



Indy Info

Volume 41, Number 9
September 2013



NEWS FROM THE INDIANAPOLIS AREA LOCAL #130 - APWU - AFL-CIO

Our labor unions are not narrow, self-seeking groups. They have raised wages, shortened hours, and provided supplemental benefits. Through collective bargaining and grievance procedures, they have brought justice and democracy to the shop floor. ---President John F. Kennedy 1962

FROM THE PRESIDENT'S DESK...



THE WRIGHT WAY — WELCOME BACK

I would like to welcome back our employees excessed from the clerk craft

to the mail handler and maintenance crafts. I know it has been a long time but we are happy to have you back and hope to see you soon at a Union meeting.

CONGRATULATIONS

I am happy to congratulate the 23 PSEs who were converted to full time career clerk employees. We are happy to have you and wish you much success in your Postal career.

MAXIMIZATION / DESIRABLE DUTY ASSIGNMENT

We are in the process of collecting information from all Post Offices, Stations, and Branches represented by the Indianapolis Area Local APWU.

A program was created at the National APWU that when information collected from the Postal Service in a specific format is uploaded to the National computers, the program creates reports that will enable the union to document grievances

initiated to create Desirable Duty Assignments.

We are very excited about this program and have already filed a couple grievances using reports generated from this information.

FINANCIALLY SOUND

Yes, the Union has had its' financial problems. The number of retirees from the last two "Early Outs" created a real financial hardship for the APWU at the Local and the National Level.

When I became president we were surprised at the state of affairs, but I am proud to say at this time that we are able to make all payments on time, pay the stewards and office staff, and still able to put some money away for future needs.

Within the next couple of years, we should have the Union Hall paid off which will relieve a large financial burden for our local and hopefully provide a brighter financial future. Until that time comes, we must still keep our belt securely tightened.

REMOVALS

Management issued removals for several PSEs for various reasons and

PRESIDENT continued on pg 5

UPCOMING EVENTS

2013

October 10, 2013

General Membership Meeting
10:00 am - 1509 E Prospect St

October 15-17, 2013

APWU Health Plan
28th Annual Open Season Seminar
Las Vegas, NV

November 4-7, 2013

APWU All Craft Conference
Bally's Las Vegas
Las Vegas, NV

November 12, 2013

General Membership Meeting
6:00 pm - 1509 E Prospect St

For more information on these events go to: www.indyapwu.org

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OFFICERS

William Wright.....	President
Steve W. Vaughn.....	Vice President
Martha Foote.....	Secretary-Treasurer
Loretta Maydwell.....	Membership/Insurance Coord
Janine Yowell.....	Recording Secretary
Charles Jemison.....	Sergeant at Arms
Debra Gilbert.....	Clerk Craft Director
Vickie Crouse.....	Assistant Clerk Craft Director
Greg Jones.....	Motor Vehicle Craft Director
John "Mike" Hale.....	Maintenance Craft Director
Don Packwood.....	Chief Trustee
Linda Daniels.....	Trustee
Vincent Norris.....	Trustee
Pamela Plummer.....	OWCP Director
VACANT.....	Area Coordinator
Loretta Maydwell.....	Chief Steward
Nancy Helms.....	Research & Education

STAFF

Pat Gregory.....	Office Manager
Lena Williams.....	Office Assistant

STEWARD'S PHONE LINES

P&DC Steward's Room.....	(317) 464-6163
Motor Vehicle Steward's Room.....	(317) 464-6404
Associate Offices.....	(317) 634-1783
MPA & P-1Steward's Room.....	(317) 870-8894

NOTE: Stewards are not always in the Steward's Room, your supervisor is responsible to make the appropriate contact to the Union for representation, or call the Union hall.

ASSOCIATE OFFICES

Beech Grove	Brownsburg	Carmel
Danville	Fishers	Fortville
Franklin	Greenfield	Greenwood
Lebanon	Martinsville	Mooresville
New Palestine	Noblesville	Plainfield
Shelbyville	Westfield	

EDITORIAL STAFF

Don Packwood.....	Editor
Martha Foote.....	Associate Editor, Clerk
VACANT.....	Associate Editor, Maintenance
VACANT.....	Associate Editor, MVS

AFFILIATIONS

American Postal Workers Union
Postal Press Association
Indiana State AFL-CIO
Central Labor Council of Marion County
Indiana Postal Workers Union

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INDIANAPOLIS AREA LOCAL #130
AMERICAN POSTAL WORKERS UNION

Family Medical Leave

by Nancy Helms, Research & Education Director, Chief Steward Tour 1

To qualify for Family Medical Leave protection;

