

State Of The Union



Hello Brothers and Sisters.

I am very excited, and proud, to have been elected as the State President for the Pennsylvania Postal Workers Union. I want to wish Mike

Stephenson and Jeff Renfroe the best of luck in their retirement from the PPWU and thank them both for their years of Service to the PPWU and APWU.

I am pleased to announce some member outreach initiatives that I will be undertaking. The first is the return of this newsletter. The Keystone newsletter reaches every member of the PPWU and is a great opportunity to keep everyone informed.

I have also scheduled a “Questions and Answers” informational meeting for PPWU members. It will be held via the GoToMeeting platform and is scheduled for **August 7, 2024, from 6pm to 8pm**. This will be a virtual “*Member’s Only*” meeting. You can participate from your home, or on the go, by logging on from your phone, tablet, smart TV, or computer. We plan to hold these meetings once per quarter. Log in information is contained in this newsletter, and on the PPWU website. Please, do not share the login information with non-members, carriers, mailhandlers, or (*obviously*) supervisor and postmasters. This is **your** meeting and we want everyone to feel comfortable they can talk openly and freely.

Even if you don’t have a question, you should join the meeting anyway. There will be lots of information shared and, who knows, you may learn something from another member’s question. Questions that you want answered during the meeting can be emailed to **KALPREZ@comcast.net**. There will also be an opportunity to ask questions during the session, but if we have the questions ahead of time, we can research them and have answers ready.

There is no dispute that the Postal Service is quickly changing under Postmaster General Louis DeJoy’s 10-year “Delivering for America” Plan. The service standards that were once set

at 100% have drastically dropped. The national USPS on-time delivery rate, for Quarter 2, is currently 86.8%. The Georgia and Virginia Districts, home of DeJoy’s flagship Regional Delivery Centers (RDC), have a 63% and 77% on-time delivery scores. Express Mail is failing, and the USPS is issuing a lot of refunds. Certified Mail is no longer considered accountable mail and it, too, is failing.

The Service has *willfully* failed to staff offices resulting in long wait times in line. Offices have been closed due to staffing shortages, and non-ODL Clerks are being forced to work overtime. This is unacceptable! DeJoy says the current USPS network is unsustainable, but that system has served the American public well for over 200 years *and* has delivered quality service at a significantly higher on-time rate than what is currently happening. DeJoy should be embarrassed! The saddest part is that we, the employees, know that given the proper tools and staffing, we can do so much better.

The PMG believes he is “Delivering for America” but

The Service has willfully failed to staff offices resulting in long wait times in line. Offices have been closed due to staffing shortages, and non-ODL Clerks are being forced to work overtime. This is unacceptable!

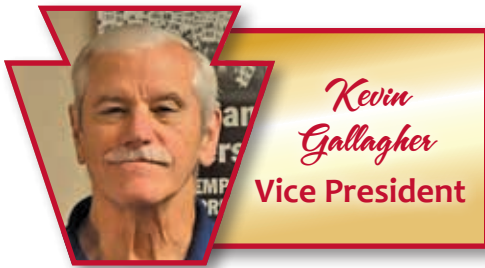
perhaps there should be a question mark at the end of that: Is he “Delivering” for America? The data says, “No, he isn’t.” PMG DeJoy refuses to acknowledge that each new mega-facility he has opened has **failed** to deliver and America deserves better.

Now is the time to speak up and fight! To return the mail standards back to what they were when mail delivery was six days a week and **every** piece of mail was delivered **every** day. Not long ago, the goal 100%. Clear all the mail from the floor. Members who worked during the ‘90s remember the USPS slogan “*Every Piece/Every Day*”. Now, the USPS is settling for much less and the customers are suffering for it.

The best way to help Save our Service is to continue to utilize the Postal Service that gives us a paycheck. Don’t pay your bills online. Buy from an online retailer and insist on

Continued on page 2

Some Issues I've Run Across



Kevin
Gallagher
Vice President

Hello again. It's been a while since we released our last newsletter as the Publicity Director position has been vacant. It takes time to find an expert

editor and set up all the pieces involved in producing this publication. We believe Andy Kubat has the experience to provide you with the quality newsletter you deserve. Andy is also the President of Lehigh Valley Area Local and a lifetime Unionist. We are glad to have him.

Congrats to Kim Miller on becoming our State President. Kim is President of the Keystone Area Local (Harrisburg) and her credentials are undeniable. Everyone in management has an opinion of her. Some managers dread dealing with Kim because they know she is smart, sharp and strong. Others in management hate her because she is smart, sharp and strong! She will be a great leader for our State and has some very good ideas for communicating with our members that will help educate them in their rights, and entitlements, as postal workers and members of our State Union.

Congrats also to our new Area Business Agents Michael Crum (Southeastern Area) and Tim Thompson (Central Area). They join our existing group of superb Area Business Agents. I know they will do an excellent job. Their skills and abilities ensure that our members will be well protected and benefit from the representation they have to offer.

