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# NAPFE Newsletter



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Wilbur L. Duncan, National President

## Our 105<sup>th</sup> Anniversary NAPFE 1913 - 2018

Fellow Members: Again, we have reached another milestone. The question is, “how many more will we achieve as a labor union and as a people?” And I don’t mean just African Americans. We are, seemingly, tearing our world apart. Our neighbors and our friends are all becoming enemies of the people. As a labor union, we are committed to look out for our members, the people who joined this labor union trusting us to care for their welfare on the job. We have a responsibility and a duty to these dues-paying members to do our best to see that they get a fair deal in times of adversity. In doing so, over the years, representatives of the NAPFE have earned a name for themselves as worthwhile representatives of the postal and federal employees who belong to this union.

October 6<sup>th</sup> will be the 105<sup>th</sup> anniversary of a labor union that was never expected to last five years, much less 105 years. Our forefathers would be ecstatic at this milestone. I doubt that even they believed that the union would be viable at this time in our labor reign. Those thirty-five men who met at the foot of Lookout Mountain knew that their destiny lay in doing something for the negroes who worked in the old Post Office against the racism that existed in this country. We had a Postmaster General and a President who believed that segregation was the name of the game. Our guys decided that they wouldn’t play, thus the formation of the National Alliance of Postal Employees.

**We have come to many crossroads as we traveled through these 105 years.**

So far, we have managed to aid and enforce the need for desegregation, but we

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## President (Continued from page 1)

have not been able to change the mindset of some of those we work with every day.

The strength of this union is in maintaining, not only the numbers, but people who truly believe in unionism and the work we do. We need not only knowledgeable people but people who want to learn and carry on and even improve on our services where necessary. Recruitment and retention are the important tenet by which unions survive.

**“Reach out, Reach One” was what our former Treasurer-Comptroller, Warren Powell, always said at the end of his broadcast on Saturday mornings.**

I urge all members to celebrate this 105<sup>th</sup> anniversary of the National Alliance of Postal and Federal Employees by reaching out to your co-worker, bring in a new member and earn the gratitude of the union as well as a few dollars for yourselves.

There will be changes in our future, but we will always be trying to better the conditions of workers whom we represent. Our successes will in turn benefit all workers.

To all Locals and Districts, be sure to let us know what you are doing to celebrate this month and send a picture or two for publication.

## Happy Birthday NAPFE



## Desk of the National 1st Vice President

### Good News From OPM

OPM has released the full set of 2019 premium rates for all plans. OPM stated that the overall 2019 FEHBP premium for current non-postal employees and retirees will go up an average of 1.3 per cent next year. The government's contribution will be 1.2 percent more toward enrollees' FEHB premiums in 2019.

The lowest FEHB premium increase since 1996 open season.

The overall premium for those who have the Federal Employees Dental and Vision Insurance Program (FEDVIP, will increase by 1.2 percent, while the overall average premium for vision plans will decrease by 2.8 percent.

Open Season begins November 12 and ends December 10, 2018. During this period, federal employees and retirees have an opportunity to review their plan choices and make changes to their FEHB and FEDVIP coverage for the upcoming benefit year that begins January 1, 2019.

Federal employees may also use open season to elect to make pre-tax contributions to health care and/or dependent care flexible spending accounts under the Federal Flexible Spending Accounts Program (FSAFEDS).



**Desk of the National 1<sup>st</sup> Vice President –**

**Janice F. Robinson**



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



**We need you! For every member signed up National Alliance will**

**pay you \$100.**

So...

- Recruit your co-workers
- Retain them by informing them how the Alliance can help them
- Re-sign more members so we can remain sustainable
- Receive \$100 for each member retained
- **Contact: National Vice President Janice Robinson**

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

**Each One, Reach One**

**October 2018**

We are entering our tenth 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, <sup>UP</sup>, 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)**

**NOVEMBER 6, 2018**

**REMEMBER TO EXERCISE YOUR RIGHT TO VOTE IN THE**

**MID-TERM ELECTIONS**

## ANSWERS FROM TEDDY THE TAX MAN

Q: I'm in sales, and I enjoy taking clients and prospective clients out to a ballgame or two on a very regular basis. We do talk business, and many times I close these deals. To show you an example, in 2016 alone, I spent almost \$7,000 on that kind of entertainment. In 2015, I spent about \$9,000. As you can see, it's a big deduction on my tax return, which means it lowers what I owe to the internal revenue service each year. I keep hearing that I can't deduct these expenses anymore. Is that true?

