of you, but to most, this will be the first that you've heard. Thanks to your leaders, I have agreed to be financial adviser to all NAPFE members, and their loved ones. So, whether you are preparing for retirement, just beginning with 'The Alliance' or in the middle of your NAPFE journey, you have someone to call regarding your financial issues and questions. Here is a list of some of the strategies with which I can help you and yours:

- a) Rolling over your TSP or other retirement
- b) Creating life insurance solutions for the family
- c) Setting up IRA's
- d) Setting up personal pensions
- e) Setting up college savings plans
- f) Tax return preparation (a limited number)

The above list is not all encompassing, so if you have a financial question, please feel free to reach out to me via email

(teddy@huntvalleyretirements.com), phone (410 931-2004) or fax (877 232-6577).

I appear in a few hundred thousand households on Monday mornings, as I give retirement, tax and other financial advice on Fox 45 Morning News in Maryland, at 7:15 Eastern Time (subject to change). I'm hopeful that you can watch, no matter where you are in this world. If you cannot view via television, simply download the WBFF Fox 45 app from the app store, or go to www.foxbaltimore.com, and click on 'watch live.'

I also appear on a regular basis, on Howard University Radio 96.3 WHUR. Tune in and get a jump on the nation, where finances are concerned. It's 96.3 FM in the Maryland, DC and Virginia area. If you are not in the area, you may listen via computer, at www.whur.com. Click on 'listen live.'

NAPFE members can also hear me – Teddy the Tax Man - on 'Let's Get It On' Thursday nights at 6:25 Eastern Time, as I discuss financial matters and answer questions related to getting you to grow financially.

I can't wait for your email or call!!!!!!!

P. S. – Watch for my family and me on Family Feud, Thursday November 9th, 2017 at 6:00 PM Eastern Time. If you are not in the Eastern time zone, go to www.familyfeud.com, and check for airings in your time zone, and cheer us on!!!!!!!

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@huntvalleyretirements.com.

You can obtain additional information at www.huntvalleyretirements.com.

DISCLAIMER

NAPFE, NAPFE Federal Credit Union and NAPFE affiliates bear, no responsibility for the opinions, products or services offered by Hunt Valley retirement, Teddy the Tax Man or Teddy Prioleau.

NAPFE, NAPFE Federal Credit Union and NAPFE affiliates do not provide, recommend and or advise regarding tax, accounting, actuarial, record keeping, legal, broker/dealer or any related services.

“Let's Get It On”

NAPFE Online Internet Radio Show

Has a new Link and new call letters.

WWW.WUWNradio.com.

WUWN 1450AM and WBTL 1540AM

Airs live every Thursday, 6.pm EST.

NAPFE Retirees Division

The Retiree's Division is composed of members who are retired or meet the qualifications described in Article III, Section 4f, of the NAPFE Constitution & By-laws.

Eligibility

Any regular member retiring from employment who pays all dues and assessments to the Local, District and National, provided he/she was a member five years prior to retirement, shall be entitled to all rights and privileges of regular of regular membership in this organization, with the exception of retired Members-at-Large, who shall retain only those privileges pertaining to Members-at-Large

National Retiree Division Officers

Chairman: Laura Rhodan

3228 Seymour Avenue
Bronx, NY 10469-2918
(718) 882-4674

Vice Chairman: Glenda McDaniel-Ferguson

12121 Magnolia Bluff Court
Chester, VA 23831-6140
(201) 647-1281

Financial Secretary: Vivian Sills

4300 Brinkley Road
Temple Hills, MD 20748-4925
(301) 630-3952 - (301) 630-3932

Treasurer: DeLois Sweeney

1280 Croton Loop #9E
Brooklyn, NY 11239-1507
(718) 642-8459

**Don't Forget to Vote
On Election Day On
November 7th.**

From the Desk of the 2nd Vice President

EEOC Slams USPS in Class Action

The employee, who worked successfully for about seven years in a limited-duty carrier technician position following an on-the-job injury, pursued a class action after she was escorted off her work site based on a determination under the agency's five-year National Reassessment Program that there was no work available for her. She alleged that those who devised and directed the implementation of the NRP had subjected all injured-on-duty (IOD), employees to disability discrimination.