Some issues that I've run into recently include:

Toxic Work Environments - The USPS claims that you, as a postal worker, are important and pledges that you will be treated with dignity and respect. Experience shows that to be an empty promise as we still have some S.O.B management people who ignore this directive. We *can* go after management to stop the harassment, threats, or lies but we need your help. To prove a case against management, we need evidence. My assertion that you have been harassed is not enough without proof. You can help us by documenting occurrences. Keeping a log of incidents, write statements, get statements from witnesses, and provide them to your PPWU representative. This will help us meet our burden of proving the toxic work environment exists. Help us, help you, to end this abusive treatment of employees.

Keeping a log, or providing a statement, may sound intimidating but unless you do this, you will face continuing harassment. Some worry that management may not like them if they help the Union. Personally, I would rather have management hate me for helping the Union than allow them to continue treating me like dirt just because they feel like it.

I want to acknowledge, and thank, the clerks in one of our NE PA Installations who stood up to an abusive postmaster. Not only did the employees provide a log and statements, but they also shared text messages and emails clearly depicting the

toxic work environment they faced. *That* postmaster is gone but we are not done yet!

204b Usage - Contractually, management can utilize a 204b (acting supervisor) to fill a vacancy for one 90-day period. That is it! While violations of this 90-day limit may have decreased, they are still occurring. An acting supervisor over their 90-day limit is taking hours away from our clerks. If it is happening in your office, call us and we will act to stop it. If your office is utilizing a 204b, please, contact your Business Agent so we can verify there is a vacancy that allows them to use a 204b, and to track the 90 day limit.

1260 BUW Reports - Postmasters must report their bargaining unit work (BUW) on 1260 forms. While their time on the window can be tracked, they are expected to honestly report their distribution hours. Surprise, surprise . . . We have found that some postmasters are lying on the reports. They say that they have not gone over the limit when, in fact, they have. As with the 204b violation, this is taking away work hours from **you** or another clerk who is available to work! If your PM is not accurately reporting their BUW hours, lying on their 1260, call us. We get clerks paid for violations of the bargaining unit work limits.

Cleaning - If clerks are cleaning, as per our contract, they should be supplied with gloves and any other personal protective equipment (PPE) necessary to safely do the job. If cleaning is not being done in your office, or the equipment is not provided, contact us and we can get involved to help you. When performing cleaning duties, clerks should move to operation #747 or #748 to ensure that cleaning hours can be tracked. Cleaning duties are separate from your clerk hours and *in addition to* Clerk duties. You should not be doing cleaning work during "down time" on the window.

Space Constraints - Often management jams carriers into post offices that do not have adequate space to accommodate them. These facilities were built many years ago and were not

Continued on page 3

State Of The Union

Continued from page 1

shipping via USPS. Go to a website and click the "Send me a catalog" button. Mail a card or a letter . . . Pay a bill . . . Most importantly, put a **STAMP** on it!

By the time you read this, the National Officers of the APWU will have begun Contract Negotiations seeking a new agreement. The current contract expires on September 20, 2024. Negotiations for a new contract began on June 25, 2024. Show your support and your APWU pride. Wear your stickers and/or Union gear and stand with the APWU in solidarity. It sends a message to management.

I look forward to working with our new members and the incumbents of the Executive Board of the PPWU and am excited to take on this new role.

Union Strong All Day Long!

Secretary/Treasurer's Report



The 2024 PPWU biennial state convention was held in Pittsburgh, Pa May 03 – 04, 2024. The Pittsburgh Metro Local hosted a very successful

convention, and I would like to thank President Chuck Pugar, (then) Secretary-Treasurer Chrissy Guzzi, and all the Pittsburgh Metro members for their help. An election of officers was conducted, and five new officers were elected for a two-year term.

I would like to congratulate and welcome our new PPWU state president, Kim Miller. Kim has been on the PPWU executive board for many years serving as the Central Area Business Agent. She will pick up where outgoing President Mike Stephenson left off and lead the PPWU, as Mike did, as one of the top state organizations in the APWU. Kim and I have transferred the bank statements and all other necessary paperwork, to keep the PPWU transition process moving.

I would also like to welcome Andy Kubat as our newsletter

editor and webmaster. Andy has plenty of experience and will help the PPWU immensely. Other newly elected officers include Dave Smith, Maintenance Director; Gerald Hill,



Motor Vehicle Director; Mike Crum, Southeastern Business agent; and Tim Thompson, Central Business Agent.

I'm sure these newly elected officers will serve the PPWU, as officers in the past have done, with dignity and respect and will perform their duties in a professional manner

Continued on page 4

Some Issues I've Run Across

Continued from page 2

designed for large cases, hampers, gaylords or wire cages. This can result in clogged aisles, clutter placed on cabinets and cases, and equipment that interferes with safe office operations. You can use PS Form 1767 to report safety hazards. If the issue is not addressed to your satisfaction, contact your PPWU Union representative.

PDI - A Pre-Disciplinary Interview (PDI) is your day in court. It is your time to explain and defend yourself before the decision to issue discipline is made. **ALWAYS** request a Union Rep for this meeting. We can, and do, help you by clarifying questions and examining everything management does and says. It's your right so use it.

Some new issues that have appeared are:

Health Plans - All postal employees and retirees face having to choose a Health Plan later this year. Your PPWU Officers will be attending a Health Plan information and instruction seminar in October. This will enable us to help our members make better informed decisions in deciding what Health Plan they need in 2025 and beyond.

