



Indy Info

Volume 42, Number 4
July 2014



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

TELL ME SOMETHING I SHOULD KNOW

by LaTonia Smith, President

As you know, I cannot be everywhere at the same time therefore I would like to ensure that you have access to my contact information. My cell phone number is (317) 658-1877, I prefer you text me but if you prefer to leave a message that will be fine. I can also be reached by email at latoniasmithAPWU@yahoo.com. This administration wants to hear from you. We need to know how we are doing, and what you think could help us improve. I would personally like to know your concerns with union stewards or myself. The only way that I can tackle a problem is through communication.



It has come to my attention that the OTDL is still being violated when management utilize the PSE to work extended hour overtime. Some of us blame the PSE for taking our overtime. Most of the PSE I have spoken with do not want to work over 8 hours per day. They have expressed that they also have families and a life outside the postal service. It's time that we redirect our blame in the right direction. When our contract is violated management is to be blamed. It is a management decision to violate the contract. The language in Article 8.4G (JCIM) is clear and states in part "When an opportunity exist for

overtime for qualified and available full-time employees, doing similar work in the work location where the employees regularly work, prior to utilizing a PSE in excess of eight (8) work hours in a service day, such qualified and available full-time employees on the appropriate Overtime Desired List will be selected to perform such work in order of their seniority on a rotating basis". If you know or suspect management is utilizing PSE to work over 8 hours in a service day request a union steward to file a grievance on your behalf, because you have been violated by management.

The only way to stop management violating the OTDL pursuant to working PSE over 8 hours per day is to MAKE THEM PAY, DO NOT LET THEM GET AWAY. If we continue to file the grievance for this violation the PSE can be held to 8 or less hours in a service day, which will also allow them to spend time with the family and enjoy a life outside the postal service. It will also allow those employees who sign the OTDL the opportunity to work the overtime.

Tell Me Something, continued on pg 2

UPCOMING EVENTS

2014

August 9, 2014

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

September 9, 2014

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

October 5-9, 2014

**APWU Human Relation/OWCP
Injury Compensation Specialist
Training and Effective Organizing**
Atlantic City, NJ

October 18, 2014

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

November 18, 2014

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

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Indianapolis Area Local #130
American Postal Workers Union, AFL-CIO
1509 East Prospect Street
Indianapolis, IN 46203
317-634-1783

OFFICERS

LaTonia Smith.....President
Loretta Maydwell.....Vice President
John Guthrie.....Secretary-Treasurer
Dianna Coleman.....Membership/Insurance Coord
Janine Yowell.....Recording Secretary
Lorenzo Tucker.....Sergeant at Arms
Debra Gilbert.....Clerk Craft Director
Linda Daniels.....Assistant Clerk Craft Director
Greg Jones.....Motor Vehicle Craft Director
John "Mike" Hale.....Maintenance Craft Director
Don Packwood.....Chief Trustee
Rebecca Moore.....Trustee
Richard Manifold.....Trustee
Janine Yowell.....OWCP Director
Vickie Crouse.....Area Coordinator
John Guthrie.....Chief Steward
MacLawrence Ford.....Research & Education

STAFF

Pat Gregory.....Office Manager
Linda Everett.....Office Assistant

STEWARDS' 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-1 Steward'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
VACANT.....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

The INDY-INFO is the official publication of the Indianapolis Area Local, APWU, AFL-CIO. Opinions are those of the writer and not necessarily those of the Indianapolis Area Local APWU. All copy must be type-written and triple spaced for acceptance for publishing

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EDITORIAL STAFF OF THE
INDIANAPOLIS AREA LOCAL #130
AMERICAN POSTAL WORKERS UNION

Tell Me Something ,continued from pg 1

It has also come to my attention that carriers are working limited duty assignments in the clerk craft at the P&DC. If an employee is injured on the job management has to find work for that employee, but there is a pecking order per the ELM 546 and the EL 505 handbook. Management has to seek work for an employee injured on the job in the following order:

Within the employees own craft, bid duty hours and facility (pay location)

Within the employees own craft, outside their bid duty hours, within their facility (pay location)

Outside their craft, bid duty hours but within the employee's facility (pay location)

Outside the employee's facility, within the employee's craft.

