



# Indy Info

Volume 68, Number 4  
September 2019



## 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 *Deadline: All National Ballots MUST be received by October 7, 2019*

LaTonia Smith, President

#### Election of Our National Officers for The Next Three Years

The election of our National Officers is upon us. Ballots should have been mailed from September 10-15, 2019. If you are a member in good standing and did not get a ballot contact the hall



immediately.

This local has endorsed the "Together We Win" Team. Our very own former local union President Sharyn Stone is on this winning ticket. Sharyn Stone works tirelessly for us and thirteen other states as the Central Regional Coordinator. Sharyn Stone has stopped excessing in Indianapolis for at least the past 9 years. Mark Dimondstein our National President has been instrumental leading this union in trying to take us to the 21st Century. Numerous PSE's all over the country continue to be converted as a result of his leadership, PSE's have acquired additional paid Holidays. Maintenance custodians have prevailed in the Line H grievances, MVS has prevailed in many grievances pursuant to contracting their work out. There are too many numerous victories as a result of the "Together We Win" Team. You should have received flyers from this team in the mail. Also, there are flyers posted on your union boards.

#### Make your vote count. OT Violations

The 12/60 violations are being paid. These grievances are filed due to management violating the contractual limitations on work hours per day and per week. According to Article 8.5.G employees are violated if they work

over 12 hours per day, and over 60 hours per week (excluding the month of December) I would like to commend the union stewards whom have fought tirelessly to pursue and prevail when filing these grievances.

We've mostly seen these violations at the P&DC and MPA. The new stewards at the MP A took this fight on and they are doing a great job.

Overtime Work - PSE Employees There has been a misconception pursuant to PSE working overtime. Therefore, I have included the language out of the JCIM to help clear up any misconceptions as to whom the OT opportunity should be given to first.

Per Article 8.4.G which 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

### UPCOMING EVENTS

2019

October 12, 2019

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

October 25-31, 2019

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

November 12, 2019

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

For more information on these events go to: [www.indyapwu.org](http://www.indyapwu.org)

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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 management violates your contractual rights and permits employees from other pay locations to work overtime in your pay location please contact a union steward to file a grievance on your behalf, because overtime is by section and tour per our LMOU.

Continued on page 4


  
 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  
 Nikki Brown.....Secretary-Treasurer  
 Dianna Coleman.....Membership/Insurance Coord  
 Julie Alums.....Recording Secretary  
 Lorenzo Tucker.....Sergeant at Arms  
 MacLawrence Ford.....Clerk Craft Director "A"  
 Linda Daniels.....Clerk Craft Director "B"  
 Kathy Woods.....Clerk Craft Director "C"  
 Nancy Helms.....Clerk Craft Director "D"  
 Greg Jones.....Motor Vehicle Craft Director  
 Daphne Baldwin.....Maintenance Craft Director  
 Charlotte Hiatt.....Chief Trustee  
 Don Packwood.....Trustee  
 Richard Manifold.....Trustee  
 Richard Manifold.....Human Relations Director  
 VACANT.....Assistant Secretary-Treasurer  
 VACANT.....Research & Education

**STAFF**

Kim Holt.....Office Manager  
 Deborah Jenkins.....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	Mooresville
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  
 Kathy Woods.....Associate Editor, Clerk  
 VACANT.....Associate Editor, Maintenance  
 Richard Manifold.....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

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



**STEWARDS**

**MVS/VMS**  
 Greg Jones, Craft Director - T1&T2  
 Dennis Sams - T1  
 Richard Manifold -T3  
 Mike Lee -T3  
 Curtis Sharp -T3<sup>A</sup>

**MAINTENANCE**  
 Daphne Baldwin, Craft Director - T1  
 Anson Thompson - T1<sup>P&DC</sup>  
 Paul Sevenish - T3  
 Keith Bornstein -T3  
 Steve W Vaughn - T2<sup>AO's</sup>  
 Dewayne Murray - T2<sup>MPA</sup>