Contract - Negotiations are underway and our National Union is seeking to build on good wage increases while also achieving better language regarding our work, hours, and terms of employment. As we get information, we will provide it to the members.

Elections - In November, we will elect a President, a Senator and House Representatives. The Republican Presidential candidate has already stated numerous times he wants the

USPS privatized. In 2020, while in office, he called the USPS and it's employees "a joke."

The Republican running for Senator was a hedge fund manager who became very wealthy. He has no concept of what you, the middle class, needs and wants. He also supports the Republican Presidential Candidate who wants to privatize your job. Guns, religion, culture all become much less important when you lose your job and ability to support yourself and your family. Vote like your job depends on it – it does!

Yours, in solidarity.



Director of Publicity And Legislation Report



I would like to thank the delegates at the PPWU Convention for granting me the opportunity to serve as

Director of Publicity and Legislation for the next two years. I will be responsible for keeping the membership informed of legislative activity that may affect them, or their jobs. I will also serve as editor for the PPWU Newsletter and website (www.ppwu.org). Truth be told, I have already been running the PPWU website for over 20 years as a volunteer. Now, it is my job.

A little about me . . . I have worked for the USPS for 36 ½ years and been an APWU Shop Steward since 1992. During my time with the Lehigh Valley Area Local I have served as Trustee, Legislative Director, Clerk Craft Director, Vice President, and have been Local President since 2015. Over the decades I have seen the high level of representation that the PPWU leadership provides to its members. I have observed the respect, and esteem, the state of Pennsylvania has earned nationwide and within the walls of APWU headquarters. I am confident that PPWU President Kim Miller, and her administration, will continue that tradition. I will whatever I can, and whatever I am asked to do, to help make that happen.

I have been editor of my Local newsletter “*Lehigh Valley Visions*” since 1998 and I plan to bring the same type of quality to *the Keystone*. I believe a Union’s newsletter is extremely important as it provides a direct line of communication between the Union and the member. This is especially true of the PPWU where members are scattered throughout the state and don’t have opportunities to gather for regular meetings. An educated Union member is a formidable opponent. There’s no better way to help members learn, grow, and build confidence than within the pages of this newsletter.

Having been a newsletter editor for so long, I am painfully

aware that many members don’t read their newsletter. Countless times I have had Lehigh Valley members come to me with questions that I had just answered in the recent newsletter. Or they grouse about missing a contest/raffle deadline even though it was featured prominently in the newsletter. Part of my job is to produce a newsletter that you *want* to read; that you look forward to receiving. I am open to any content suggestions that you may have.

I ask for one consideration. Be understanding and consider that I do make mistakes. Sometimes, my fingers move faster than my brain and after reading, and re-reading, these articles many times over, my brain sees what the text is *supposed* to say even if the words are wrong. If you find any mistakes, typos, or errors in this newsletter, realize that those mistakes are mine. Please, do not attribute errors to the author of that particular article. Most likely it was something I did wrong during editing or transcribing. I tell my Local members that any typos are done on purpose, just to make sure you are reading the articles!

Small Office MOU

Have a question about holiday scheduling? Overtime desired lists? Choice vacation rules or procedures for requesting incident leave? Most of that information can be found in an office’s Local Memorandum of Understanding (LMOU). Article 30 of the National Agreement gives APWU Locals the right to negotiate the local application of many subjects. Members-at-Large are not represented by an APWU Local. As such, they had no LMOU. The National APWU recognized this problem and, a few years back, negotiated the first “Small Office MOU” that would serve as the LMOU for any office that did not already have a Local Agreement.

This Small Office MOU applies to all bid clusters within the PPWU. This Small Office MOU can tell you: How many Clerks should be granted A/L per day; How do I request incidental leave; When Choice Vacation begins and how selections are processed; How do I sign the overtime list?; How is overtime

Continued on page 5

Secretary/Treasurer’s Report

Continued from page 3

to provide the best representation possible to all the PPWU members.

I would like to publicly thank our past President, Mike Stephenson, who guided the PPWU to the forefront for over a decade. Mike always took care of any issues that arose, oversaw the other state officers, and addressed the questions and concerns of our PPWU Members-at Large,. Thanks, Mike!

As I always let our members know, the PPWU is continuing our organizing incentive campaign to “**SIGN UP NEW MEMBERS!**” A motion was passed, by our Executive Board, that says that any member who signs up a non-member will be monetarily reimbursed by the PPWU. The APWU sign-up form

(Form-1187) is available at www.apwu.org, or on the PPWU website at www.ppwu.org/forms.html. Or, if you would rather contact me, please feel free to do so and I will get you the form. To get the reimbursement, you must send the completed Form 1187 to me. Be sure to include your name along with the 1187. Remember, our strength is in our numbers!

In closing, let me say that, as your PPWU Secretary/Treasurer if am pleased to report that all bills are paid and the PPWU has no outstanding balances. Your PPWU is financially sound and will continue to prosper under new President, Kim Miller and all of the state officers. If any member has a question, please contact me and I will get back to you.

Yours in Solidarity.