Outside the employee's craft and outside the employee facility (pay location)

If carriers are working in your pay location, request a union steward. Your steward should request a copy of the carriers limited duty assignment (PS Form 2499). If your steward discovers that the carriers restrictions allow them to perform work in their own craft and or facility we will file a grievance for the OTDL to be paid and the carrier to be returned to their own craft/facility (pay location). Management will not respect your rights if you don't respect your rights. Remember **MAKE THEM PAY, DO NOT LET THEM GET AWAY.** Together we can protect our work if we police our contract.

I would like to thank Juli Alums for accepting the position to be the Chairperson of our Sick Committee. If you would like to participate on this committee please contact the union hall at (317) 634-1783.

Remember to turn in your reservation for our union picnic by July 25, 2014. I would love to see you, your family and friends there. *Yours In Solidarity.*

APWU INDIANAPOLIS AREA LOCAL 2014 Meeting Schedule

January	14	6:00 pm
February	8	10:00 am
March	11	6:00 pm
April	12	10:00 am
May	13	6:00 pm
June	14	10:00 am
July	8	6:00 pm
August	9	10:00 am
September	9	6:00 pm
October	18	10:00 am
November	18	6:00 pm

2015

January	13	6:00 pm
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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 Prospect St, Indianapolis, IN 46203

CHAPLAIN COMMITTEE CHAIRMAN APPOINTED

My name is Mike Sutton. I have been employed with the USPS and work as an MVS truck driver for the past 17 years. I have been a union member since 1998. I would like to thank Craft Director Greg Jones for recommending me to be the Chairperon of the Chaplain committee and our president LaTonia Smith for appointing me to this position.



guidance to help represent the

I am a minister in the church where I attend and have been an associate pastor since 2004. My committee has been tasked with praying for our union leaders for wisdom, knowledge and

membership to the best of their ability.

Also my committee will be praying for the membership as well. If you are an APWU member and would be interested in joining the Chaplain committee, please contact the union hall for more details at (317)634-1783. God Bless you, Rev Mike Sutton, Yours in Solidarity.

INDIANAPOLIS AREA LOCAL #130 ANNUAL PICNIC

August 3, 2014

11:00am to 5:00pm

Children 0 -11 are free.

Fort Harrison State Park

RIDDICK SHELTER

6002 North Post Road

Indianapolis, IN 46236

MEMBERS ARE FREE NO DEPOSIT REQUIRED

THE DEADLINE FOR RESERVATIONS IS JULY 25, 2014

DOOR PRIZES

50/50 RAFFLE \$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$\$

CONTEST: KARAOKE, POGO STICKS, KICKBALL, JUMP ROPE, BOUNCE HOUSE, FACE PAINTING, FRISBEE THROW, DANCING AND MORE

PHOTOS TAKEN (FROM 11-3)

2 HAYRIDES; SCHEDULED TIMES 1:00PM AND 3:00PM

DOOR PRIZES

DOOR PRIZES

MENU

**Pulled Pork
BBQ Chicken
Corn**

**Baked Beans
Green Beans
Potato Salad**

**Chips
Hamburgers, Hot Dogs
Cupcakes**

SECRETARY/TREASURER REPORT

John C. Guthrie

Secretary/Treasurer



INDIANAPOLIS AREA LOCAL

Balance Sheet
As of JULY 8, 2014

ASSETS

Current Assets

Checking & Savings

PETTY CASH 100.00

PNC BANK SAVINGS ACCOUNT

INTEREST EARNED

ENTERTAINMENT 7,810.77

EDUCATION 7,977.43

CONVENTION 25,630.76

5% CONTINGENCY 10,753.17

PNC Bank Savings Account - Other 55.59

TOTAL PNC BANK SAVINGS ACCOUNT 52,227.12

ELECTION FUND	2,098.13
RESERVE FUND President AL/SL	15,790.06
POWER FUNDS	(126.51)
GENERAL FUND checking	1,343.32
PAYROLL FUND checking	2,672.19

Total checking & Savings 76,231.52

Total Current Assets 76,231.52

GOLDMAN FUND	2,390.56
RETIREEES FUND	27,492.28

John C. Guthrie
John C. Guthrie – Secretary/Treasurer

June-July 2014 deposits made to all funds. March-April 2014 deposits (Election, 5% Cont., Education, and Entertainment) were not made (2x4, 045.66=8,091.32) Reserve/AL January-April 2014 (4x1,746.65=6,986.60) Total deposits \$15,077.92 not made by past administration.

