

Vol. 10 Issue 11

November 2018

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

MID-TERM ELECTIONS TUESDAY NOVEMBER 6, 2018

My Fellow Members:

Tuesday, November 6, 2018 is Election Day in the United States of America. Every eligible voter is urged to exercise their right to vote in this ***MOST IMPORTANT*** election. These elections are won or lost by the people. No Electoral College will decide the outcome of these elections - only the people. No matter your party, vote your conscience, but vote. Make the effort to go to the polls and vote. This is the one time, that the American Way will work for the people, but only if the people make their way to the voting booth.

There is a lot riding on these elections. One-third of the Senate seats are available for the right man or woman. All 465 seats in the House of Representatives are available to the right man or woman running for election or re-election.

There are many local and state elections to be decided on Tuesday, November 6, 2018. Members of the state legislatures, Mayors of cities, City Council members, Board of Education members, Neighborhood Advisory Commissioners, Attorneys General and others depending on your local and state communities.

For first time voters, those who have just reached voting age and have registered for the first time, be excited, check out the people running for office in your locality, but make the decision that you will vote in this election.

The National Alliance of Postal and Federal Employees are well-aware of the factors that face labor unions. Postal employees are under the gun. There are those who wish to limit, even erase, any or all, of the benefits that postal employees now enjoy. Federal agencies are in a state of flux, leaving federal employees unsure of their careers.

VOTE! VOTE! VOTE!

From the Desk of the 1st Vice President – Janice Robinson



Displaying Our Logo

NAPFE Family:

All businesses and organizations stay viable by displaying their logos and selling their brands and services. The National Alliance of Postal and Federal Employees is no different. We display our logo and sell our services, which is saving jobs and obtaining the best benefits possible.

Here at HQ, we have been engaged in providing you with the tools to aid you in membership recognition and visibility in the workplace: there are skull caps, T-shirts and the ever-popular aprons. Please call the 1st vice president at HQ to purchase any of these items. They are of good quality and very colorful. It would be great to see our members flood the facilities with NAPFE apparel.

NAPFE has some great selling points and we should be shouting them from the roof tops. Our labor reps are very good at their jobs. They do save jobs, have derogatory letters and warnings removed from their personnel records when warranted.

The National Alliance has just celebrated its 105th anniversary. We began with one thought in mind - to garner the right to representation for the Negro employees who worked in the old Post Office Department. Unfortunately, we are still fighting the same battle in some areas today, but the racism has become more sophisticated, more high-tech, but recognizable.

We do remind our members that they should not go into meetings with management alone - if you feel it could lead to disciplinary action. You should contact EEO immediately to ensure that your NAPFE representative can accompany you to the meeting. You can

contact the EEO office by calling the appropriate telephone number.

Postal employees call: 1-888-336-8777.
Federal employees should call 1-800-669-4000. (TTY Deaf/Hard of hearing callers only) call 1-800-669-6820. For Video Phone: call 1-844-234-5122 (ASL Deaf/Hard of Hearing only).

Upon calling these numbers and explaining the problem, you will be given a case number and assigned to an EEO officer. You will use the same case number until your complaint has been resolved.

The National Alliance is an independent labor union that proudly displays its logo everywhere it can. Our history has been repeated in print and in film over the past 105 years. We are very confident in the services that we provide. In displaying our logo, we are selling our organization. Selling our services. We would like all members to join us in selling those services.

**Ad Mortem Fidelis
(Faithful Until Death)**

To The Men and Women Who Have Served

Veteran's Day – November 11

Desk of the National 1st 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

November 2018

We are entering our eleventh 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)

NOVEMBER 6, 2018

**REMEMBER TO EXERCISE YOUR RIGHT TO VOTE IN THE
MID-TERM ELECTIONS**

Desk of the 2nd Vice President

Continuation of Pay – COP

Employees who sustain a traumatic injury, the Federal Employee' Compensation Act provides that the employer **must** continue the employee's regular pay during any period of resulting disability, up to a **maximum of 45 calendar days**. This is called continuation of pay, or COP. The employer, not the Office of Workers Compensation Program, pays COP.