Major Changes To Scholarship Program



Hello everyone – I hope you're having a good summer! I want to start by introducing myself to any new members

that we have. My name is Donna Welch and I am the Director of Human Relations for the PPWU. I've held this position for many years and it was an honor to be nominated, and re-elected, at our last state convention. My primary role in this position is to process the scholarship applications. I have thoroughly enjoyed reading all the essays that have been submitted over the years.

Unfortunately, we didn't receive any scholarship applications this year! There were several factors that, we believe, may have contributed to this and we are addressing those issues. The PPWU Executive Board held a meeting and unanimously agreed to make a few changes to the scholarship program which, hopefully, will increase participation and encourage our members to have their family submit scholarship applications.

For this year only we have extended the scholarship deadline to **September 30, 2024**. Applicants for the 2024 Scholarship must have graduated from high school and in

2024 and be attending an accredited college.

Another major change to the scholarship was the decision to allow members grandchildren to apply. This will be a permanent change to the scholarship program.

The Executive Board is hoping that these changes will allow more members to take advantage of this great benefit that you have as a union member. If anyone has any questions regarding the scholarship, the rules, or the application process, please, let me know, and I'll be happy to help.

I want to congratulate Mike Stephenson on his retirement. Mike was our PPWU President for many years. Mike came from the Lancaster local, my local, and I was fortunate enough to work beside him for numerous years. His experience and knowledge benefitted so many members in Lancaster and when he became our PPWU President he shared that knowledge and experience with not only the PPWU members but also with the state Executive Board. His retirement is well deserved but he will definitely be missed. His dedication to the union movement is unprecedented.

I also want to congratulate Kim Miller, your newly elected PPWU President. Kim is the first female President of the PPWU! I have known Kim for many years and have been proud to work beside her on the state Executive Board. The shoes she has to fill are huge, but I have no doubt she will succeed in making the PPWU as successful as it has always been.

In Solidarity, I remain.

Director of Publicity And Legislation Report

Continued from page 4

administered; . All this and more can be found in the MOU. If you don't already have a copy of the 2021-2024 Small Office MOU, you'll find a QR code in this newsletter which you can scan to download the MOU to your phone. Or you can get it at: <https://apwu.org/lmou-offices-without-local-union-structure>

You know this thing "Facebook"? They got it now... On the internets . . . It's called "Facebook"

I sometimes tend to use my editor status as a platform to share information that, technically, may be outside the scope of my duties as Publicity & Legislative Director but I think it is valuable for the members to know. Time will tell how much latitude President Miller gives me, but until then...

I'd like to start with Facebook. Facebook can be fun, informative, and it can be a great place to connect, or reconnect, with friends. It can also be very dangerous. I have seen the myriad of Facebook groups geared to the USPS, postal employees, and some specifically for Clerks. People ask job related questions about work practices, postal policies and even contractual questions about rights and benefits. I cringe when I read the answers provided to some of these questions. I literally find myself yelling at my phone, "No! That is not right! Please, don't follow their advice!"

For example: An employee requests a day off but their A/L

request is denied. What should they do? It is shocking how many people respond with things like: "Screw them! Take the day off", or "Call off for three days! That will show them", or "You are not requesting leave, you are telling them you will be off that day, take the day off!"

Please! Do not listen to these people! Sure, there are some good people who give good advice, but there are tons of "tough guy" keyboard warriors out there who talk a big game and will wind up getting you in trouble. Maybe an employee gets denied A/L and asks what they should do. These (*be nice!*)... "people"... will tell the employee to take the day off anyway because: "who cares what the PM says!" or "Take three days off. That'll teach them", or worse still "It's your leave to use anytime you want and they can't deny it!" Tough talk, but they won't be the ones facing discipline for being AWOL, or failing to follow instructions. YOU will face the consequences of following their horrible advice. As members of the PPWU, you have access to some of the smartest, most knowledgeable, stewards in the country. Take advantage of that. If you needed medical advice who would you turn to? Your doctor, who has a lifetime of training and education? Or the self-proclaimed "experts" who have no training, or experience, but once read an article on the subject? Protect yourself from the Facebook know-it-alls and contact your PPWU officers and Business Agents when you have questions.

The PPWU John T. Boxler Scholarship Program

(Affiliated with the American Postal Workers Union, AFL-CIO)

RULES and GUIDELINES

1. Applicant must be the son or daughter **or grandchild** of an active member of the PPWU through local affiliation or a Member at Large (M.A.L.)

2. The applicant's parent must be a member in good standing of the PPWU for at least one year immediately preceding the closing date of the application. The applicant's parent must be a member in good standing for the duration of the scholarship.

3. **The 2024 John T. Boxler Scholarship deadline will be extended to September 30, 2024 for this year only. Applicants must be a senior or have graduated in 2024.**

4. Applicant must be a senior attending high school or other corresponding secondary school.

5. Scholarship recipient must attend an accredited college of his/her choice. The scholarship must be used towards pursuing an undergraduate degree.

6. Application must be made on an official application form or photocopy duplicate.

7. Applicants must take the Scholastic Aptitude test or the American College Test. The S.A.T. or A.C.T. scores must be submitted along with the secondary school records and personal qualifications when application is made.