The Administrative Judge granted judgment in large part to the employee (class), finding the NRP subjected IOD employees to disparate treatment and disability-based harassment, improperly withdrew reasonable accommodations for disabilities, and failed to keep medical information confidential. The EEOC affirmed the judge's determinations, and also found that a portion of the NRP constituted an unlawful medical inquiry to which the class of IOD employees was subjected.

The agency legitimately explained that the program was used to ensure that IOD employees performed only work that was necessary to the agency's mail delivery operations. However, the EEOC found this explanation was pretext for disability discrimination, concluding that the "massive evidential record" amply established that "moving limited-duty and rehabilitation employees off the IOD rolls, regardless of whether they were qualified individuals with disabilities," and without regard for Rehabilitation Act obligations, was the agency's primary motivation.

The agency admitted that the term "necessary work" was never defined, leaving it up to NRP teams to decide on their own what work was necessary, which resulted in many facilities

(Continued on page 5)

Reminder to all Recruiters in Order to Be Paid Recruit Fees:

If you are recruiting members, please be reminded in order to be paid the recruiter fee, the name of the recruiter **MUST BE PLACED AT THE TOP OF THE YELLOW COPY OF THE PS1187.**

Signing the PS 1187 as a Union official does not state to this office you are the recruiter. So in order to be paid in a timely fashion, please adhere to the rules of the recruitment program.

Also, recruit payment will only be sent out only after NAPFE HQ has received 3 months of dues check off for USPS employees.

Members joining and paying through the NAPFE Credit Union must first pay 6 months of dues.

Members joining and paying by Credit Card or Debit Card must pay 6 months of dues before receiving the membership recruit fee.

All members paying dues by cash must pay 1 year of monthly dues before the recruiter is paid.

Union members in management positions can only sign up other managers and supervisors while craft members are free to sign up all postal & federal employees.



2nd Vice President (Continued from page 4)

ending up short-staffed after IOD employees were let go and the eventual implementation of a “return to work” initiative.

Based on the record, the EEOC determined that many, if not most, of the class members were qualified individuals with disabilities who were successfully performing the essential functions of their positions before their accommodations were withdrawn. The EEOC found the evidence of decreased operational efficiencies and increased cost resulting from the NRP precluded any claim that the accommodations created an undue hardship.

The EEOC found the class agent (employee) also established that the IOD employees were subjected to a disability-based hostile work environment as the NRP progressed. Rumors of job loss and the fear of having to work in “less-desirable jobs for employers such as Wal-Mart or McDonald’s were stoked by agency officials, managers, and coworkers making derogatory and demoralizing comments. Further, the dismissal of IOD employees was carried out in a hostile manner, with them being escorted from the building in a traumatizing manner. Because the harassment resulted in a tangible employment action for the IOD’s, the agency could not avoid liability. The EEOC additionally found that the agency engaged in unlawful disability-related medical inquiries during Phase 1 of the NRP, where the main goal of the process was to gather and scrutinize the medical information of IOD employees. The agency could not justify the medical inquiries as job-related and consistent with business necessity because they were based “solely on the status of the IOD employees as limited-duty or rehabilitation, without any evidence that those employees were not performing the essential functions of their positions or that they posed a direct threat to themselves or others by remaining in their positions.

Finally, the EEOC found the agency violated the Rehabilitation Act’s medical information

(Continued on page 6)

2nd Vice President (continued from page 5)

confidentiality requirements when it created files containing employee medical information that were not kept as separate, confidential medical files. Not only were the files developed and viewed by individuals who did not fall within the exceptions to confidentiality, but there was extensive evidence of medical files being left “on supervisors’ desk, on copy machines, in the trash, and otherwise not properly secured.”

This is the latest findings pertaining to the court action pertaining to the National Reassessment Program. If you are a IOD, and are on limited duty or on a modified job assignment because of your injury, you may be part of this class action.

For further information contact me; Gale Thames, National Labor Director, gthames22@gmail.com or 202-939-6381.