1. You must be employed for (1) year
2. You must have 1250 work hours in the (12) twelve month period immediately prior to your request for FMLA leave.
3. You must have a condition that qualifies for protection under the Family Medical Leave Act
4. You must not have exhausted your entitlement for the current leave year. (480 hours based on 40 hour work week)
5. You must request FML when you call in or within (2) two days after your return to work
6. To be certified for a FMLA covered condition, you must provide the FMLA Coordinator with medical documentation to support your condition. **Have your health care provider fax your Family Medical Leave request form to; 1-651-456-6055 "within (15) fifteen days of the date you requested the leave."** If your health care provider does not fax this request from his or her office (preferred method), send by certified mail to:

**HRSSC FMLA Great Lakes
PO Box 970908
Greensboro NC 27497-0908**

Do not give this form (or any personal, medical information that supports your FML condition) to your Supervisor or the Attendance Control Supervisor.

This is private information that the employer may not ask for.

At the Indianapolis P & DC, you may ask the operations clerk to roundate your FML request form and fax it from the operations office and give you a fax confirmation showing date sent to FML Coordinator. You have the obligation to provide this information to the Coordinator when you request FML.

If the Coordinator doesn't get the supporting documentation for your request for FML protection within (15) fifteen days of your request, it may result in denial of your request and an unscheduled absence that may be used against you in discipline.

7. If you have been certified previously for a FMLA qualifying condition that is chronic and you have not exceeded the "frequency

and duration" that your medical provider has determined, you should not have to re-certify your condition in the new leave year because your condition has not changed. If your requests for FML exceed the amount of protection that your medical provider has determined that you require, you may have to re-certify your condition in the new leave year because you have requested more FML coverage than your health care provider stated that you need; so your condition has changed.

Only the Coordinator determines if a chronic condition needs to be re-certified.

8. Maximum entitlement for FMLA protection in a leave year is 480 hours. This is based on a 40 hour work week. If you work a reduced or lesser schedule, your entitlement is also reduced or less than 480 hours.

9. The 1250 work hour test is taken once, on the first request for FMLA protection in the new leave year. Once this requirement is satisfied, you will be certified for your condition for the remainder of the year or as long as your healthcare provider has determined your condition will last. (even if your work hours fall below 1250 in the current year.) If you know you are going to have surgery or you have scheduled medical appointments, talk to your supervisor and try to schedule your leave in advance. You can avoid some unscheduled absences. It's best to plan ahead. Don't wait until an absence is listed on a letter of warning for attendance to try to explain it. It's your responsibility to schedule your leave.

There are other types of absences that qualify for family medical leave protection such as absence plus treatment and Military leave. If you have any questions, see a steward.

More information about FMLA will follow.

We welcome original articles, stories and artwork from our union members and their families. All opinions expressed herein are those of the writer and not necessarily those of the editor, officers of the Indianapolis Area Local or the publisher. The editor reserves the right to determine whether the material submitted for this publication shall be printed and may edit letters and articles for length, style, grammar and spelling. Articles submitted must deal with labor issues or related topics, not personalities. Libelous statements or personal, unwarranted attacks will not be printed. Deadline for submitting material to the editor is by 12:00 Noon on the Wednesday following the regularly scheduled monthly General Membership meeting. Articles and letters to the editor should be submitted on disk, if possible. All material must have the author's name, address, phone number, and be signed, however anonymity may be requested. All communications concerning the paper should be addressed to:

Indy Info, 1509 E Project St, Indianapolis, IN 46203



HELLO MEMBERS,

It's that time again, to update you, on what has been going on within the Motor Vehicle Craft in the last 6-months. First, and foremost it's been a good year for the employee's at the Indianapolis, IN PVS.

We are now under new Management, and things seem to be changing for the better. We, as a unit, have been able to work together with the new Transportation Manager Jeff Richardson and PVS Manager Gwen Coleman-Riley. Sometime drivers come up and comment wondering, "if this is a dream". They can't believe that there is peace in the unit after all that has happen in the last 4 to 5 years under the last regime.

We are seeing more drivers being hired than before, most are being converted from PSE's to career drivers within 6-mouth of been employed with the USPS. We're having an annual bid this year. We haven't had one since 2008 because of the issues in the unit with the old mangers and supervisors. Management has created new duty assignments, a total currently of six (6) with three (3) coming in the next 2-3 weeks.