**CLERKS, Plant**  
 MacLawrence Ford, Clerk Craft Director "A" - T3  
 Julie Alums, Chief Steward - T2<sup>CS PLANT</sup>  
 Steven Brown - T2<sup>P&DC</sup>  
 Nikki Brown - Chief Steward T3<sup>CS PLANT</sup>  
 Aleisha Blount - T1<sup>P&DC</sup>  
 Darrick Myricks - T1<sup>P&DC</sup>

**CLERKS, MPA & HSRA**  
 Nancy Helms, Clerk Craft Director "D" - T1&T3<sup>ALT</sup>  
 Alison Smith -T1  
 Rosalyn Walker - T1  
 Timothy Mallory - T2  
 Darrick Myricks - T3  
 Caleb Abioye - T3  
 Joe Carter - T3

**CLERKS, Station & Branches**  
 Linda Daniels, Clerk Craft Director "B"

Dianna Coleman  
 Charlotte Hiatt  
 Robin Miles  
 Connie Williams  
 Kelley Williams  
 Traishon Sullivan  
 Brian Bridges

**CLERKS, Associate Offices**  
 Kathy Woods, Clerk Craft Director "C"  
 Keila Hammam  
 Jackie Williams  
 April Davidson  
 Tina Haskett  
 Kathy Miller-Hunt  
 Suzanne Graphman  
 Angela Gorham  
 Crystal Staller  
 Cynthia Sturgill

**APWU**  
 INDIANAPOLIS AREA LOCAL  
**2019**  
**Meeting Schedule**

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

**2020**

January	14	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 Propect St, Indianapolis, IN 46203

# SECRETARY/TREASURER REPORT

**Nikki Brown**

Secretary/Treasurer

**INDIANAPOLIS AREA LOCAL**



Balance Sheet  
As of JULY 31, 2019

**ASSETS**

Current Assets

Checking & Savings

**IPOCU**

ELECTION FUND	7,321.34
RESERVE FUND /Full Time Officers	15,839.86
<b>TOTAL IPOCU ACCOUNTS</b>	<b>23,161.20</b>

**IPOCU2**

GOLDMAN FUND	2,517.67
RETIRES FUND	35,951.38
<b>TOTAL IPOCU2 ACCOUNTS</b>	<b>38,469.05</b>

**TOTAL IPOCU** **61,630.25**

<b>PETTY CASH (President)</b>	28.43
<b>PNC BANK</b>	
CONTINGENCY FUND 6411	49,240.82
CONVENTION FUND 3457	13,544.64
EDUCATION FUND 3465	1,786.03
ENTERTAINMENT FUND 3472	14,493.82
GENERAL CHECKING 0575	52,789.94
LWOP FUND	736.94
PAYROLL ACCOUNT 5238	15,937.95
POWER FUND	3,345.69

**TOTAL PNC BANK** **151,875.83**

**Total Checking/Savings** 213,534.51

**Total Current Assets** 213,534.51

**TOTAL ASSETS** **213,534.51**  
**LIABILITIES & EQUITY** 0.00

IN SOLIDARITY,

*Nikki Brown*  
NIKKI BROWN  
SECRETARY-TREASURER

## DUTIES OF A SHOP STEWARD

by Anthony "Tony" Wilson, General President-Charlotte Area Local, 375

The stewards primary duty is to understand and enforce the contract. The steward has many other duties. Your steward serves as a:

**Liaison** - The shop steward serves as a liaison between the Union officers, Management officials, and the membership for the purpose of handling problems and resolving grievances.

**Confidant** - The steward should always handle grievances in a professional manner and assure that information obtained during a grievance investigation is held in the strictest of confidence.

**Leader** - As a leader, it is most important that shop stewards serve as role models and develop credibility among the membership to encourage participation in APWU programs.

**Organizer** - Organizing is critical to the APWU. The steward should assist with the membership drives and be familiar with organizing policies.

