



Indy Info

Volume 67, Number 1
March 2018



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 *Together We are Stronger*

LaTonia Smith, President

Filling Executive Board Vancancies

I am pleased to announce the following Executive Board vacancy appointments. MacLawrence Ford has been appointed to the Clerk Craft Director "A" (P&DC) position. Keila Hammans has been appointed as the Clerk Craft Director "C" (Associate Offices) position and Martha Foote has been appointed to the Secretary Treasurer position.



Sixty Hour Maximum

Article 8 of our Collective Bargaining Agreement (CBA) states in part "The parties agree that with the exception of December, full time employees are prohibited from working more than twelve hours in a single work day or sixty hours within a service week." "As a means of facilitating the foregoing, the parties agree that excluding December once a full-time employee reaches twenty-hours of overtime within a service week the employee is no longer available for any additional overtime work." Management has violated the sixty hour maximum rule at the P&DC and MPA. Numerous grievances have been filed because management violates this contractual language.

Management has reverted numerous bid duty assignments at the P&DC whenever a clerk bids off or retires from a position in the clerk craft. Managements actions has caused the workforce to be short staffed, and clerks to work excessive overtime. The union met with upper management to discuss these staffing issues which has caused the excessive overtime violations.

MacLawrence Ford, Nancy Helms, Juli Alums and I are in negotiations with the Senior Plant Manager to create bid duty assignments at the P&DC and MPA in addition to converting PSE's.

UPCOMING EVENTS

2018

April 21, 2018

General Membership Meeting

10:00 am - 1509 E Prospect St

May 8, 2018

General Membership Meeting

6:00 pm - 1509 E Prospect St

June 9, 2018

General Membership Meeting

10:00 am - 1509 E Prospect St

July 10, 2018

General Membership Meeting

6:00 pm - 1509 E Prospect St



Inside this issue:

MEETING CALENDAR	2
STEWARDS	2
SECRETARY/TREASURER REPORT	3
CHANGING UP/MAKING ROOM	3
MEMBERSHIP REPORT	4
EMPLOYEE RIGHT TO REPRESENTATION	4
DON'T SAY OUT!!	5
HUMAN RELATIONS/OWCP	7

(PRESIDENT *con't pg 6*)



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
 Martha Foote.....Secretary-Treasurer
 Dianna Coleman.....Membership/Insurance Coord
 Daphne Baldwin.....Recording Secretary
 Lorenzo Tucker.....Sergeant at Arms
 MacLawrence Ford.....Clerk Craft Director "A"
 Linda Daniels.....Clerk Craft Director "B"
 Keila Hammans.....Clerk Craft Director "C"
 Nancy Helms.....Clerk Craft Director "D"
 Greg Jones.....Motor Vehicle Craft Director
 VACANT.....Maintenance Craft Director
 Charlotte Hiatt.....Chief Trustee
 Don Packwood.....Trustee
 Richard Manifold.....Trustee
 Richard Manifold.....OWCP Director
 Nicki Brown.....Chief Steward
 VACANT.....Research & Education

STAFF

Kim Holt.....Office Manager
 Yolanda Meyers.....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
 MPA1, MPA 2 & 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	Mooreville
New Palestine	Noblesville	Plainfield
Shelbyville	Westfield	

R.M.P.O.'s

Advance	Brooklyn	Charlottesville
Darlington	Ingalls	Manilla
Maxwell	North Salem	Saint Paul
Thorntown	Waldron	

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
 International Labor Communications Association
 Cet. Ind. Chpt./Hoosier Heartland Area Labor Federation
 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 typewritten and triple spaced for acceptance for publishing

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



STEWARDS

MVS/VMS

Greg Jones, Craft Director - T1&T2
 Dennis Sams - T1
 Reggie Moore -T2 VME*
 Richard Manifold -T3
 Curtis Sharp -T3