All indications from management are that we will be getting more PSE's and more work returned to the craft. What no one seems ready to address or discuss is the return of the HCR contract routes to PVS with the signing of the 2010-2015 CBA. We have filed grievances over this issue and now we are waiting for it to be resolved. We're waiting on an arbitration date.

No doubt about this issue, manage-



We Keep on Truckin'

by Greg Jones, MVS Director for Indianapolis

ment has not returned any work to PVS here at the local # 130. They have delayed the process for which there are some consequences for their actions or lack of I might say

I was just at the 2013 Tri-State Conference the weekend of Sept. 13th 2013. There was some training from Mike Morris over NTFT and PSE's, Motor Vehicle training was given by Merlie Bell. APWU President Cliff Guffey addressed some issues including issues the Motor Vehicle Craft employees are up against.

In closing, I want to talk about an issue that I hold extremely close to my heart and that is any assault or inappropriate conduct by management against craft employees. The post office "MUST" be an place that all employees are treated with dignity and respect by supervisor, and coworkers. If you are working in a unit and you feel that it is an unsafe environment, report it to management and/or the union. Any harassment at

any level makes for an hostile work environment, which is against the LAW ...

The postal service has a so-called Zero tolerance policy statement but it seems that management has yet to get the memo. Whenever you feel the atmosphere is one in which there might be an assault on you or someone else, report it no matter what.

Management will cross the line each day just to move the Mail that they fail to schedule employees to process. We recognize the need to process and move the mail each day, but this must be done in a safe manner. Management can't just try to provoke an employee, especially issues that could escalate or result in injury. Postal employees have a right to perform their assigned duties in a safe atmosphere, free of threats or assaults by management. I'm committed to insure that each and every employee at the Indianapolis, IN P&DC or State of Indiana can work in a safe working environment at all times. We can't let history repeat itself. Be safe and treat others as you would like to be treated.

While on August Break the House GOP Touts its Legislative Accomplishments....

THE FIRST TIME WE VOTED TO REPEAL OBAMACARE, WHY YOU KNOW WHAT THEY SAY ABOUT THE FIRST TIME? AND THE TWELFTH TIME WE VOTED TO REPEAL OBAMACARE WAS MEMORABLE BECAUSE WE HAD CAKE! THE TWENTY- SECOND TIME WE VOTED TO REPEAL OBAMACARE WE ALL WORE MATCHING TIES. OF COURSE THE TWENTY-FIFTH TIME WE VOTED TO REPEAL OBAMACARE WAS OUR SILVER ANNIVERSARY. THE THIRTIETH TIME WE VOTED TO REPEAL OBAMACARE WAS DEJA VU ALL OVER AGAIN! THE THIRTY-SEVENTH TIME WE VOTED TO REPEAL OBAMACARE WAS BITTER SWEET, BOEHNER CRIED, BUT THEN AGAIN, HE CRIED EVERY TIME, BUT ANY WAY, WE ALL SAID DON'T WORRY JOHN THERE'S ALWAYS NEXT SESSION ...



Secretary/Treasurer

Martha Foote

Secretary/Treasurer



INDIANAPOLIS AREA LOCAL

Balance Sheet As of SEPTEMBER 10, 2013

ASSETS

Current Assets

Checking & Savings

PETTY CASH	100.00
PNC BANK SAVINGS ACCOUNT	
INTEREST EARNED	
ENTERTAINMENT	6,314.45
EDUCATION	7,524.23
CONVENTION	7,661.53
5% CONTINGENCY	13,618.43
PNC Bank Savings Account - Other	28.98

TOTAL PNC BANK SAVINGS ACCOUNT 35,147.62

ELECTION FUND	4,195.04
RESERVE FUND President AL/SL	12,193.85
POWER FUNDS	(655.04)
GENERAL FUND checking	4,569.80
PAYROLL FUND checking	4,796.55

Total checking & Savings	61,002.86
Total Current Assets	61,002.86

GOLDMAN FUND	2,368.27
RETIREES FUND	25,347.30

Martha Foote
Martha Foote – Secretary/Treasurer

TRI-STATE

continued from pg 8

show the hours of any employee who may be still working the run and if an employee works the run the program will chart those hours. The employee may work 8 hours in the work area where the run has been reverted or there may be two employees working 4 hours each per day. The MDAT program will chart those hours and the steward will be able to file a grievance and show those hours are being worked in that particular area where the runs had been improperly reverted. The true work hours will be shown and the steward can make the argument that the run was improperly reverted and the violation will be grieved and a run shall be posted.