**Educator** - Having knowledge of the Collective Bargaining Agreement, (CBA) and Joint Contract Interpretation Manual (JCIM) and keeping abreast of the many changes as they take place at this day and time will assist the shop steward in informing members of their rights under the terms of the contract.

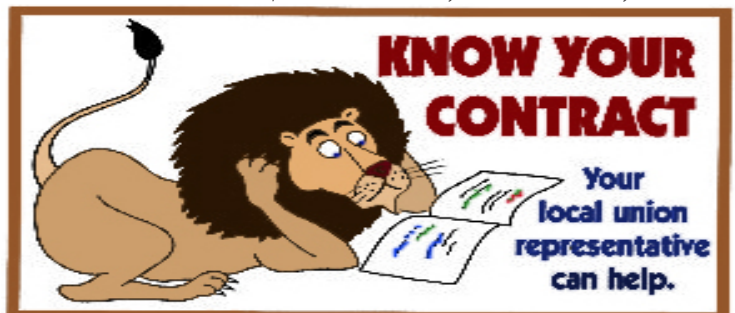
**Communicator** - The steward should notify the membership of upcoming Union meetings, events, educational conferences and seminars. The steward should notify the membership of our website, newsletters when the conversation permits.

**Political Activist** - The shop steward should notify members of pending legislation which will affect postal jobs and benefits.

As you can see this is not all of the duties of the member or the steward. There is a lot that we both have to do to be successful. We are not perfect, and sometimes we all get caught up in just the grievance aspect of things and there is so much more to what we are tasked with as volunteers as a member and volunteers as a steward to serve the membership.

In closing I write this not to divide or blame but as a pause for a moment to look at everything that take place on a daily basis and thank all of you that have volunteered to be members of the APWU and to all of you that have volunteered to be stewards of the APWU. A lot of times we never thank each other. I thank you, and we have a lot more work to accomplish, again, THANK YOU ALL!!

*Reprinted from the May 7, 2019 issue of the Charlotte Area Local, 375 newsletter from an article titled "Membership and Stewardship", the first part "What Role Do You Play As A Union Member" was reprinted here in the May 2019 issue of the Indy Info.*



# MEMBERSHIP REPORT PP16/2019 TO PP17/2019

## Dianna Coleman

Membership/Insurance Coordinator



### INDIANAPOLIS AREA LOCAL

## SEPTEMBER 2019

Clerks.....	858
Maintenance.....	201
Motor Vehicle.....	138
Mail Handlers.....	1
Associate.....	14
Check Off .....	1212
Cash.....	8
Total.....	<b>1,220</b>
	<i>Including PSE's</i>
Non-Pay.....	71
	<i>Including 3 PSE's</i>
Cancel.....	3
Death.....	1
Retired.....	6

### HONORARY MEMBER

Linda Riedy (Minix)

### CASH PAY

LaTonia Smith  
 Jim Williams  
 Sharyn Stone  
 William Wright  
 Lorenzo Tucker  
 Loretta Maydwell  
 Don Packwood  
 Kathy Woods

### DEATH

Ricky Cartwright

### NEW MEMBERS AT ORIENTATION

Zhining Zhao	Bosedede Alabi	Dalysha Owings
Joseph Dabney	Kain Wadsworth	Dada Oguadayomi
Richard Campbell	Ida Lebo	Diallo Mamadou
Natasha Orr	Roshia Moore	Risikat Sogbade-Danesi
Shantea Thompson	Ernestine Willis	Kabiru Asafa
Adisa Rahheedah	Brittany Davis	

### NEW MEMBERS

Wasiu Olanlokuyo	Charles Finney (D Baldwin)
Raikeesha Brewer (A Smith)	Larry Allen (A Smith)
Lathasha Rhem (M Ford)	Matthew Wilkison (G Jones)
Mareda Cooley	Beethanye Krushall (A Blount)
Demirtas Cuneyt (L Daniels)	Brandon Whitehead