MAINTENANCE

Chris Johnson, Craft Director - T2 4,5,6,7,8,9,10
 Daphne Baldwin -T1 4,5,6,7
 Paul Sevenish - T2 6,11,12
 Mike Hale -T2 4,5,6,7
 Steve W Vaughn - T2 6,9,12
 Thomas McGrone -T2 4,5,7,7*
 Jeff Layton -T3 4,5,6,7

CLERKS

Sandra Pierce -T1 P&DC P/L168, 135,152,173
 Marie Larocco - T1 P&DC P/L 110, 160, 124, 101, 172

Julie Alums, Chief Steward - T2 P&DC P/L 201, 260, 272
 Steven Brown - T2 P&DC P/L 224, 268, 251
 Dierdre Francis -T2* P&DC

MacLawrence Ford, Clerk Craft Director "A"-T3 BMEU
 P/L 368, 360 (Alternate All Tours Function 1)

Nikki Brown - Chief Steward -T3 P&DC P/L 372 1st Flr.
 Tonya Caldwell -T3 P&DC P/L 372, 2nd Flr.
 Edward Penn -T3 P&DC P/L 310, 324, 352, 301

Tonette Tunstill -T3* P&DC
 Nancy Helms, Clerk Craft Director "D"- T1 4,5,7 T2* 4,5,7
 Darrick Myricks -T1 4,5,7
 Marquita Crenshaw T1* 4,5
 Clarence Richarson -T1* 4,5
 Traishon Sullivan - T3 4,5
 Andria Cobb - T3 4,5
 Teaheshia Tibbs - T3 4,5
 Shauntee Cox -T3 7

CLERKS, Station & Branches

Linda Daniels, Clerk Craft Director "B" A
 Dianna Coleman E Charlotte Hiatt K
 Robin Miles C Don Packwood D
 Connie Williams F Kelley Williams H
 Swansetta King G Kathrynne Shaw B

CLERKS, Associate Offices

Keila Hammans, Clerk Craft Director "C"
 Kathy Miller-Hunt Nova Anderson
 Jackie Williams Suzanne Wiltermood
 April Davidson Tara Outlar

* Alternate Steward 12,3 Alternate Steward in addition to tour assigned
 *MPA1 *MPA2 *P&DC *HSRA *Station&Branch *Associate Offices
 10 Bacon, Broad Ripple, Lawrence, Castleton, Nora, Brightwood, Eastgate,
 Oaklandon, Garfield, Southport, Wannamaker, Linwood, Cumberland
 11 Mapleton, Rainbow, District, New Augusta, Park Fletcher, Clermont
 Speedway, Eagle Creek
 12 Field Maintenance
 A *Garfield, Brightwood, Linwood
 B *Eagle Creek, Mapleton, New Augusta
 C *Bacon, Broad Ripple, District
 D *Oaklandon, Cumberland
 E *CFS, MOWS, Circle City, Rainbow
 F *Park Fletcher, Clermont, Speedway
 G *Eastgate, Wanamaker
 H *Nora, Lawrence, Castleton
 K *BMEU -Tour 2 & Mailing, Southport, *MOWS

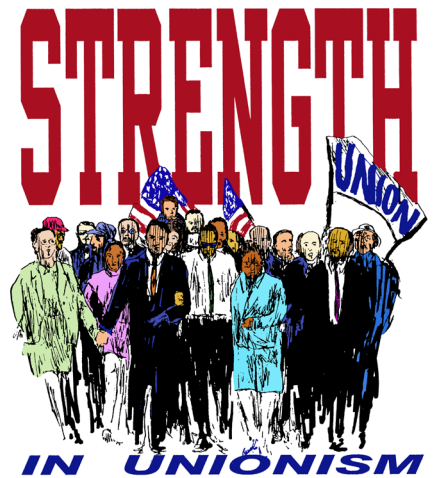
APWU
 INDIANAPOLIS AREA LOCAL
 2018
 Meeting Schedule

January	9	6:00 pm
February	10	10:00 am
March	13	6:00 pm
April*	21	10:00 pm
May	8	6:00 pm
June	9	10:00 am
July	10	6:00 pm
August	11	10:00 am
September	11	6:00 pm
October	13	10:00 am
November	13	6:00 pm

2019

January	8	6:00 pm
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*NOTE: April meeting changed by membership vote due to conflict with Convention.