TO ALL NAPFE MEMBERS**FROM**

Teddy the Tax Man
Hunt Valley Retirements. LLC
9 Schilling Rd Suite 104
Hunt Valley, MD 21031

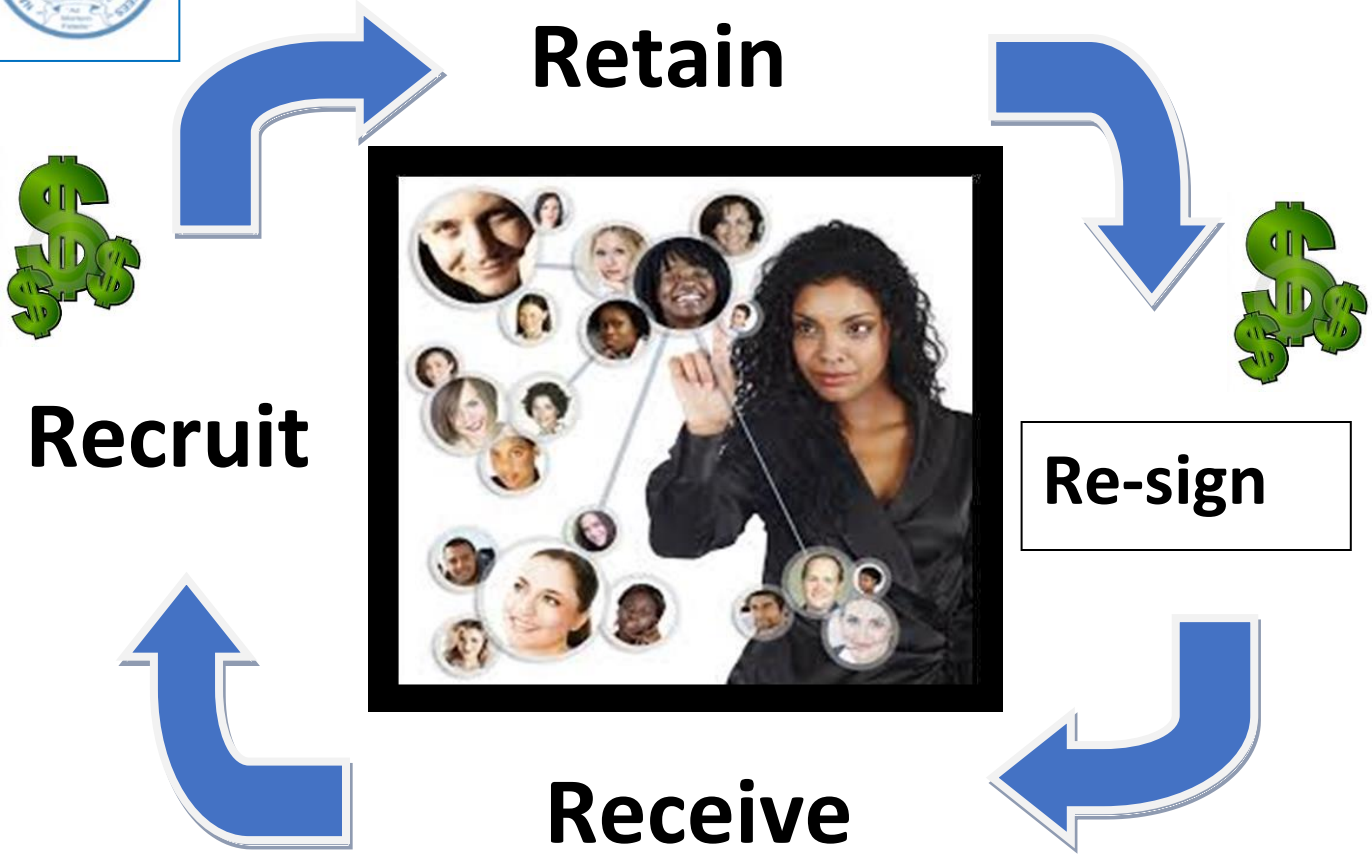
Securities offered through H. D. Vest Investment ServicesSM, Member SIPC, Advisory services offered through H. D. Vest Advisory ServicesSM, 6333 N. State Highway 161, Fourth Floor, Irving, TX 75038 - (972) 870-6000.

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The National Alliance of Postal and Federal Employees



**There is Strength in Numbers
And We Need You!**

**Join Us In Recruiting New Members, Retaining
Them As Represent Them; Continue To Resign
Members So You Can Receive \$100 For Each Recruitment**

Contact: National 1st Vice President Janice Robinson – 202-939-6325 ext. 248