### CANCEL

Sheena Lacy (17)	Karen Hudson (17)	Justin Vincent (17)
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### RETIRED (PP)

Tonia Chisman (16)	Alvin Strong (16)	Barbara Stuart (16)
Vera Fox (16)	Thomas McGrove (16)	Johnny White (16)

### SEPARATED

Ely Jefferson	Marquita Crenshaw	Viviane Kokouvi
Chima Iwu	Justin Vincent	Jasmine Walker
Mercedes Aldridge	Lauren Amos	Rodney Rowe
Bridgett Henderson	Dearshanae Washington	

IN SOLIDARITY  
  
 DIANNA COLEMAN  
 MEMBERSHIP/INSURANCE COOR.

### PRESIDENT Continued from page 1

#### Relinquishing Overtime

A question has come up pursuant to relinquishing OT. An employee can relinquish overtime if approved. Per Article 8.5.E an employee can submit a request to relinquish OT in exceptional cases based on equity (e.g. anniversaries, birthdays, illness, deaths) If management allows some employees to relinquish OT but not others managements actions are not based upon equity meaning they are not fair and you need to request a steward and file a grievance for showing disparate treatment.

#### Higher Level Details

Higher Level details are covered in Article 25 which states in part "A detail to a higher level senior qualified bargaining unit position for a period of less than five working days should be covered by an employee(s) in the same craft who is eligible, qualified and available from the immediate work area. If the detail is for a period of one week

or longer, the senior employee who is eligible, qualified and available from the immediate work area should be assigned." Bargaining unit employees can only be detailed into jobs that exist. The MP A is notorious for detailing employees into jobs that do not exist. If an employee is detailed into a job that does not exist request a union steward to file, the grievance. Details into jobs that do not exist allow management to violate the contract and bypass posting a bid duty assignment.

#### On the Job Injuries

If you are injured on the job do not fill out an 0-13 stating, you do not want medical attention at this time. If you feel worse after you go home, it will be hard to try to prove your injury was sustained at work. When you report that you believe you have sustained and, on the job injury tell management you want to seek medical attention.

If you are instructed to work the DBCS alone request a union steward to file,

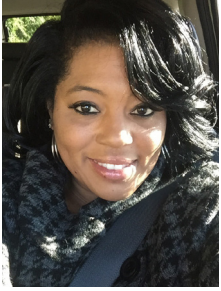
the grievance on your behalf. The DB's are no joke. This machine will break your body down if you work it in an unsafe manner. Some clerks work the DBCS by themselves and sustained an on the job injury. This injury has caused them to alter their life inside and outside the postal service. Be safe and stand up for safety when it comes to your body.

Yours in Solidarity,



## Maintenance

Daphne Baldwin, Maintenance Craft Director



Brother's and Sister's, You Can Stop Harassment!!

1. Tell the harasser To Stop!
2. Report it ( if harasser is your supervisor go to the next level of management, contact your Union Representative.

The workplace should not be a place where people are subject to offensive comments, Actions, or Behavior. As a Postal Service Employee, you are protected from Reprisals for Reporting Harassment are Illegal.

Postal policy declares not every instance of inappropriate behavior may fit the legal definition of harassment, however, such behavior at work violates the Postal Service Standard if Conduct.

There are many citations at your disposal when it comes to fighting back against A Hostile Work Environment caused by a Supervisor, Manager, or Postmaster.

Article 19 enables us to require that management abide by and enforce its own policies. When filing a grievance pertaining to a Hostile Work Environment these are some useful citations Members, Stewards and Officers can utilize.

Special attention to section 664 through 673 of Elm Chapter 6 also, the Chapter on Safety. Elm Chapter 8 Sections 810, 820 and 860 Address the steps again management must take when dealing with PS-Form 1767.

Members, Stewards and Officers Lets Stand Together, Union Shirt Strong  Wear Your T-Shirt Every Thursday in Support of Our Union.