The tool can be used for maximization and creation of desirable duty

assignments. For example, when management posts a NTFT duty assignment for less than 8 hours per day and then turns around and works that NTFT employee for 8 hours or more, what management has shown is there is a need for an 8 hour job. The MDAT tool will show that the NTFT employee is working more than 8 hours per day and the union will be able to grieve it. Because the hours have been changed during that NTFT duty assignment, management will have to post that run as a traditional full-time 8 hour job.

Assistant Clerk Craft Director, Lamont Brooks stated that over the years this has been a difficult task but with the new MDAT program the hours are tracked more easily

to catch management from lying about the work hours. Remember the only thing that matters when trying to capture good full-time desirable duty positions is the work hours and the MDAT program will do that.

I would like to thank those national officers who took the time to come to the seminar to do the training. The training was a success.



PRESIDENT

continued from pg 1

most if not all have been returned to work. The removals were issued without just cause and the discipline was not progressive. There was no Letter of Warning, 7-day Suspension or 14-day suspension. Management went straight to a removal and this is improper.

Kudos to Floyd Stanley for the time he put in to help these PSEs. Not only did he file a grievance for each one he also helped each one file an EEO on his own time. This is going above and beyond the call of duty. Stewards are not allowed to assist the employees in EEO and Labor Board charges as "stewards". However, over the years we have had several stewards who have taken their personal time to help postal employees and we applaud their efforts on the postal employee's behalf.

HEALTH CARE

Recently our local received a rebate from the APWU health plan; this was a direct result of the efforts of our Membership/Insurance Coordinator Loretta Maydwell to sign up new members in the health plan. The expenditure of some of this windfall will afford the local the ability to provide training and submit documents for review in a classroom setting. Her efforts since being elected in 2005 have helped our union's health plan to be elevated to the 5th largest in the Federal Employee's Health Benefits plan.

This year's open season is also projected to be very successful for us. This of course is contingent on what our elected Congress' actions/inactions on the Patient Protection and Affordable Care Act will be!

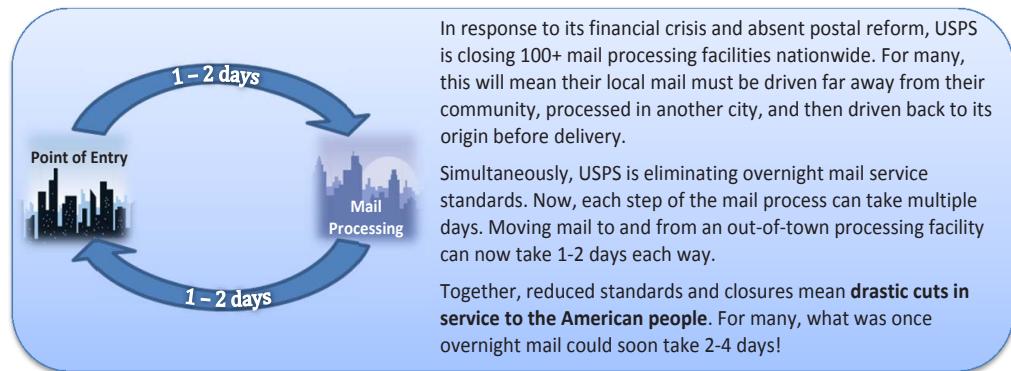
As of October 1, 2013 the Government is in a partial shutdown. This is nothing new; it has happened approximately 16 times since the Ford/Carter days. Amazing the destruction that can be caused by political opponents that can't seem to agree on what's best for those they represent.

The Affordable Care Act enacted under President Obama and dubbed "Obamacare" is the only revamping of our nation's healthcare system in decades, although every President since Ronald Reagan campaigned on that promise,



American Postal Workers Union, AFL-CIO Congress Must Act to Stop Drastic Cuts in Service

The Postal Service's current policy to dig the agency out of a hole by closing post offices and mail processing facilities is not a solution to its financial crisis! The Postal Service is an essential part of the American economy and its vast network is an integral part of our national communication infrastructure. At such a dire time for our economy, Americans cannot afford to lose dependable mail service, nor can we afford the loss of thousands of middle-class jobs that are the cornerstone of communities throughout the country.



It is undeniable that such destructive cuts to postal facilities under the guise of cost-savings have dramatically slowed mail service in many cities and rural towns. The institution faces a crisis unlike any other time in history and legislation that addresses the real causes of the USPS financial crisis is needed now!

