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NAPFE Newsletter



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NAPFE National Treasurer-Comptroller Dies

Wilbur L. Duncan, National President

The untimely death of Warren E. Powell, National Treasurer-Comptroller hit us very hard. It was totally unexpected. Warren hosted the NAPFE Online Internet radio show as usual on Saturday, July 14 at 10 am. He collapsed and died that night.

Warren was 75 years old, a native of Richmond, Virginia when called to his heavenly home on Saturday, July 14, 2018. He was a veteran of the U.S. Marine Corp and the Virginia Air National Guard; a retired employee of the U.S. Postal Service, a NAPFE National Officer, and Host of the NAPFE Online Radio Show “Let’s Get It On.”

Warren really liked being the host of the radio show and Emcee of many of events and

festivities at National and District Conventions

He would tell a joke and sing a song, really get the crowd going. He will be missed, not only by his family, but also by his NAPFE family and friends around the globe. The online radio show was picked up in many parts of the world.

He leaves to mourn his passing: His children, Natalie, Stephanie and Christopher Powell; daughter-in-law Charlisa Powell; grandchildren, Jelan Z. Powell, Laila D. Powell and Landon C. Powell; devoted friend Nicolasa Braughtly and family.

A lifetime of love and dedication, of loyalty and steadfastness. Good-bye dear friend and colleague. **Until We Meet Again.**

Desk of the National 2nd Vice President

TRUMPS DESTRUCTION OF COLLECTIVE BARGINING

On May 25, 2018 President Donald Trump signed three Executive Orders that when implemented will constitute a direct attack on Collective Bargaining which is the backbone of all unions. These orders will have a major impact on unions today and tomorrow.

Executive Order 13839-Promoting Accountability and Streamlining Removal Procedures Consistent with Merit System Principles.

States that employee should be retained based on the adequacy of their performance, inadequate performance should be corrected, and employees should be separated who cannot or will not improve their performance to meet required standards.

1. The Agency is the one who sets the standards.
2. The Agency determines when an employee meets or does not meet the standards.

Removing unacceptable performers should be a straightforward process that minimizes the burden on supervisors. Agencies should limit opportunity periods to demonstrate acceptable performance to the amount of time that provides sufficient opportunity to demonstrate acceptable performance. Supervisors and deciding officials should not be required to progressive discipline.

The penalty for an instance:

Of misconduct should be tailored to the facts and circumstances.

3. Standards should not be used in determining discipline. (MSPB)

The supervisor generally initiates the discipline on an employee; this includes preparing the paperwork which includes an evaluation of performance and determining the type of discipline and the charges. Who else is better qualified to do this type of evaluation?

1. This has always been one of the duties of a supervisor.
2. In the past progressive discipline has been one of the pillars of discipline. What the order is implying is one strike and you're out.

Suspensions should not be a substitute for removal in circumstances in which removal would be appropriate. Agencies should not require suspension of an employee before proposing to remove that employee, except as may be appropriate under applicable facts.

1. It has been proven that suspending an employee vice termination has been beneficial to most employees in aiding them to improve their performance.

When taking disciplinary action, agencies should have discretion to take into account an employee's disciplinary record and past work record, including all past misconduct.

1. In the past, an agency could only go back a specified number of years in using past misconduct. This restriction has been removed. An agency can now go back 5, 10, 20 years to look for past misconduct.

These Executive Orders pertain just to the Federal Work Force. The U.S. Postal Service is presently excluded from these orders because they fall under a Congressional Mandate not Federal. But we have members who are in the federal work force that will be effected (VA, CDC, DOD, and other federal agencies).

We need to become aware of these Executive Orders and their impact on membership.

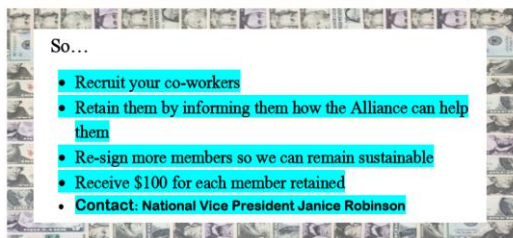
Gale R. Thames, gthames22@gmail.com, 202-321-2677

Desk of the National 1st Vice President –

Janice F. Robinson



**The National Alliance of
Postal and Federal Employees**



Rules apply for payment of recruiting fees – See Pg. 7

Each One, Reach One

August 2018

We are entering our eighth month of 2018. Seems like only yesterday when we were beginning the new year. Our priorities remain the same - membership.