STAND UP, FIGHT BACK - DON'T SHOP STAPLES

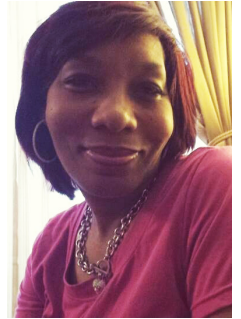


NOTES FROM THE ASSISTANT CLERK CRAFT DIRECTOR

Employee right to representation

by Linda Daniels, Assistant Clerk Craft Dir.

It has come to my attention that employee's have been participating in investigative Interviews without union representation, and some employee's have received discipline without having a grievance filed timely.



Weingarten Rights are a Federal Labor Law that came about in 1975. The decision in J Weingarten, Inc v National Labor Relations Board gives each employee the right to representation during any Investigative Interview which the employee reasonably believes may lead to discipline. These right are known as Weigarten Rights.

The Weingarten rule only applies to an investigative interview when management is searching for facts relevant to determining an employee's guilt or deciding whether to impose discipline. Weingarten Rights do not apply when management issues a disciplinary action (for example Handing an employee a letter of warning) When management tell any employee that there is going to be an Investigative Interview the employee should always request Union Representation either before or during the interview, and the employee can not be punished for making this request. Management has 3 options:

- Grant the request and delay questioning until the union Representative arrive
- Deny the request and end the interview
- Give the employee a clear choice between having the interview without representation or ending the interview.

If the employer denies the request and continues to ask you questions, the employer commits an unfair labor practice and the employee has the right to refuse to answer. The employer shall not discipline the employee for such a refusal. All employee's should be permitted a reasonable amount of time to consult with their steward and everyone is entitled to their day in court privilege. Anytime discipline is issued (ie., Letter of Warning, 7-day suspension, 14-day suspension and or Removal, all employee's should request a Union Steward. The grievant or the union must discuss the grievance with the employee's immediate supervisor within 14 days from when the grievant or the union first learned of the alleged violation. If a greivance is not filed within 14 days of receipt, the discipline will sit in your file for 2 years. *Yours in Solidarity.*



In Memory of Pat Straw

Pat Straw, formerly the Secretary/Treasurer, OWCP Director, Steward and Activist for the Indianapolis Area Local, also serving at both the state and national unions passed away on July 16, 2014. Pat served members for over 25 years. She is survived by her daughter, Angela Straw-Harrison, and her son Christopher (Janella) Straw, sisters, brother, grandchildren, nieces and nephew. She was buried after visitation and religious services, officiated by Pastor Christopher Straw. Interment was at Constantine Cemetary in Constantine, MI. Memorial contributions can be made to the Center for Hospice Care.

MEMBERSHIP REPORT

Dianna Coleman

Membership/Insurance Coordinator



INDIANAPOLIS AREA LOCAL

JULY 2014

Clerks.....	881
Maintenance.....	210
Motor Vehicle.....	132
Mail Handlers.....	4
Associate.....	16
Check Off	1,243
Cash.....	5
Total.....	1,248

Including 208 PSE's

Non-Pay.....41

Including 11 PSE's

Cancel.....1

Death.....0

Retired.....3

TALK TO NON-MEMBERS



**PERSUADE THEM
TO JOIN THE UNION**

CANCELLED

Lance Woods

SEPARATED

William McLaurine
William Stratton
Robin Murray

Tiara Liggins
Jayla Walker
Casey Rice

RETIRED

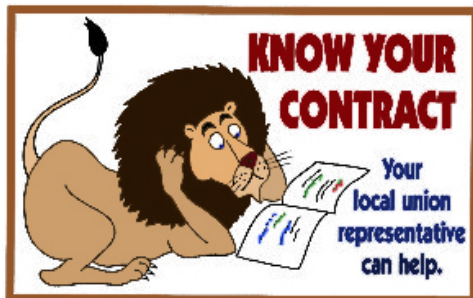
Ted Harris
Timothy Fields

Mark Frank

HONORARY MEMBER

Linda Minix

IN SOLIDARITY
Dianna Coleman
DIANNA COLEMAN
MEMBERSHIP/INSURANCE COOR.