# PROPOSED CONSTITUTIONAL CHANGE

*The following changes were submitted after a review by the Constitution Committee. They were read before the General Membership Meetings on August 10, 2019 and September 10, 2019. They will be read again, discussed, and voted on at the November 12, 2019 General Membership meeting.*

## PROPOSED CONSTITUTIONAL CHANGE #1

**SUBJECT:** Article 7, Section 9 GENERAL OFFICERS/STEWARDS

**WHEREAS:** The Current language in the Local Constitution includes paid leave for approved activities.

**AND WHEREAS:** The union must be financially responsible for all expenditures.

**AND WHEREAS:** Dually elected Delegates must use the personal annual leave for the Postal Service to attend National and State conventions, depriving their family of vacation time with the elected delegates.

**BE IT RESOLVED:** That Article 7, Section 9,(A) be amended to read "Subject to the approval of the General President and the approval of the Executive Board, each general officer or steward shall be entitled to be paid leave of their choice, if such time is spent on the business of the Local and shall be limited to forty (40) hours per calendar year for national and state conferences, **seminars, and conventions**, plus all necessary expenses. Officers and stewards must submit a 3971 to the General President for authorization of official union business prior to

compensation. All general officers shall be elected by the General Membership and all stewards shall be appointed by the General President.

### NOTES:

**Changing From:** "...national and state conferences or seminars, plus all necessary expenses..."

**Changing To:** "...national and state conferences, seminars, and conventions, plus all necessary expenses..."

**Deleting:** "Leave will not be paid for the National and State Conventions."

### **This is the Current Language:**

#### SECTION 10: GENERAL OFFICERS/STEWARDS

(A) Subject to the approval of the General President and approval of the Executive Board, each general officer or steward shall be entitled to be paid leave of their choice, if such time is spent on the business of the Local **and shall be limited to forty (40) hours per calendar year for national and state conferences or seminars, plus all necessary expenses. Leave will not be paid for the National and State Conventions.** Officers and stewards must submit a 3971 to the General President for authorization of official union business prior to compensation. All general officers shall be elected by the General Membership and all stewards shall be appointed by the General President.

# Kathy's Corner: 'Tis the Season

Kathy Woods, Clerk Craft Director "C"

This year is flying by and soon we will be in another busy Christmas season. Pace yourself and don't get stressed trying to do too much, let your coworkers do their part. Just don't let management or other craft employees do your job for you. With less Amazon and more automation, clerk jobs



has too many clerks. Then they will start abolishing jobs and excessing clerks. And every time a job is vacated by transfer, retirement, termination, etc. the job will be reverted never to be seen again. And no PTF or PSE will be converted and no new clerks will be hired which will create more work for the remaining clerks.

are in jeopardy so you need to be vigilant. So many times management will make it seem as if they are doing you a favor by helping you sort or pass out mail or letting a carrier/mail handler or custodian 'help' you but they are actually taking your work away. When this happens, make a note of the date, time, who was doing what and for how long they were doing clerk work, then call your Steward or Business agent and file a grievance. Know your LMOU (Local Memorandum of Understanding) as well as the National Contract. The LMOU determines overtime and holiday pecking order and volunteer sign up posting requirements. Make sure you are allowed to work when you volunteer according to your local agreement and that you aren't being improperly mandated. If you are improperly mandated or if you are bypassed for overtime or holiday work that you volunteered for call your steward and file a grievance. Also keep track of your hours. Write them down everyday especially when working overtime. Clock rings have been known to mysteriously disappear. If your hours don't match the hours on your check stub call your steward and file a grievance. If you are mandated to work over the 60 hour limit in a week call your union steward and file a grievance. DO you see a pattern here? Call your union steward when you think there is a contract violation. That is the only way to make sure the contract is followed.