This appeal includes not only the officers of the union but also our current membership. We require the help of all of you to raise our numbers.

Remember that membership is the lifeline of the union.

We suggested a resolution for 2018 for all the Alliance family – It is: “We are going to do all we must for NAPFE.”

The means that we are going to apprise potential members of our history, the services we can render, how we look-out for our members when they have on

the job problems. Recruiting one new member per month per member, would give us quite a jolt. A step in the right direction. UP, ^{UP}, UP.

Those of you who have personally witnessed the protection of your jobs, be proud to share these encounters with the newcomers and potential members.

We must stay in touch with our members and urge them to engage with their co-workers to initiate recruitment. We must also reach out to them and educate them on the services we provide as a labor union. Remember, “Each One, Reach One.”

For Every person you recruit, you will be paid \$100.00

(Rules apply for payment of recruiting fees – See page 7)

< HAVE A SAFE SUMMER >

A SAFETY TIP: ALWAYS LET SOMEONE KNOW WHERE YOU ARE GOING.

ANSWERS FROM TEDDY THE TAX MAN

Q: I'm frustrated! Can we or can't we deduct mileage in 2018? I do about 200 miles per week, and have always deducted mileage in my sales job. I'm hearing different things.

A: If you are self-employed, you can still deduct the mileage you incur in earning that income. You generally cannot deduct mileage going to and from your office. If you are an employee of a company, the new tax laws do not allow you a deduction for mileage, after December 31, 2017. Here are other deductions that you cannot take after December 31, 2017: union dues, uniform expenses, uniform cleaning expenses, conferences, seminars, travel to get to those seminars, supplies and equipment, even if used on your job, and tax preparation fees. All this, as a result of the new tax laws.

Q: I have a small business, so I file a schedule C. I'm on an extension and need two questions to be answered. A) Can I deduct my church tithes on my schedule C? B) am I allowed to contribute to both a SEP AND an IRA for 2017?

A: You can contribute to a SEP – a retirement plan for a self-employed person – anytime through Oct 15, 2018 and even deduct it on that 2017 return. It's too late to contribute to an IRA for 2017. That last day was April 15 of this year. Your church tithes can only be deducted on the schedule A of your tax return. It does not get deducted on your schedule C.

Q: I already have a person helping me with my retirement. I just want to know if her recommendation that I invest in an annuity is on point.

A: I will trust your advisor's judgment, since I don't know your situation personally. Before we advisors recommend a product, it is imperative

that we review the client's income, assets and other information. We can't make our recommendations irresponsibly.

****In life, please remember. It's what you say and how you say it. What you do and how you do it. That was Warren's Story and he did stick to it!****

Teddy Prioleau is a registered representative, Enrolled Agent and the founder of Hunt Valley Retirements, LLC. You can reach him at 410 931-2004.

EFFECTIVE IMMEDIATELY, ONLY NAPFE MEMBERS AND THEIR FAMILIES HAVE AN EXCLUSIVE EMAIL ADDRESS FOR DIRECT AND FASTER CONTACT!
teddythetaxman@gmail.com. Please delete all previous email addresses.

Teddy Prioleau is a registered representative, Enrolled Agent and the founder of Hunt Valley Retirements, LLC. You can reach him at 410 931-2004.

Sign up for his monthly newsletter at www.huntvalleyretirements.com

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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.



NAPFE MEMBER! WE HAVE THE LONG DENIM APRONS!



**From the Office of the 1st Vice
President**

Janice F. Robinson

Alliance members you have been asking for the long denim aprons, and they have arrived. Please place your order via email or by telephone for the aprons.

This is also a great recruitment tool for your local. For 2018 NAPFE has plans on being more visible in the workplace. Letting our members and non-members know we are still in the workplace representing OUR members. Hopefully this will also increase recruitment efforts in all the locals. We cannot sit back and not let everyone know the Alliance is still alive and representing.

Some locals can order and give the aprons out to new recruits as a joining incentive.

The cost of the aprons is \$10.00.