A: Unfortunately, yes! It's true. Entertainment expenses are no longer deductible, even for corporations, under the new tax laws. If possible, contribute even more to your TSP, 401k, 403b or other retirement plan. That will help lower your tax liability.

Q: I filed an extension. Due to circumstances, it looks like I will miss the filing deadline. Isn't it true that I'll be penalized from October 15<sup>th</sup> until I file the return?

A: I'm sorry, but that's not right! If you miss the October 15<sup>th</sup> deadline, and you owe, you'll be penalized from the original filing deadline, until it's filed AND paid, because those are two separate penalties.

Q: I watched as you told about the client who left his employer and seven years later, since he didn't roll his 401k over, couldn't locate it. I'll be honest. There are many of us out here who have done the same thing. Do you know why? It's because we don't have the slightest idea WHAT to do with it. Does that sound funny to you?

A: It doesn't sound funny. I'm not going to say that I hear that all the time, but I will say that I hear it enough times to know that it happens more times than I would like. Call me, and let's cure this!

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 AUGUST 2018, ONLY NAPFE MEMBERS AND THEIR FAMILIES HAVE AN EXCLUSIVE EMAIL ADDRESS FOR DIRECT AND FASTER CONTACT!**

[teddythetaxman@gmail.com](mailto:teddythetaxman@gmail.com). Please delete all previous email addresses.

Keep your eyes peeled for Teddy's new book, titled **STEP AWAYYY FROM THE PORCELAIN!!!!** It will hit bookstores soon.

Sign up for his monthly newsletter at [www.huntvalleyretirements.com](http://www.huntvalleyretirements.com).

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**October  
Is Breast  
Cancer Awareness  
Month**

**NAPFE MEMBER!  
WE HAVE THE LONG DENIM APRONS!**



**From the Office of the 1<sup>st</sup> 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 1: Steve Toliver** (225) 751-2398  
4810 Park Oaks Dr. - Baton Rouge, LA 70861-6713

**District 2: Linda Wright** (301) 526-7085  
6203 93<sup>rd</sup> Place - Lanham, MD 20706

**District 3: Harvey G. Orr** (404) 200-3510  
1568 Lauranceae Way – Riverdale, GA 30296-2556

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

**District 5: George C. Spencer** (412) 225-0139  
1342 Traymore Avenue - Pittsburgh, PA 15221-2620

**District 6: Pearl E. Thompson** (216) 721-4726  
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

## Trump Avoids Shutdown

President Donald Trump signed into law on September 28<sup>th</sup>, a spending bill that will provide full-year appropriations for several federal agencies and stopgap funding for a portion of government, staving off a partial shutdown at least until December.

Without the stopgap measure, unfunded agencies would have been forced to shut down on October 1, but that has been avoided for now.

President Trump hesitated about signing this second minibus bill, but he came through in the end.

A third minibus is being discussed by congressional negotiators in conference over funding for the Departments of Agriculture, Interior, Treasury, Transportation, HUD, OPM and USA. Also, lawmakers can choose to “provide a vehicle” for a federal workforce pay raise.

The minibus signed on the 28<sup>th</sup> funded the Departments of Defense, Labor, Education, and Health and Human Services. An earlier minibus bill set the spending for the Depts. of Energy, Veterans Affairs, and the legislative branch.



## 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](http://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 PS 1187.**

Signing the PS 1187 as a Union official does not state to this office you are the recruiter. So, 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.