8. Applicants must write an essay of no more than **300** words on a "labor union related subject". The essay must accompany the application.

9. Each PPWU Scholarship will be \$1,000.00 for each of four consecutive years of college providing a satisfactory academic record is maintained.

10. The amount of the scholarship will be deposited with the college or

university attended by the recipient, or may be **sent to the winner upon his/her request**. When the recipient notifies the PPWU that he/she has registered with the school, the award will be sent to the business office to be applied to the cost of tuition, room and board, school supplies or school related costs.

11. Scholarship winners must contact

President. **The committee should have experience and appreciation for the labor movement.**

15. The PPWU may discontinue awarding new scholarships if funds are not available.

16. The winner of the scholarship will be judged on the basis of scholastic records, personal qualifications, S.A.T.



the PPWU Director of Human Relations each year to advise on his/her status in school.

12. The scholarship committee will provide one (1) winner each year. Two (2) alternates will be selected in the event of disqualification or rejection of the award by the winner.

13. If the winner fails to attend college in the award year, the award will go to the alternate.

14. The Scholarship Selection Committee will consist of qualified persons in the education field. No one connected with the PPWU will be on the committee. The decision of the committee will be final. The committee will be selected by the Director of Human Relations and approved by the

or A.C.T. scores **and will be balanced with the essay.**

17. Applications must be sent to: Director of Human Relations, Scholarship Program, PO Box 4051, Lancaster Pa 17604

18. All applications, essays and other materials received will become property of the PPWU and shall not be returned.

19. The applicant's parents must maintain their good standing in the PPWU for each year the scholarship winner receives the award. Failure to do so will result in forfeiture of the award.

20. All disputes or inquiries regarding the Scholarship Award will be resolved by the Director of Human Relations PPWU. All decisions are final.

Pennsylvania Postal Workers Union

APPLICATION FOR JOHN T. BOXLER SCHOLARSHIP

(Print or Type)

Your Name _____

Home Address _____

(Street No. / PO Box / Apartment)

(City / State / Zip Code)

I will/have graduated from (High School) _____

(City) _____ (State) _____ in (Month) _____ (Year) _____

I am planning on attending (College / University) _____

(City) _____ (State) _____ in (Month) _____ (Year) _____

I understand that I must have taken the Scholastic Aptitude Test or the American College Test, in order to be eligible to apply, and that I am personally responsible for having my S.A.T. or A.C.T. scores sent to the PPWU Scholarship Committee.

Name of family member in good standing in the PPWU: _____

Relationship: _____ Local Name/MAL: _____

Signature of applicant: _____

(Local Union Fill Out this Section)

Name of Local President: _____

Address of Local Union: _____

Phone number of Local Union _____

Signature of Local President / Secretary: _____

Return application to: Director of Human Relations, Scholarship Program

PO Box 4051

Lancaster, PA 17604

Deadline for Application: **Applications must be postmarked by May 1st**

DEADLINE EXTENDED UNTIL – SEPTEMBER 30, 2024.

Note: All applicants must read and adhere to the rules and guidelines established for the scholarship.

Three Clerk Resolutions Were Passed



Hey, hey! It's been a while since our last newsletter. I hope you all are well. In May 2024, elections took place for your PPWU officers

and representatives and I have been re-elected as your Clerk Craft Director. I will try to help you with Clerk issues and assist the business agents with your grievances.

Three Clerk resolutions were submitted, and passed, at the Convention in May.

1. PTF Guarantees: The current Contract provides that PTFs get a four hour work guarantee each day they are scheduled. This resolution calls for that guarantee to be four consecutive hours from the *beginning* of the tour whether you are scheduled in your home office, or an office you have been loaned to, and not later in the day.

2. Annual Leave charge: This resolution would ensure that the number of leave hours requested by a PTF will be entered into the TACs system when approved. The USPS often reduces the number of charged leave hours without the PTFs knowledge, or consent. This is usually due to management's inability to manage hours, or a desire to avoid paying overtime.

3. Seniority & Article 12: When an employee in an impacted facility accepts a transfer via the Priority 21-Day eReassign list, they move to the new office and keep their seniority. If they accept a transfer from the *regular* eReassign list, they begin a new period of seniority. This resolution seeks to allow employees to also retain their seniority on *regular* eReassign if their office is impacted under article 12.