STEWARDS

MVS

Greg Jones, Craft Director -T2

Richard Manifold -T1

William Wood -T2

James Dishman -T3 *

MAINTENANCE

John (Mike) Hale, Craft Director -T2 ^{1,3}

Paul Sevenish -T1 ²

Stacy Williams -T1

Phillip Ashby -T2 ^{1,3}

Helean Franklin -T2

Steve W Vaughn -T2

Charles Finney -T3 ^{1,2}

Larry Robinson -T3

CLERKS

John Guthrie, Chief Steward -T1 P&DC

Tami El Amin -T1 P&DC

Debra Gilbert, Craft Director -T3 P&DC

MacLawrence Ford -T3 P&DC

Lorenzo Tucker -T3 P&DC

Julie Alums -T3 * P&DC

Charles Jemison - T3 MPA

Loretta Taylor - T3 MPA

CLERKS, Station & Branches

Linda Daniels, Asst. Clerk Craft Director ^A

Ricardo Baptiste ^H

Nickki Brown ^F

Dianna Coleman ^D

Robin Miles ^C

Pamela Plummer ^B

Kathy Sawyer ^L

Connie Williams ^E

Kelley Williams ^K

Josephine Williams ^G

CLERKS, Associate Offices

Vickie Crouse, Associate Office Coordinator

Tina Haskett

Kathy Miller-Hunt

Jeffrey A Moore

Suzanne Wiltermood

Jackie Williams

* Alternate Steward ^{1,2,3} Alternate Steward in addition to tour assigned

^A "Garfield, Brightwood, Linwood

^B Circle City, New Augusta, Mapleton (**Mailing Requirements)

^C "Bacon, Broad Ripple, District

^D Clermont, "CFS, Eagle Creek, MOWS, Rainbow

^E "Park Fletcher ^F "Speedway ^G "Eastgate

^H "Lawrence, Cumberland, Oaklondon

^K "Nora, Castleton

^L "Southport, Wanamaker

SAVE THE DATE

THE INDIANAPOLIS AREA LOCAL

ANNUAL PICNIC

WILL BE **SUNDAY AUGUST 3, 2014** AT

FORT HARRISON STATE PARK

VENDOR TABLES WILL BE AVAILABLE WITH A \$50 DONATION TO COPA

Together. Better Health.®

Get the most out of your Personal Care Account (PCA)

The Consumer Driven Option is a medical plan that includes a Personal Care Account (PCA) to help pay for your non-preventive care expenses. This plan encourages healthy behavior and responsible medical and prescription drug decisions by providing members a PCA, which has a set dollar amount deposited into the account every year. Any funds that are not used roll over to the next year, reducing future out-of-pocket expenses for enrollees and allowing them to better plan for costlier medical expenses down the road. It's one of the medical (includes prescription drug) plan options you may select during Open Season. The following Frequently Asked Questions will help you understand more about how your PCA works and how you can get the most out of it.

What is a PCA? It's an APWU Health Plan-funded account, designed to help pay your share of qualified medical expenses. When you enrolled in the Consumer Driven Option, a PCA was set up and funded for you automatically at UnitedHealthcare. Your PCA was designed to help you reduce the amount you pay out of your pocket for health care expenses.

Can my PCA help cover my annual deductible? Yes. This means that the first part of your deductible is already paid just by choosing this plan. You can use your PCA to pay for any qualified medical and pharmacy expenses as long as funds are available. Your PCA will also pay for eligible dental and vision services. For dental and vision services, you must pay upfront for these services, and then request reimbursement from your PCA.

Can my PCA pay for any medical service? No. You can use your PCA only for eligible medical and prescription drug expenses. Services that are not covered under the plan, such as cosmetic surgery and experimental procedures, cannot be paid for with your PCA. Your Summary Plan Description has a complete list of services that can be paid for by your PCA.