Eligibility: To be eligible for COP, a person must:

1. Have a traumatic injury which is job-related and is the cause of the disability.
2. File Form CA-1 **within 30 days** of the date of the injury.
3. Begin losing time from work due to the traumatic injury within **45 days** of the injury.
4. The employee is entitled to COP when he or she loses time from work due the need for medical examination and treatment for the work injury.

Controverting COP: An employing agency is not required to pay COP and may controvert or challenge the employee's entitlement to COP if any of the following is present:

- 1 The employee's disability was not caused by a traumatic injury
- 2 No written claim was filed within 30 days from the date of the injury
- 3 The injury was not reported until after employment was terminated
- 4 The injury occurred off the employing agency's premises and was otherwise not within the performance of official duties
- 5 The injury was caused by the employee's willful misconduct
- 6 Did not stop work until more than 45 days after the injury

When an employing agency stops an employee's pay, it must controvert the claim for COP on Form CA-1, explaining in detail the basis of the refusal. Final determination on

entitlement to COP always rests with the OWCP.

The employing agency may stop paying COP only when at least one of the following circumstances is present:

1. The employee does not submit enough medical evidence supporting work-related disability within 10 calendar days after the claim is submitted
2. The medical evidence demonstrates that the employee is not disabled from his regular position
3. Medical evidence shows that the employee is not totally disabled, and the employee refuses a written offer of suitable work which is approved by the attending physician
4. The employee returns to work with no loss of pay
5. The period of employment expires, or employment is otherwise terminated
6. OWCP directs the agency to stop COP

Calculating COP: COP is payable for a maximum of **45 calendar days**, and every day used is counted toward this maximum. The following rules apply:

1. Time lost on the day or shift of the injury does not count toward COP (the agency must keep the employee in a pay status for that period).
2. The first COP day is the first day disability begins after the injury date, except where the injury occurs before the beginning of the workday or shift, in which case the date of injury is charged to COP
3. Any part of a day or shift (except for the day of the injury) counts as a full day towards the 45-calendar-day total
4. Regular days off are included if COP has been used on the regular workdays immediately preceding or following the regular day(s) off, and medical evidence supports disability

(Continued on page 6)

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 1: 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

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

2nd Vice President (Continued from page 4)

5. Leave used during a period when COP is otherwise payable is counted toward the 44-day COP maximum as if the employee had been in a COP status.

If an employee recovers from disability and returns to work, then becomes disabled again and stops work, the employing agency shall pay any of the 45 days on entitlement to COP not used during the initial period.

If the effects of the injury require that an employee lose elements of pay (e.g., the assignment of a night-shift worker to a day shift to perform prescribed light duty), COP should be granted for the lost elements of pay (e.g., the night differential).

The pay rate excludes overtime pay but includes other applicable extra pay except to the extent prohibited by law.

We are receiving more inquiries pertaining to COP and OWCP in general daily. If you need further assistance in this area, please contact me.

Gale R. Thames, National Labor Director
202-768-6826
Gthames22@gmail.com

OPEN SEASON

Begins Monday, November 12, 2018 and ends December 10, 2018. The programs participating in this year's open season are: Federal Employees Health Benefits (FEHBP) Program, Federal Employees Dental and Vision Insurance Program (FEDVIP) and the Federal Flexible Spending Account Program (FSAFEDS).

The Federal Employees' Group Life Insurance (FEGLI) Program and the Federal Long-Term Care Insurance Program (FLTCIP) do not participate in the annual Federal Benefits Open Season.



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 Concerning Recruiter's Fees:

If you are recruiting members, please be reminded that 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**

Teddy the Taxman

Q: I've been getting a monthly check from my TSP **and** my pension, for about twelve years. The problem is that I'm finding myself needing more income than what I'm receiving. Tell me now, so that I don't make a call to either one and get embarrassed. Can I change any of that?

A: YES! Most people don't realize that even though your pension will generally stay the same, you definitely CAN change the monthly TSP amount. You may have to revamp some of your long-term plans, but revamping is not the same as dismissing. If you don't make it through the short-term, how will you even make it TO the long-term?