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 Propect St, Indianapolis, IN 46203

SECRETARY/TREASURER REPORT

Martha Foote

Secretary/Treasurer

INDIANAPOLIS AREA LOCAL



Balance Sheet
As of FEBRUARY 28, 2018

ASSETS

Current Assets

Checking & Savings

PETTY CASH	100.00
PNC BANK SAVINGS ACCOUNT	
ENTERTAINMENT	7,677.39
EDUCATION	-1,732.14
CONVENTION	22,501.20
5% CONTINGENCY	7,904.91
LWOP	-882.00
SAVINGS/INVESTMENT	26,100.00
INTEREST EARNED	----
OTHER	-55,777.93
TOTAL PNC BANK SAVINGS ACCOUNT	5,791.43

ELECTION FUND	7,186.16
RESERVE FUND /Full Time Officers	15,535.29
TOTAL IPOCU ACCOUNTS	22,721.45

TOTAL SAVINGS ACCOUNTS	28,512.88
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COPA checking	-114.00
GENERAL FUND checking	48,202.14
PAYROLL FUND checking	-2,665.11

Total checking	45,423.03
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Total Current Assets	103,892.23
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GOLDMAN FUND	2,471.07
RETIRES FUND	27,385.25

Martha Foote
Martha Foote – Secretary/Treasurer

CHANGING UP, MAKING ROOM

On January 31, 2018, I made the decision to resign my position as Clerk Craft Director "C", the officer who works with the Associate Office Stewards and represents all employees in Associate and RMPO offices. I made this decision, so I could accept an appointment for the vacant Secretary/Treasurer position.



Associate Offices, we have on-site stewards certified to represent the employees in their office. Noblesville, Shelbyville, and Fishers currently need on-site stewards in the office. If anyone is interested in becoming involved in their union and serve their co-workers in these offices, please contact President, LaTonia Smith@ 317-634-1783, Martha Foote @ 317-443-3195, or Keila Ham-

This decision was very difficult because I was instrumental in helping the employees in many of these Associate Offices merge with Indianapolis. I promised them I would give them the type of representation they deserved. While I and my predecessors Don Packwood, LaTonia Smith, and Vickie Crouse were AO Coordinators we did our very best to make sure the AO employees were well represented.

mans@ 765-341-1717. Today, with 28 offices, it is impossible for one person to enforce the contract by themselves; "management violates the contract faster than the union can file grievances".

Currently Indianapolis represents 28 Associate Offices -11 of these offices are RMPOs (remotely managed post offices) administratively supervised by 6 of our 17 Associate Offices. For years I was the only steward representing the Associate Office Employees; now in 12 of our larger

On February 1st President LaTonia Smith appointed me to the vacant Secretary Treasurer position and at the General Membership Meeting on February 10, 2018 the vacancy of the Clerk Craft Director "C" position was announced. On March 18, 2018 at the General Membership Meeting, President LaTonia Smith announced she was appointing Keila Hammans to fill the Clerk Craft Director "C" vacancy.

SECRETARY/TREASURER (cont on pg 8)

MEMBERSHIP REPORT PP032018 TO PP042018

Dianna Coleman

Membership/Insurance Coordinator



INDIANAPOLIS AREA LOCAL

FEBRUARY 10, 2018

Clerks.....	916
Maintenance.....	197
Motor Vehicle.....	149
Mail Handlers.....	3
Associate.....	13
Check Off	1278
Cash.....	7
Total.....	1,285

Including PSE's

Non-Pay.....69

Including 21 PSE's

Cancel.....	2
Death.....	0
Retired.....	8

HONORARY MEMBER

Linda Riedy (Minix)

RETIRED

Billy Anderson(3)
 Ronald Gilbert(3)
 Margaret Urbancic(3)
 Sherrie Packwood(4)