How much will the APWU Health Plan put into my PCA? The APWU Health Plan contributes a fixed amount based on whether you are electing coverage for yourself or for your family, each year you're enrolled. For Self Only coverage, you will receive \$1,200 in 2014. Employees enrolling in Self and Family coverage will receive a \$2,400 contribution. These amounts are prorated for members joining after the start of the plan year. You cannot contribute your own money. However, you can elect a Flexible Spending Account (FSA) during Open Season, which allows you to set aside a portion of your earnings to pay for qualified health care expenses not covered by your medical plan or the PCA.

What if I don't spend all the money in my PCA during the year? The remaining balance rolls over to the following plan year, at which point you will receive a refresh amount into your PCA. This allows you to build significant savings for future health care needs, as long as you remain in the Consumer Driven Option.

Is there any limit to the amount of money I can roll over within my PCA from one plan year to the next?

The amount of money you can roll over from one year to the next is limited to the maximum amount you can have in your PCA. So, the amount you roll over plus APWU's contribution cannot be more than the following maximum account balances allowed in your PCA:

- \$5,000 per Self Only enrollment, or
- \$10,000 per Self and Family enrollment.

What happens if I have a claim for an amount greater than the balance in my PCA? The remaining funds in your PCA will be used in their entirety. Any further expense is your responsibility until you meet your annual deductible amount. If you have set aside money in an FSA, you can then use those dollars to help you meet your deductible.

Who can I talk to if I have additional questions? Consumer Driven Option members can speak to a UnitedHealthcare Customer Care representative by calling toll-free 1-800-718-1299 or log into myuhc.com. The plan makes it easy for members to get help with questions about website navigation, claims, network information, pharmacy services, care management, eligibility and general medical plan inquiries.



UnitedHealthcare®



**Indy
Info**

**INDIANAPOLIS AREA LOCAL #130
American Postal Workers Union AFL-CIO
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Indianapolis, Indiana 46203**

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2204
INDIANAPOLIS, IN**

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*Your Union Paper
Keeps You Informed*

**MOVING?? NOTIFY US OF YOUR NEW
ADDRESS BY MAIL OR ONLINE AT:
<http://www.indyapwu.org>**

Motor Vehicle Service Report

by Greg Jones, MVS Director

This is a short summary of what has been going on in the Motor Vehicle Craft over last few months.



I have, not long ago, returned from the 2014 State Convention which was held at the Pokagon State Park, in Angola Indiana. It began on April 10th continuing through April 13th. We covered several issue in the motor vehicle craft including, Article 32 and National Arbitrations. We discussed strategies over VMF issue and PSE's along with NTFT.

This is real talk, I'm "FED UP" with the Postal Service claiming that they are seeing losses each quarter. Fact is, The United States Postal Service put out a bulletin stating that for the quarter of the 2014 fiscal year (Jan-March 31st 2014), they loss a net of \$1.9 billion. They

said that they are working diligently to cut cost and improve it's finances, ("FU") from my point of review which doesn't mean much, we see Highway Contractor's come in each day at the Indianapolis IN P&DC with, at times, "NO" mail at all. They get scanned in and out without any mail being dropped off or put on their trucks. From what I've been told, this cost the Postal Service about \$5500.00 a trip each day, with 3-trips been made each day. The question is are you ("FU") FED UP? I am.

Again is this their way of the so-called aggressive cost-cutting action. That statement in itself is far from the truth, they have not, in the last 10-12 years invested in new vehicles what so ever, but will pay HCR's to haul mail day in and day out.

Fact is, despite their claims they have facilitated the use of (HCR) Highway Contact Drivers to save cost running mail, using our trailers, they go without

mail on them from the P&DC and HASP. That clearly does not reduce operating cost, but increase the cost for shipping mail from point to point.

We are still waiting on the return of the HCR contracts to PVS. Management has simply made the decision to violate the contract at existing postal vehicle service. As I have stated before they are letting contractor use postal equipment and the postal service lots to store their vehicles. The postal service is a trucking company dream.

We have been able to have some PSE's turn to career employees on the last bid. There have been a total of about (14) turned to career employee with more turning soon.....that's about all I have to report at this time.

In closing I would like to say thanks for all the support. I could not do what I do without your support of me, May God Bless you and your family.