### **The Business of Unionism...**

**is the business of all union members. Participation is key. Don't just join the union and expect the officers to do all the work. They require help and feedback from time to time.**

**There is strength in numbers. Stand up and be counted. Labor unions are again under a threat of being dismantled – of losing their advantage. Do not let this happen. An active member has a voice.**

**Use It.**



# The National Alliance of Postal and Federal Employees

**RECRUIT**

**RE-SIGN**

**REACH**

**RECEIVE**

**RETAIN**

**For every new member you sign up with the National Alliance – earn \$100.00.**

**For Details: 202-939-6325 Ext. 248**



## You Can Do the Following:

- **Recruit USPS & Federal Employees**
- **Recruit your co-workers. Emphasize the help NAPFE provides in job-related situations**
- **Re-sign members who may have left the fold**
- **Receive \$100 for each member recruited**



## The Electoral College

(continued from last month)

### MID-TERM ELECTIONS

Since this is the mid-term elections coming up in November, you might wonder why the Electoral College is being discussed at this time. Fact is the mid-term elections are very important to the political landscape. AND, it is the one time when the candidates are elected by the electorate, not by the Electoral College.

Many contests, in different states, covering a plethora of offices will be on the ballot in November. The entire House of Representatives (435 seats), a third of the Senate, 36 governorships, and many state legislature seats will have to be filled.

To understand why the midterms are so important, one needs to take a good look at the whole political picture.

Should enough Democrats win, they could kill the intentions of the Republican legislatively, block Trump's nominees from being confirmed, pass more liberalized state laws, changing the redistricting process.

Should the Democrats do poorly, their failure could be felt for another generation.

At least for several more presidential elections.

Should the Republicans do well throughout the states, they will be able to

gerrymander many districts for their party for many years in the future.

A Republican win in the Senate would prevent the Democrats from holding up confirmations to the Supreme Court.

Remember when the Republicans refused to hold a hearing or take a vote on Obama's nominee for the Supreme Court before the 2016 elections. Merrick Garland was nominated in March of 2016.

Garland sat patiently waiting for a Senate hearing, and Congress took their seven-week vacation, returning after the Labor Day holiday. Republican leadership had no intention of holding a hearing until after the November election. Garland was not confirmed but he made history anyway by having to wait the longest for confirmation.

However, I digress. What will happen if the Republicans lose control of either the House or Senate in 2018. A conservative legislative agenda could be dead. Should they win, no doubt they will try again to get rid of Obamacare, which they couldn't do the first time around. Conservatives would like to see cuts in welfare, food stamps, Medicare, and Social Security.

A Democratic win would give them veto power over new bills and subpoena power – making it possible for them to investigate the Trump administration.

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### **Electoral College (Continued from Page 9)**

Should the Democrats retake the Senate then they would have veto power over Trump's nominees. They would certainly be remembering what the Republicans did to Garland in 2016.

A win by the Democrats would also mean that Trump's appointments to the cabinet could be in jeopardy. The nominees would need the Democrat's approval to be confirmed.

The Democrats really need to pick up seats in state elections. As of now, Republicans control 33 out of 50 governorships and at least 66 out of 99 state legislature chambers with veto-proof supermajorities in 17 state legislatures.

Of the 36 governorships that will be on the ballots this year, 26 are currently Republican-held.

The midterm elections could determine redistricting through 2030. The next census will take place in 2020. New districts and state legislatures races will be based on the results of that census ahead of the 2022 elections. The census, in 2010, saw an influx of Republicans in state legislatures and in governorships.

The Democrats will have to make good in these upcoming elections on all fronts if they expect to dampen the Trump administration's rampage over government.

### **Federal IT Workforce is Getting Older**

It is no secret that the federal tech workforce is getting older and some agencies are having a tough time recruiting young people to replace them, according to reports from OPM.

Here's how it stands. "In March 2018, only three percent of the government's 84,097 tech specialists were less than 30 years old while some 14 percent of IT employees were age 60 and older. That means that federal technologists at or approaching retirement age outnumber their 20-something counterparts roughly 4.6 to 1."

For instance, Homeland Security employs some 4,800 IT specialists – 165 are in their 20's and 690 are age 60 or older.

In contrast, the VA's tech force contains 58 employees in their 20's and 1,100 approaching retirement.

Technology is here to stay, and either all available techs are going to work in the private sector at better wages or there just isn't enough knowledgeable talent to go around. Probably a little of both.

Young people need to take notice of the fields of employment in the 21<sup>st</sup> century and follow the yellow brick road.