Reforms Needed to Save the Service:

- **Stop cuts to service, closures and consolidation of processing facilities.** USPS must not be forced to destroy its vast network, which is needed to ensure timely mail processing.
- **Repeal the mandate to pre-fund future retiree health benefits.** The 2006 PAEA requires an unsustainable annual \$5.6 billion payment to pre-fund 75 years of benefits for future retirees – a burden no other government agency or private entity is forced to bear.
- **Return CSRS and FERS over-payments.** USPS has overfunded its federal pension obligations. Unless this money is refunded, USPS will have insufficient funds to make necessary capital investments.
- **Preserve the collective-bargaining process.** Collective-bargaining has been in effect since the creation of USPS and ensures good, middle-class jobs that support thousands of American workers and their families.
- **Allow USPS to expand into new service lines.** By expanding into needed services such as lockboxes, digital products or internet services USPS can attract new customers and meet community needs, especially in rural areas.
- **Allow postal rates to be set by market principles.** Allow USPS to set rates necessary to cover its costs and continue to provide universal service.

Bill Name	APWU's Position
Postal Service Protection Act (H.R. 630/S. 316)	✓
United States Postal Service Stabilization Act (H.R. 961)	✓
Protect Overnight Delivery Act (H.R. 2459)	✓
Postal Reform Act of 2013 (H.R. 2748)	✗
Postal Reform Act of 2013 (S. 1486)	✗

S.316/H.R. 630, H.R.2459, and H.R. 961 are all bills that would help get USPS back on track.

S. 1486 and H.R. 2748 would further degrade service standards, eliminate good middle-class jobs, and fail to achieve positive reform so desperately needed for the Postal Service.

MEMBERSHIP REPORT

Loretta Maydwell

Membership/Insurance Coordinator



INDIANAPOLIS AREA LOCAL

SEPTEMBER 2013

Clerks.....	863
Mail Handlers.....	4
Motor Vehicle.....	127
Maintenance.....	213
Associate.....	10
Check Off	1,217
Cash.....	4
Total.....	1,221
	<i>Including 214 PSE's</i>
Non-Pay.....	56
	<i>Including 20 PSE's</i>
Cancel.....	3
Death.....	0
Retired.....	3

NEW MEMBER

Jacqueline Stevens (REG)
Terry Woods (REG)
Elizabeth Parnell (REG)
Louis Thompson (PSE)
Jayron Revere (PSE)
Latasha Gholston (REG)
Latasha Williams (REG)
James Wright (REG)
Curtis Sharp (REG)
Harold Cotton (REG)
Mona Wilson (REG)
Jeffrey Nichols (PSE)
Roy Taylor (PSE)
Sara Roberts (PSE Columbus)

SIGNED BY

N. Helms
N. Helms
N. Helms
D. Gilbert
D. Gilbert
D. Coleman
D. Coleman
D. Coleman
G. Jones
T. El-Amin
D. Packwood
Orientation
Orientation
Orientation

Welcome New Members



TALK TO NON-MEMBERS



**PERSUADE THEM
TO JOIN THE UNION**

CANCEL

Hungcha Lincks
Candace Camphor
Harvey Quincey

SEPARATED

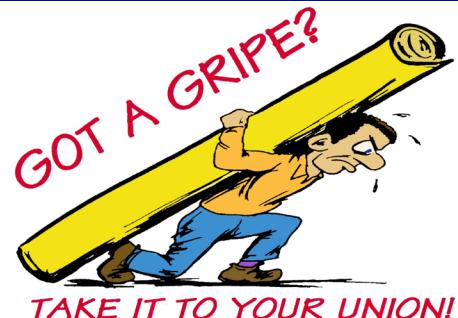
Abri Fleming
Chelsea Ellis
Lashawna Landers-Smith
Lacy Nigh
Christina Lugar
Trenton Willis
Keithlanea Fuqua
Deborah Turner

RETIRED

Barbara Brock
James Rector
Robert Summers

Loretta Maydwell
LORETTA MAYDWELL
MEMBERSHIP/INSURANCE COOR.