Otto Penn(3)
 Raymond Kopp(3)
 Thomas Brewer(3)
 John Furgeson(4)

CASH PAY

Martha Foote
 Jim Williams
 Sharyn Stone
 LaTonia Smith
 Lorenzo Tucker
 William Wright

Jordan Harper
 Jennifer Brown
 Nicole Sowell

SEPARATED

Lakeshia Kimbrough
 Jennifer Jones
 Danny Yates
 Cherisse Melvin
 Jasmine King

TALK TO NON-MEMBERS



**PERSUADE THEM
 TO JOIN THE UNION**

IN SOLIDARITY

 DIANNA COLEMAN
 MEMBERSHIP/INSURANCE COOR.

Employee right to representation Article 17

Linda Daniels, Clerk Craft Director "B"



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

Weingarten Rights are a Federal Labor Law that came about in 1975. *J Weingarten, Inc. v National Labor Relations Board* that gives each employee the right to representation during any Investigative Interview which the employee reasonably believes may lead to discipline. These rights are known as Weingarten 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 tells an 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 cannot 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 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 employees should be **permitted a reasonable amount of time to consult with their steward** and everyone is entitled to their day in court privilege. Any time discipline is issued (Letter of Warning, 7-day suspension, 14-day suspension and or Removal) the employee should request a Union Steward. The grievant or the union must discuss the grievance with the employee's immediate supervisor within 14 days of when the grievant or the union first learned of the alleged violation. If a grievance is not filed within 14 days of the employee's receipt, the discipline it will sit in your file for 2 years.

DON'T SAY OUT!!!



Keila Hamman,
Clerk Craft Director "C"

Out with the Old and in with the new. Well I would feel better if we didn't say out!

Martha did resign, but she stepped up to train me. In time, I hope to be as knowledgeable as she is. Martha has answered many calls and texts from me

over the past few years. She helps me with the many questions and scenarios I pose to her. She always answers her phone, so I keep calling and texting her. I find her knowledge intriguing and I want to learn what she knows. I think all our offices would run much smoother if everyone followed the rules. (easier said than done)

I am still trying to capture as much of Martha's knowledge as I possibly can! I still have many questions for her as she continues to train and help me with the transition. I am grateful she is willing to share her experience and to have a contact person with so much AO contract information. This is a learning experience and I am eager to be here. I hope to fill her shoes the best I can!

I work as a clerk at the Mooresville P. O. and all AO office employees and stewards can e-mail me at carykeila@gmail.com or call and text me at 765-341-1717.

I will be contacting all the on-site stewards in the AO offices, in the very near future. Martha has alerted me, we will be training new on-site stewards for Franklin and Plainfield sometime in April. We are recruiting on-site stewards for Fishers, Noblesville, and Shelbyville and I personally ask for your help. Unionism is not a spectator sport, it requires everyone's involvement. If you think you may be interested in becoming a steward, you can reach me at the e-mail and phone# listed above. Jump on board, come train and learn with me, and together we can make a difference.



After a motion made and passed by the membership at the February union meeting, Mr. Paul Delaine arrived on Monday, March 12th to conduct a Financial Audit and train the Trustees to conduct a full-blown audit. Mr. Delaine met with President, LaTonia Smith and Secretary Treasurer, Martha Foote on Monday. Tuesday the 13th and Wednesday the 14th, he conducted training with the President, Secretary Treasurer, and Chief Trustee Charlotte Hiatt, 1st Trustee Don Packwood. (2nd Trustee Rick Manifold was on a previously scheduled vacation. Mr Delaine will provide a full report of his finding from the Audit and his recommendations for the local. The report is expected before the May 8. 2018 meeting.