Please Stop the LWOP! Leave Without Pay is not a benefit for anyone except management. Every time management lets someone leave early on LWOP or take LWOP vacations those hours accumulate. After awhile management or one of their "special teams" will look at all the LWOP being used and they will make the determination that your office is over staffed and

It's kind of a double edged sword because while management is being so nice letting you use LWOP to save your annual leave, once you accumulated 80 hours of LWOP you will automatically lose or won't earn the allotted increment of annual leave per pay period. Then paid vacations will be affected or non existent. But at the same time while you are leaving early on LWOP you're helping management to stay within or below their budget and they will get a nice bonus but your office will be expected to do more work with less hours, jobs, people. So if you're one of those clerks that requests LWOP a lot remember this: When a job in your office is targeted for abolishment or reversion it's very hard and sometimes impossible for the union to argue the need for that job without the paid worked hours. So help us keep the jobs we have and use your annual leave or just work 8/40 hours. And make proper clock rings when moving from one operation to another. If you can't go to the time clock every time then write down the time and operation number and turn it into your supervisor on a 1260. This is the only way we can track operations when management tries to get rid of certain duties, we can prove that the operation is being used and it is necessary to keep it.

I know there are a lot of younger workers now and it may seem as if the post office has taken over your life, but no matter how tedious or mundane your job seems to be at the end of the day it pays the bills. But even more than that you are working on your future and secure financial stability. Trust and help your union to police the contract because the job you save just might be your own.

In Solidarity,  
Kathy Woods, Clerk Craft Director "C"

# Human Relations: Report An Injury At Work


Richard Manifold, Human Relation Director

**Remember it is very important that you report your injuries as soon as possible to your supervisor.**



If nothing more than writing an O-13 and describing how your injury occurred and what the injury is. Even if you do not want to seek medical attention at that time.

The CA-10 posting explains what is suppose to occur when **Injured At Work**

The posting on page 7 is also available online, see the website address below the posting 



# What A Federal Employee Should Do When Injured At Work



Report to Supervisor	Every job-related injury should be reported as soon as possible to your supervisor. Injury also means any illness or disease that is caused or aggravated by the employment as well as damage to medical braces, artificial limbs and other prosthetic devices.
Obtain Medical Care	Before you obtain medical treatment, ask your supervisor to authorize medical treatment by use of form CA-16. You may initially select the physician to provide necessary treatment. This may be a private physician or, if available, a local Federal medical officer/hospital. Emergency medical treatment may be obtained without prior authorization. Take the form CA-16 and form OWCP-1500/HCFA-1500 to the provider you select. The form OWCP-1500/HCFA 1500 is the billing form physicians must use to submit bills to OWCP. Hospitals and pharmacies may use their own billing forms. On occupational disease claims form CA-16 may not be issued without prior approval from OWCP.
File Written Notice	In traumatic injuries, complete the employee's portion of Form CA-1. Obtain the form from your employing agency, complete and turn it in to your supervisor as soon as possible, but not later than 30 days following the injury. For occupational disease, use form CA-2 instead of form CA-1. For more detailed information carefully read the "Benefits ..." and "Instructions ..." sheets which are attached to the Forms CA-1 and CA-2.
Obtain Receipt of Notice	A "Receipt" of Notice of Injury is attached to each Form CA-1 and Form CA-2. Your supervisor should complete the receipt and return it to you for your personal records. If it is not returned to you, ask your supervisor for it.
Submit Claim For COP/Leave and/or Compensation For Wage Loss	If disabled due to traumatic injury, you may claim continuation of pay (COP) not to exceed 45 calendar days or use leave. A claim for COP must be submitted no later than 30 days following the injury (the form CA-1 is designed to serve as a claim for continuation of pay). If disabled and claiming COP, submit to your employing agency within 10 work days medical evidence that you sustained a disabling traumatic injury. If disabled beyond the COP period, or if you are not entitled to COP, you may claim compensation on form CA-7 or use leave. If disabled due to occupational disease, you may claim compensation on form CA-7 or use leave. A claim for compensation for disability should be submitted as soon as possible after it is apparent that you are disabled and will enter a leave-without-pay status.