APWU



STEWARDS

MVS

Richard Manifold

Tony Moore

William Wood

Greg Jones, Craft Director

MAINTENANCE

Phillip Ashby

Keith Bornstein

Charles Finney

Tony Gray

Paul Sevenish

Steve M Vaughn

Steve W Vaughn

John (Mike) Hale, Craft Director

CLERKS

Nancy Helms, Chief Steward T1

Tami El Amin

Loretta Maydwell, Chief Steward T3

April Pryor

Lorenzo Tucker

Debra Gilbert, Craft Director

Floyd Stanley

CLERKS, Station & Branches

Chantel Beckwith

Linda Daniels

Robin Miles

Pamela Plummer

LaTonia Smith

Dianna Coleman

Don Packwood

Vickie Crouse, Assistant Craft Director

CLERKS, Associate Offices

Helen Scott

Tina Haskett

Jacqueline D Henson

Kathy Miller-Hunt

Jeffrey A Moore

Suzanne Wiltermood

Jackie Williams

Halloween Help: Creating a Monster



For parents of aspiring ghost, goblins and other colorful Halloween characters, it's time to suit up for tricks, treats and frightful festivities. Although ghoulish games, squeamish pranks and hair raising rituals come alive this time of year; the horrors of Halloween don't always have to be so scary.

In addition to fearing the usual suspects of the supernatural it is also important to be aware of the risk associated with hidden dangers lurking in unsuspecting places. As you indulge in the customary October 31st fright fest arm your family with these fright-free tips, to have fun, be safe and fend off potential trick or treat nightmares.

Costume 101

- Always test make-up costume accessories and fabric in a small area first to identify allergies.
- Remove costumes and makeup before bedtime to prevent possible skin and eye irritation.
- Beware of decorative contact lenses, which can cause serious eye injury.
- Check the U.S. Consumer Product Safety Commission or the US Food and Drug Administration for safe products, recalls and alerts.
- Costume accessories like swords, knives, and similar items should be short, blunt, soft, and flexible.

Be a Safe Creature of the Night

- Never allow kids to go trick-or-treating alone. Walk in groups with trusted adults.
- WALK! Don't run from house to house to avoid trips and falls.
- Add reflective tape to costumes and treat bags to help drivers see you.
- Look both ways before crossing and use established crosswalks wherever possible.
- Examine All! treats for choking hazards or tampering and limit the amount eaten at a given time.
- Only walk on sidewalks whenever possible and use a flashlight to help light the way.
- Wear well-fitting masks, costumes, and shoes to avoid blocked vision or constriction.
- Avoid homemade treats made by strangers. Eat only sealed factory-wrapped treats.
- Only enter homes if you're with a trusted adult.
- Only visit well-lit houses.
- Don't stop at dark houses. Be aware of your surroundings.
- Never accept rides from strangers.
- Never walk near lit candles or luminaries. Be sure to wear flame-resistant costumes.
- And above all remember use good judgment. Safety comes first.



www.apwuhp.com
1-800-222-2798

APWU
HEALTH PLAN
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Indy Info



Indy Info

INDIANAPOLIS AREA LOCAL #130
American Postal Workers Union AFL-CIO
1509 E Prospect Street
Indianapolis, Indiana 46203

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ADDRESS SERVICE REQUESTED



Your *Union* Paper
Keeps You Informed

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ADDRESS BY MAIL OR ONLINE AT:
<http://www.indyapwu.org>

TRI-STATE Fall Training

by Debra Gilbert, Clerk Craft Director

The Tri-State fall training was held on September 13-15, 2013 here in Indianapolis, Indiana at the Hilton North hotel with 128 people in attendance from Indiana, Kentucky, and Ohio. The training classes were the following; the NTFT/PSE (Non-Traditional Full Time/Postal Support Employee) training, Secretary Treasurer training, and the MDAT training. The training was much needed. The experience was welcome and all the classes were informative.



Tool better known as the {MDAT training} was one of the training classes being taught. I thought the class was very interesting and informative. The MDAT training has been presented and taught to all the local presidents, hopefully all stewards will be trained properly in this training.

The class was taught by the National Assistant Clerk Craft Director, Lamont Brooks. The training was not very long about 1 hour or so but, a lot of information came out of the class. The program was designed to help capture good jobs, with good days off, better working schedules, and help with issues on retreat rights, improper reversions, PSE hours, and NTFTy hours. The union is always looking for ways

to keep full-time jobs and fight for more full-time positions, the NTFT duty assignments hours need to be watched to show that those duty assignments could be better full-time positions with better hours or days off. This new tool will be able to chart hours. Once the stewards are properly trained on this program they will be able to find more full-time positions that are being hidden by management. PSE hours need to be watched this MDAT tool will show the work hours of those PSE's who work beyond 8 hours. Those jobs should be a full time positions and posted as new runs.

Improper reversions when management improperly reverts a run, as they so often do, the MDAT tool will

The Maximum Duty Assignment