Post Office Women for Equal Rights
The Women's Committee of the
American Postal Workers Union, AFL-CIO
 1300 L Street, NW, Washington, DC 20005



Dear APWU POWER Sisters and Brothers:

March 8, 2018, commemorates the anniversary of International Women's Day. On this day, countries from around the world celebrate the economic, political, and social achievements of women. In the United States, the month of March is designated as National Women's History Month. This year's theme, "**Nevertheless She Persisted: Women Who Fight All Forms of Discrimination Against Women,**" is a most appropriate one. The attacks on women rights in the United States are on the rise. Pay inequality continues to be a major concern, as 50% of all households are supported by single mothers. Also, violence against women, particularly intimate partner violence and sexual violence, is a major public health problem.

Women across the country have found their voices and are speaking out and fighting back against sexism, sexual harassment on the job, violence against women, and discrimination. The "Women's March on Washington," united women of every race, class, and ethnic background. The "#MeToo" Movement, exposed the sexual harassment that many women have endured on the job for years but remained silent because they feared negative consequences.

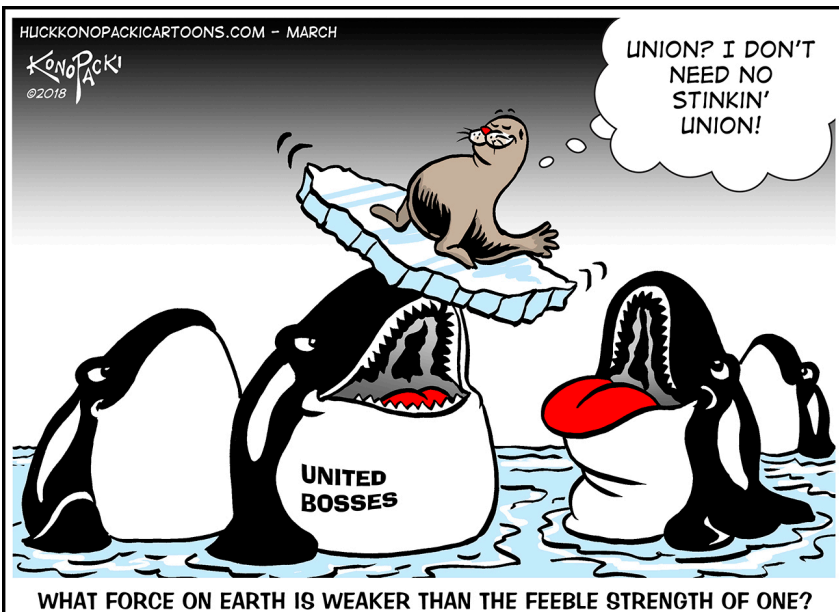
American women have always stood firm in the face of adversity and overcome many obstacles. Women's History Month is the perfect opportunity for us to recognize the contributions women have made and to honor those who blazed trails for women's empowerment and equality. As we move forward, we must correct persisting inequalities. Women comprise over 50% of our population and more than 47% of the work force, yet, men still receive higher pay for the same work. This is unacceptable and must be changed!

APWU POWER sisters and brothers will wear turquoise ribbons during Women's History Month to honor the accomplishments of the pioneers, who came before us. We draw strength and inspiration from these women and from the remarkable women making history today. **Please wear your ribbon with pride!** We thank you for your support and for all that you do to promote and celebrate women's historic achievements. **Remember, "A Woman's Place is in Her Union!"** If we can ever be of assistance, please contact us.

Yours in Union Solidarity,
 APWU POWER Coordinators:

- Darcy A. Wood, Central Region, Dwood@gkcmal.org
- Michelle T. Boulware, Eastern Region, michelleh715@hotmail.com
- Tanya D. Jackson, Northeast Region, tanyaapwu251@gmail.com
- Bernadette Baker, Southern Region, bbdett44@aol.com
- Erica Cole, Western Region, ecole@apwusc6.org

JBR: bmm
 opetu #2/all-cio



APWU POWER Central Region Educational Conference

*Deadline to Register is
April 16, 2018*

When:

Fri, May 18, and Sat May 19, 2018
(Plan to arrive Thurs, May 17.
Conference will start Friday at
8:30 am& adjourns by 6:00 pm
Saturday)

Where:

Hotel Lumiere
999 N Second St, St Louis MO

Room Rate:

\$120 single/double occupancy,
plus \$20 taxes and fees, and a
17% tax per night

To make reservations:

Call the hotel at 1-877-450-7711,
*Group rate code (SAPWU18) and
tell them you are with the APWU
Conference.*

Addition Info and Fees:

- \$50.00/day incidental expenses
at check-in to your credit card,
- Contact the hotel if arriving after
8:00pm.
- Early departure fee if you check
out prior to confirmed check-
out date.