The Federal Employees' Compensation Act (FECA) is administered by the U.S. Department of Labor, Office of Workers' Compensation Programs (OWCP). Benefits include continuation of pay for traumatic injuries, compensation for wage loss, medical care and other assistance for job-related injury or death. For additional information about the FECA, read pamphlet CA-11, "When Injured at Work" or Federal Personnel Manual, Chapter 810, Injury Compensation, available from your employing agency. The agency will also give you the address of the OWCP Office which services your area.

## Post on Employees' Bulletin Board

U.S. Department of Labor  
Office of Workers' Compensation Programs





# 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  
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2204  
INDIANAPOLIS, IN

ADDRESS SERVICE REQUESTED

Volume 68, Number 4, September 2019



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

Greg Jones, Motor Vehicle Director

I want to start off by saying, "Together, We (UNION Members) Bargain, but when we are Divided, We Beg". Time and time again I see or hear of employees trying to work out deals with management, only to end up with nothing. The APWU is the exclusive bargaining representative of all Clerks, Maintenance, Motor Vehicles and Material Support Units, Operating Services and Facility Service employees.

Whether you like your union steward or not, they are on the front line in the fight for respect and dignity for all members in the workplace. They are very valuable to your survival and well-being. Stewards do more than just file grievances, I know I do. But I'm only as strong as the membership, so I challenge you as a member to get engaged with your Local Union. We need more union activism and solidarity. "STOP" management claiming that it was someone's agreement on something when things go wrong.

We had our 2019 Indiana Tri-State meeting which was held August 15-17 at the Downtown Hyatt Regency Hotel. Some of the guest speakers were Indiana's own Sharyn Stone, Central Region Coordinator, Vance Zimmerman, National Industrial Relations Director and National President Mark Dimondstein. Also attending



was Motor Vehicle Service Director Mike Foster with Motor Vehicle NBA, "WW".

Some of the concerns, in the Motor Vehicle craft are with the USPS contract physicians requiring sleep-study test without any justifications for the test. Only if you meet certain criteria's are you to have the study performed. There are some real issues with their position when it comes to the renewing of the medical card DOT/CDL. Always keep in mind they

must follow the Federal Motor Carrier's Safety Administration (FMCA) comprehensive Health services guidelines.

Under the guidelines of sleep-apnea it states the following:

*If a driver has untreated OSA with an apnea hypopnea index of less than or equal to (20) and has no daytime sleepiness or has OSA that is being effectively treated.*

If in fact a driver needs to be tested the USPS pays for the initial testing and once you are diagnosed with OSA the cost of treatment is paid for by your health care provider.

I'm waiting on the NLRB to get back with me over a settlement from some charges that were filed. They cited the Postal Service with unreasonably delaying and providing the union with information necessary in the union's role as the collective bargaining representative. The

information requested was for HCR contractor's information under Article 17.3 and 32 of the National Agreement. Once we get the contractor's activity report and payout for HCR route in question a grievance is forthcoming over the dispute.

In closing I Just want to remind, you that it is each members' responsibility to take the proper steps to ensure your rights are respected, not just as a member, but a person. Your privacy in regard to medical information and the need to know.

One other thing, "WAKE UP" "When management IS CONTRACTING OUT OR HAVING CONTRACTORS PERFORMING CRAFT WORK", It's your job that management is giving away! Bad things happen to good people who just sit there and do nothing to protect your job. Get involved, tell your fellow drivers when they see contractors transporting mail from one processing facility to another processing facility, to tell the union steward. We need to be made aware of all contractual violations with the who, what, where, and when. Our jobs are at stake each and every day if we don't challenge the contracting out. Just so you know, don't complain when your jobs are given to contractors. The Postal Service has been trying to do that for years. If people don't want to cause waves by telling the steward, one day soon the work will be gone.