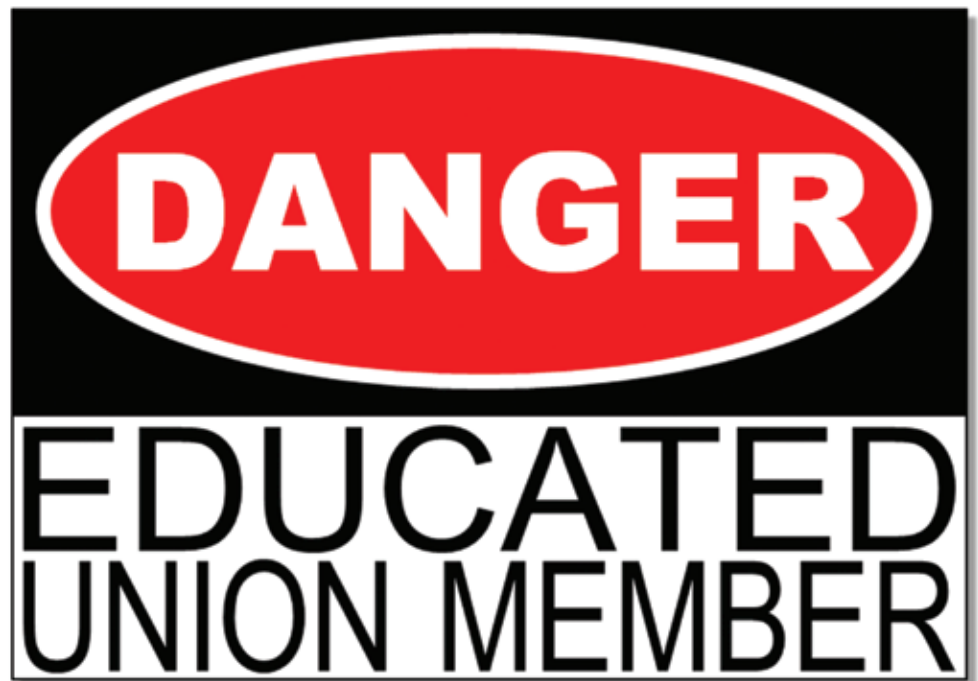
These resolutions will be debated at the National Convention in July. If adopted by the delegates at the convention, they will become part of the APWU's bargaining strategy for the new contract.

I have been in contact with our Congressional representatives trying to convince them to get onboard with H.R.82/S.597 (Social Security Fairness Act) which would repeal the Windfall Elimination Provision (WEP) and the Government Pension Offset (GPO). The WEP enacted into law in 1983, during the Reagan Administration, affects employees under Civil Service retirement. The WEP formula *reduces* Social Security benefits, **up to 50%**, for CSRS employees who were not required to

withhold Social Security taxes, but still qualify for Social Security due to working another job *which* did pay into Social Security. I am also asking our elected officials to support HR 4268 - The Federal Retirement Fairness Act, which would allow PSEs to buy back their service time towards retirement.

eOPF, the online Personnel Folder is back on liteblue! Access to eOPF had been blocked for over a year due to security concerns. Once you log onto liteblue, click on "MYHR". There will be a list of available apps. If the "eOPF/LiteBlue" icon is not there, you will need to add it to the list. This can be easily done by clicking the circle with the "+" sign in it which will open a list of all apps. Then click the "favorites star" for the app you want to add; in this case eOPF. Once the star is clicked and blue, you can go back to "MYHR" landing page and see it added as a favorite. You can now click on that icon and go to view your eOPF.

On June 12, 2024, the parties at the headquarters level signed off on a Memorandum of Understanding that will increase the Annual Leave Exchange limit to 80 hours and the Annual



Leave Carryover limit to 520 hours. This MOU will expire with the conclusion of the 2025 leave year.

SDUS Deployment & Upgrades - The USPS is upgrading Sorting & Delivery Centers (SDCs) with SDUS machines and SDUS+ retrofits. I'm not sure if these will result in additional consolidations. The facilities identified to receive upgrades are Southeastern S&DC, Erie P&DC, Philadelphia Bustleton/Carrier, Johnstown, and the Pittsburgh Storage Facility.

Contract time is upon us and the parties will open negotiation on June 25, 2024. Download the APWU app to be able to see what is going on and for any updates.

In Unionism.

Military Buy Back (MBB) Program



I want to express my gratitude to the delegates of the PPWU C o n v e n t i o n for giving me the chance to serve as the

Maintenance Craft Director for the PPWU. As a current steward, and trustee, for the Philadelphia BMC Local #7408 member with 24 years of postal experience, and a background in military service, I understand the importance of collective bargaining and ensuring fair treatment for all workers. I am committed to advocating for the rights and welfare of our union members, and veteran opportunities, within our organization.

Below is vital information regarding the Military Buy Back (MBB) program which is offered to all veterans. **I, personally, have participated in the MBB program and would recommend all veterans take this opportunity to learn more about this benefit to our members who have served.**

The Military Buy Back (MBB) Program allows you to apply credit for your military service time towards your retirement. Eligible military service time can be added to your years of civil service with the government and increase your retirement annuity. To receive credit for military service, you must pay a deposit, often referred to as a “military buyback”. Because pension withholdings were not made during your time of military service, you must retro-actively make those

deposits in order for your military time to count towards your annuity. The amount of the deposit is normally based on a percentage of the earnings received during military service and may include interest.

If you were on active duty in the military and received an honorable discharge, your military service is potentially creditable under the Federal Employees Retirement System (FERS) or the Civil Service Retirement System (CSRS). On January 1, 1957, military service became covered by Social Security. You may choose to make a deposit for your military service performed after 1956. This deposit is called the Post-1956 Military Deposit. To make the military deposit, you must complete the MBB process.

If you complete a Military Buy Back, it will increase the number of years in service that are used for your annuity/pension calculation. Another benefit to buying back military time is that in addition to the higher retirement pension, you may be eligible to retire sooner.