Parking:

Self-Parking complimentary to
guest and attendees.

Registration Fee: \$85.00/
person includes 2 lunches, Cof-
fee, patries & sodas will not be
served (due to budget).

Registration Times:

Thur. 5pm-8pm,
Fri & Sat 8am-9am

Workshops

- Civics & Legislative Process
- Sexual Harassment & Abuse
- Following the Rules
- Women's Health Issues
- Preparing for Your Future
- Women's History in the
Labor Movement

SPECIAL NOTE: *Please bring a
\$75.00 check or money order "Payable
to COPA" to the conference.*



PRESIDENT (cont'd from pg1)

Clerks working the DB's alone

It is a violation for clerks to work the DB's by themselves. If you are working the DB's by yourself or instructed to work the DB's by yourself request a steward so that a grievance can be filed as this is a safety violation and causes on the job injuries. The remedy for this violation is to cease and desist in addition to being paid 50% additional.

Management Performing Bargaining Unit Work

Management officials are performing bargaining unit work, working the DB's. Some employees have been complacent and do not report this violation or feel intimidated to write statements. Management performing your work is a violation. Save your job by requesting a steward and writing a statement as to who, what, when and where this violation occurred. Management officials are in violation every time they touch the mail. I was asked a question who gets paid for the violation if they write a statement. At this point we need

this violation to cease and desist. If you write the statement you will be named to be paid in the remedy.

Denied a Union Steward

It has come to my attention that employees are requesting a union steward and management has not released a steward to speak with the employees. This is a violation. Call the Hall if you are not provided union representation (317) 634-1783.

Abolishment of Custodial Positions in the Station and Branches due to the new MS 47- TL 5 Language

The union was made aware that numerous custodians in the Station and Branches were issued abolishment letters. Daphne Baldwin, Steve Vaughn and I met with several Maintenance Managers to discuss the process. It is the union's position that the process management followed is improper. A class action grievance has been filed on behalf of the custodians who have been impacted. The union will meet with all of the impacted custodians to further discuss the abolishments and newly created custodial positions in the stations and branches.

On the Job Injuries

Many employees are reluctant to report to management when they are hurt on the job. Most employees do not opt to see a doctor. Instead these employees write on a 13 that they chose not to seek medical attention at this time. I can't stress this enough you need to take the time and go to the doctor to seek medical attention every time you experience an on the job injury.

I hear often too many horror

stories from employees who opted not to seek medical attention on the day they were injured. This is a major mistake. Trying to prove you were injured days later is very difficult. Employee's who fail to file their on-the-job injuries on the day it occurred will experience claims being denied which becomes a hardship. Report your injury the same day and seek medical attention the same day.

PSE have been told that if they report their injury they will be removed or put off the clock. Article 14 states in part "Supervisors and managers also should understand that postal policy prohibits disciplinary action that may discourage accident reports or the filing of a claim for compensable injury with the Office of Workers Compensation Programs (OWCP).

When safety rule violations occur, managers and supervisors have several alternative corrective measures at their disposal. Although discipline is one such measure, they should use it only when other corrective measures do not appropriately fit the circumstances." Please report all on the job injuries as injuries. If you tell management that you hurt yourself or that you have pain they will not ask you if you have an on the job injury. Those words must come out of your mouth or management will not react or follow the process for reporting an on the job injury.