Q: I don't mind telling my age. I'm old enough to remember that If I had a tax return that was on extension, and I could not file it by August 15, I could file another extension. That one would take me through October 15th. Did the IRS come up with a system or procedure that would replace that?

A: First, you didn't tell your age. You IMPLIED it. That's your and my chuckle for the day. Okay? Nothing has been put in place for that process. Now, one extension takes you through October 15. To further the discussion, even those who remember that era, probably don't remember that the first extension filed for you for that year was automatic. When you filed that second one (due no later than August 15th) the IRS had to okay it.

Q: I am trying to plan for my retirement in just over one year. I have a Roth IRA, and I know that when I turn 70 1/2, I will be required to pull money from it on an annual basis to satisfy the federal government's greedy agenda. Does it matter where I put any of that money when I take it out? And I thought that I had heard that it didn't matter where I pull my required minimum distributions from. What's the story on that?

A: I've got good news, and I've got better news! Even though you will get a letter from your TSP and a traditional IRA if you have one, you do not have to pull monies from them both. You can combine the amounts that each entity will tell you that you need to withdraw, and just pull it from one source, your TSP or your traditional IRA. That's the good news. The better news is that you are not required to take any distributions from your Roth IRA! Never! If that's not good and better news, I don't know what is!

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. 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.

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.

More Reasons for Federal Employees To Vote in the Mid-Term Elections

Eric Katz, writer for Government Executive had this to say in an article published on 10-30-18. "Federal employees have a lot on the line in the election, most significantly who will control the 116th Congress and chair the oversight of the executive branch." Mr. Katz continues by naming 10 midterm races for federal employees to watch.

In Wisconsin's 10th Congressional District:

Democrat Randy Bryce is an advocate for federal employee unions. His opponent is Republican Bryan Steil former aide to current House Speaker Paul Ryan.

Also, in Wisconsin, Gov. Scott Walker is running for a third term. He reduced collective bargaining rights for most of the state's employees. His opponent is Democrat Tony Evers, who has promised to treat the state's employees "with respect and compassion."

Florida's 27th Congressional District:

The Democratic candidate is Donna Shalala, former head of the Dept. of Health and Human Services under Clinton for eight years. Her Republican opponent is television journalist Maria Elvira Salazar.

Arizona Senate:

Reps. Krysten Sinema, Democrat and Martha McSally, Republican, are battling for the seat left open by the retirement of Republican Senator Jeff Flake. McSally chairs the House Homeland Security Committee's panel on the issue of border personnel. Sinema has vowed "to ensure fair pay and good benefits for the over 30,000 federal employees in Arizona."

Florida Senate:

Gov. Rick Scott, (R), is attempting to move from state politics to unseating Democratic Senator Bill Nelson.

Montana Senate:

Sen. Jon Tester, (D), serves as chair of the Senate Veterans Affairs committee and co-authored bills to ease the firing of VA employees and increase the role of the private sector in providing veteran's healthcare. His opponent is Matt Rosedale (R), the current auditor for the state of Montana.

Texas' 23rd Congressional District

Republican Rep. Will Hurd is the House's point person for reforming the federal government's information technology systems and cybersecurity protections. He chairs the IT panel on the House Oversight and Government Reform Committee. His opponent is Gina Ortiz, also a former federal employee who worked for the Defense Dept. defense Intelligence Agency and for the U.S. Trade Representative. The district is home to more than 86,000 federal employees and retirees.

North Dakota Senate:

Sen. Heidi Heitkamp (D), up for reelection against Rep. Kevin Cramer, (R-ND). An advocate for federal employees, Heitkamp serves on the committee for Homeland Security and Governmental Affairs' panel on federal management.

Virginia 10th Congressional District:

Rep. Barbara Comstock, (R), in a battle with State Del. Jennifer Wexton, (D). It is one of the chamber's most hotly contested and expensive races. Comstock has accused Wexton of not having federal employee issues as a priority in her campaign.

Missouri Senate:

Sen. Claire McCaskill, (D), "is in a toss-up race" with Josh Hawley, Attorney General of Missouri. This race is important to federal employees because McCaskill is the top Demo on the Senate Homeland Security and Affairs Committee. A win for her and other Dems could see her as chair of the committee, which has direct oversight over federal employees.