To initiate a Military Buy Back, please contact the HR Shared Services Center (HRSSC) at **877-477-3273**, option 5 or TDD/TTY **866-260-7507** to request an MBB kit which will help explain the process, estimate your earnings, and calculate your service credit payment.

As a general rule, military service is creditable for retirement purposes if you were terminated under honorable conditions. To receive credit for military service toward the retirement computation date, you must make a deposit. A 3-year interest-free grace period exists from the time of your initial effective date at any federal agency. Following the initial 3-year period, interest will be included in the buyback amount.

Making Sure Members Are Treated Fairly



Hello, I am Gerald Hill and I am the newly elected Motor Vehicle Craft Director for the P e n n s y l v a n i a Postal Workers Union. I have

worked at the United States Postal Service for 8 years and have been a Union Steward for the past 3 years. I became active in the Union at the insistence of several people who believed I would be a good Steward. As with anything new, I had a lot of trepidation about taking on the responsibility, but I soon found out that I could use my skills and knowledge to benefit the members. I can honestly say that it has been one of the most rewarding things I have ever done.

It is very important to me that members are treated fairly, with respect and dignity. I believe that once we get past that hurdle

with management it makes the job a much better and more enjoyable place to come to every day.

I tell new employees at orientation that one of the Union's most important jobs is to make sure our members are satisfied and happy about coming to work every day. I mention that management has an obligation to follow the Contract. I also let them know that, throughout their career, they will work with fair supervisors *and* some “not so fair” supervisors. The job of the Union is to make sure the less-than-professional supervisor is not encroaching on our member's rights and they, with their “not so fair” attitude, are still adhering to, and abiding by, the Contract.

It has been my pleasure to serve as the Eastern Montgomery County Area Local 2233's Transportation Craft Director for the Southeastern, Tri-County facility. It is my honor to be the newly elected Motor Vehicle Craft Director for the PPWU. I continually strive to be a better Steward and I'm hoping that there is more for me to learn so that I be even better equipped to continue to fight the good fight for the dedicated members of the APWU and PPWU.

Congratulations PPWU Officers



Hello all it's been a while. I would like to congratulate the returning PPWU officers, welcome the new officers, and wish all an enjoyable safe

summer. I am George Jendry, your PPWU craft director for the Support Services division. Support Services is a small but diverse craft representing APWU bargaining unit members at Information Technology/Accounting Service Centers, Operating Services facilities, Mail Equipment Shops and Material Distribution Centers. We also represent the professional nurses employed by the Postal Service as well as APWU members employed in the private sector, including mail haul drivers and Mail Transport Equipment Service Center employees.

My local is the Wilkes Barre IT center in Wilkes-Barre PA, Local 7067. There are currently over 100 craft openings for people interested in becoming computer programmers/developers. External postings can be found at <https://www.usps.com>. Click the "Careers" link then the "apply now" button. From there you will need to choose Information Technology/security as the "Functional Area". Openings are posted weekly, so check back often! There are various jobs posted here and, currently, all craft computer programmers/developers are remote jobs, working from home.

The National Convention will soon be upon us. PSHB (Postal Service Health Benefits) will roll out during Open Season. The 2024 Presidential election is looming and . . . by the way . . . The APWU will begin negotiating a new Collective Bargaining Agreement. A lot is happening with APWU! I encourage everyone to visit <https://apwu.org/> and <http://www.ppwu.org/> to keep up to date.

Concerning the PSHB, there seems to currently be more questions than solid answers. Premium costs are always a top concern and if PSHB follows the same timetable as FEHB, brochures will not be available until mid-October. See this link for the OPM timetable for FEHB Program Carrier Letter. <https://www.opm.gov/healthcare-insurance/carriers/fehb/2023/2023-06.pdf>

OPM has confirmed, earlier this year at its carrier conference, that insurance carriers participating in PSHB are not required to carry over all of the current FEHB plan options.

<https://federalnewsnetwork.com/benefits/2023/06/postal-fehb-enrollees-feel-angst-as-opm-builds-usps-only-health-insurance-marketplace/>

Also reported by the Federal News Network was the announcement of a flash report put out by the OPM OIG. See link:

<https://federalnewsnetwork.com/cybersecurity/2023/11/opm-watchdog-flags-cybersecurity-concerns-for-usps-health-care-marketplace/>

It seems the Office of Inspector General (OIG) also has cybersecurity concerns for the USPS health care marketplace.

It is not reassuring that this report is flagging concerns a year out from the PSHB Open Season. Across the country, it appears that cybersecurity is not going the right direction. We rarely go a week without hearing about a new security breach. Read the full OIG report here: <https://www.oversight.gov/sites/default/files/oig-reports/OPM/PSHB-085-Flash-Audit-Alert-Carrier-Connect-ATO-Redacted508.pdf>

I urge all to stay informed about PSHB as it rolls out. USPS is required, as part of the Postal Service Reform Act of 2022, to provide educational resources for annuitants and employees of the Postal Service to raise awareness of the availability of program plans and requirements for enrolling in such plans. <https://www.congress.gov/bill/117th-congress/house-bill/3076/text>

Farewell for now, but the struggle continues.