**“The Union that Cares for its
Members!”**

202-939-6325 Ext 248

**Thank you to our very own
National Secretary Noel V.S.
Murrain for displaying our
aprons.**



District Officers

District One: Steve Toliver (225)751-2398
4810 Park Oaks Dr. - Baton Rouge, LA 70861-6713

District 2: Linda Wright (301) 526-7085
6203 93rd Place - Lanham, MD 20706

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1568 Lauranceae Way –Riverdale, GA 30296-2556

District 4: Felix L. Bell, Sr. (601) 842-6116
P.O. Box 8728 – Jackson, MS 39286-9726

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10630 Wade Park - Cleveland, OH 44106-1846

Dist. 8: Rev. Wendy J. Kelly-Carter (917) 817-0763
P.O. Box 749, Bronx - NY 10451-0749

District 9: Eric T. Sprouse (501) 307-5480
P.O. Box 16502 - Little Rock, AR 72231-6502

District 10: Zepuor Babaian (818) 427-6356
10526 Tinker Avenue - Tujunga, CA 91042-1612

The ABC & Leon W. Henderson Memorial Scholarship Fund Report

2018 Ashby B. Carter Scholarship Award Winner is:

Mr. Brandon Burke Dawson
Scholarship Award: \$5,000

Son of Shavella Spikes –
A member of Local 322 – Miami, Florida

Local President: Dalton Nickerson

2018 Leon W. Henderson Scholarship Award Winner is:

Miss Victoria K. Ford

Scholarship Award: \$5,000

Daughter of Kelvin Ford
A member of Local 202 – Baltimore, Maryland

Local President: George Stanley III



NAPFE T-Shirt

For Sale

Ten Dollars - \$10.00

**Don't Worry – We Have
Your Size**

Medium/Large/1x/2x/3x

Purchase Yours Today

PLEASE KEEP NAPFE INFORMED OF ANY ADDRESS CHANGE! SEND AN EMAIL to NAPFE OR VISIT www.napfe.com and submit a change of address electronically on the NAPFE webpage.



Reminder to all Recruiters in Order to Be Paid Recruiter's 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.

Summer time

“Deep summer is when laziness finds respectability.” Sam Keen

“Summertime and the livin’ is easy.”

Porgy and Bess

What do we really know about the Electoral College?

Watch for an in-depth history of the College
First installment in September.

The National Alliance of Postal and Federal Employees



Recruit

Retain



Re-sign

Receive



There is Strength in Numbers

And We Need You!

**Join Us In Recruiting New Members, Retaining
Them and Representing Them; Continue To Re-sign
Members So You Can Receive \$100 For Each Recruitment**

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

Rules Apply for Payment of Recruiting Fees – See Page 7

Desk of the 1st Vice President

Janice F. Robinson

Thinking about Retiring?

Some things to consider if you are thinking about retirement:

1. Financial experts predict you will need 70-80% of your pre-retirement income to have a comfortable retirement income. For example, if you are making \$5000.00 a month before retiring you would need \$3,500.00 - \$4,000.00 a month in retirement income.
2. If you qualify for Social Security Retirement benefits you can start retirement benefits as early as age 62. However, you will receive a reduced amount in benefits if you retire before your full age of retirement.

Age to receive full Social Security benefits

Year of birth	Full retirement age
1943-1954	66yrs.
1955	66yrs. and 2 months
1956	66yrs. and 4 months
1957	66 yrs. and 6 months
1958	66 yrs. and 8 months
1959	66 yrs. and 10 months
1960 and later	67 yrs.

3. Social Security Benefits may be taxable if:
You file a federal tax return as single and your combined income is between \$25,000.00 and \$34,000.00 a

year you may have to pay taxes on up to 50% of your social security benefits. If your combined income* is more than \$34,000.00 a year, up to 85% of your social security benefits may be taxable.

If you file a joint federal tax return, you may have to pay taxes pm 50% of your benefits if you and your spouse have a combined income* that is between \$32,000.00 and \$44,000.00 a year. If your combined income is more than \$44,000.00 up to 85% of your Social Security benefits may be subject to income tax.

*On the 1040 tax return, your “combined income” is the sum of your adjusted gross income plus nontaxable interest plus ½ of your Social Security benefits.

4. You get a pension from work where you paid Social Security taxes, that pension will not affect your Social Security benefits. If you do get a pension from work that was not covered by Social Security for example, the federal civil service, some state or local government employment or work in a foreign country-your Social Security benefit may be reduced.
5. You decide to delay your retirement, you can still sign up for Medicare at age 65. You should apply for Medicare 3 months prior to you turning age 65.