Visit our National APWU Website often to stay updated on current issues. APWU.org

Human Relations/OWCP

Richard Manifold Human Relation Director

ALL EMPLOYEE'S INCLUDING PTF's and PSE's

Hey sisters and brothers just to let you know, all employees have the same rights and benefits when you're injured on the job, you should report any injuries to



your supervisor immediately. I've had several cases recently where PSE's and PTF's have been injured on the job and did not report the injury and have been off work without pay. All employees are entitled to the same workman's compensation benefits.

Immediately report the injury to your supervisor. They will fill out the proper paperwork and send you to the clinic to be examined.

1. Paperwork should consist of a CA-1 for a (Traumatic injury) or an CA-2 for an (Occupational injury).
2. Managers should complete the employer portions of Forms CA-16 and CA-17 for you to take to the clinic with you.
3. Managers will advise you how and when COP (Continuation of pay) will be paid.
4. Managers must provide you copies of completed CA-1, CA-2, CA-2a, CA-16 or CA-17 and all correspondence between USPS and the clinic or the employee's physician.
5. All postal employees are covered.
6. Temporary employees are covered on the same basis as permanent employees.

There are 5 conditions of coverage to get your case approved.

1. Timeliness
2. Civilian employee (IE. Postal worker)

3. Facts of injury
4. Performance of duty (Injured in the performance of work)
5. Causal relationship

Traumatic Injuries (Form CA-1) must be very specific as to

1. When and where it happened. (pictures help if available)
2. What Part of the body that's injured. (pictures help if available)

There is a 3 day waiting period for COP to start. Employees may elect to use SL/AL/LWOP for any work days. Non-work days also count towards the 3 day waiting period. If the disability extends beyond 14 calendar days any SL/AL/LWOP used will be converted to COP.

COP is counted in calendar days, not work days or work hours. Partial days of COP are counted as a full day of COP.

(1hr COP to see MD = 1 day COP)

Time lost must be certified by a physician. The employer will review medical evidence for disability for work dates. COP is charged for weekends and holidays if medical evidence shows disability on those days. Determining factors for COP are disability from work or absence for obtaining medical care for injury.

This is just a little information on how to file a claim and what you should expect when you report your injury to your supervisor. If your supervisor refuses to acknowledge an injury, you should notify your Union Steward or Union representative immediately.

Thanks for reading, I hope it helps you.
Rick Manifold
Indianapolis Local 130 OWCP Director
IPWU Human Relations Officer

Additional reference materials are available at
<http://www.apwu.org/news/web-news-article/national-reassessment-program-discriminated-against-injured-workers>



Indy Info

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

NON-PROFIT ORG.
U.S. POSTAGE
PAID
PERMIT NO.
2204
INDIANAPOLIS, IN

ADDRESS SERVICE REQUESTED



Your Union Paper
Keeps You Informed

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

SECRETARY/TREASURER (con't from pg 3)

Keila is the on-site steward at the Mooresville, IN Post Office and I am confident she will serve well the union and the members in the Associate Offices. Keila is young and energetic; she approaches issues with enthusiasm and a positive attitude. I have enjoyed working with her, agreed to mentor her in her new position, and give her as much help as she wants. The really good news is, she is under 35, just what our union needs -**New Young Blood**. The future of our union depends on the younger generation.

This old gray mare is phasing out her union career and my goal these next 2 years is to have in place, by 2020, a new SOP for the Secretary-Treasurer's office. This will allow your new Secretary Treasurer to come into an office that is organized and efficient, insuring fiduciary responsibility and continuity. Hopefully it will also allow for a smooth transition into a position that requires a considerable commitment of time and dedication to maintain the union's financial records.

This seems to be the perfect place to make an appeal for members to step up to the plate and get involved in your union while us old timers still have enough energy in us to mentor you and get you prepared for one of the most challenging and rewarding jobs you will ever undertake. Just as the postal service's work force is aging so are the union's workhorses. Before you put us out to pasture, take advantage of our years of experience and allow us to help you grow in knowledge; insuring our union will maintain the quality of representation we have enjoyed over the past 30+ years. Yes, some of us have been here 30+ years.

Not leaving yet, just switching horses in the middle of the stream.

Martha Foote
Secretary Treasurer