PPWU Informational Meeting

Join from your computer, tablet or smartphone.
<https://meet.goto.com/614452437>

Wednesday, August 7, 2024
6:00 PM – 8:00 PM (EDT)


You can also dial in using your phone.
United States: +1 (872) 240-3311
One-touch: 1-872-240-3311, 614452437#

Meeting Access Code: 614-452-437

Have a question you would like to ask at the meeting? Get Your questions in ahead of time!
Send questions to:
KALpres@comcast.net

As a PPWU member, you are invited to join this meeting. This is a Members Only meeting. Please, do not share this meeting/log in information with people who are not PPWU members

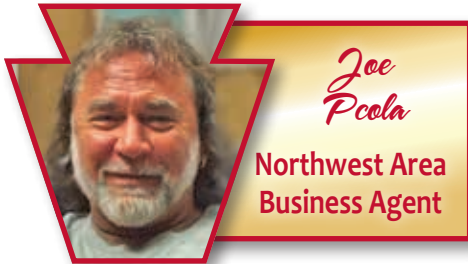
Download the GoToMeeting app and be ready when the meeting starts!
<https://meet.goto.com/install>



Scan to join meeting



The Only Dumb Questions Are The Ones That Aren't Asked



Greetings fellow postal workers. I would like to start off by saying Happy Summer!!! Writing articles has never been my idea of fun

but sometimes you know you've just got to get the word out and talk to people. There are a ton of things going around in our heads in this ever-changing world in which we live in and working at the post office may often be somewhat of a challenge. Often, we find ourselves with some downtime; that cell phone comes out and we say to ourselves, "What am I going to Google now?"

There are links to many great resources on the National APWU website (www.apwu.org). The APWU/USPS Contract, current pay scales, FMLA forms, and many other useful items can be found. It's all there, waiting for you to start scrolling.

I have talked with many clerks in the Northwest area during my time with the PPWU about what to do if (more like . . . "when") something different, or odd, or unusual happens during your day at work. The question comes up, "Can they do that?" Contact your Union Rep and pass the information on to them.

No matter how small or insignificant it may seem, if it concerns you, and affects your job at the post office, it's worth finding out the answer. The only dumb questions are the ones that aren't asked. If I don't know the answer, I'll find out the answer. I have great fellow business agents who have a ton of experience and knowledge.

Emails are, sometimes, the best way to get your message to us. Our contact information is available at www.ppwu.org on the "Officers" page. Who . . . what . . . where . . . and when are normally the most important things to record when a violation occurs. In many cases questions can be easily answered. Other times a grievance needs to be filed. I only have fourteen days from the date a contractual violation occurs to file a grievance. So, please do not wait. Call, or send, an email A.S.A.P.

As I write this article, on this June 21st morning, the thermometer outside is rising. The highs this week here at the Warrendale NDC were in the mid-90s. Your personal safety should always be a priority and the USPS has a role to play in your safety and health at the workplace. The Postal Service has guidelines for temperature control in the office.

For example, the Joint Contract Interpretation Manual states in Article 14.4 that "The Postal Service's Energy Conservation Program provides a heating maximum of 65F and a cooling minimum

of 78F. Common sense and reasonable adjustments are to prevail when temperatures are significantly out of line. If your temperature goes beyond 78 degrees, please fill out a PS from 1767 so we can assist and get the situation abated before it gets too hot. "

Speaking of heat . . . here is something else "Hot off the Press". As others have reported, the increased Annual leave Carryover and A/L Exchange limits have been extended once again. The parties agree that for leave year 2025, career employees may carry over 520 hours of accumulated annual leave from leave year 2024 into leave year 2025.

The limit for the Annual Leave Exchange Program, which allows employees to "sell back" a portion of their advanced A/L was increased from 40 hours to 80 hours for Leave Year 2025. To participate in the Leave Exchange Program, employees must meet two requirements:

The employee must be at the maximum leave carryover ceiling at the start of the leave year, *and*

The employee must have used fewer than 75 sick leave hours in leave year 2024.

Having leave is crucial in the event of a serious health condition, but it also can be important to those nearing retirement. Employees with fifteen or more years of service earn thirteen (13) days of Sick Leave per year and, as much as, twenty-six (26) days of Annual Leave. As we get closer to retirement the body may not be as responsive as it was back in our youth. Saving leave is important to maintain income if you are ill or injured.

If you make it retirement in one piece, unused Sick Leave will be credited to your service which will increase your pension. Accumulated, and *earned**, Annual Leave will be paid out as "terminal leave". When you consider that it can take up to 90 days before you start receiving pension checks, having a terminal leave payout can give you peace of mind and make the transition to retirement a bit less stressful.

* Note: It is important for Full Time employees to remember that during your retirement year you may **not** have earned all the Annual Leave showing in your available A/L balance. FT employees receive their A/L at the beginning of the leave year, but they have not earned all of that leave until the year is over. For example: If you retire in July, you have been advanced a year's worth of A/L, but you have only earned half of it. If you use all of your "available" A/L before you retire in July, the USPS will issue a Letter of Demand to collect money for leave that was paid, but not earned. Keep that in mind when calculating your leave balance at the time of retirement.

Thanks for taking the time and reading.

In solidarity.

GET INVOLVED IN YOUR UNION

Changes On The Horizon



My name is Tom Molanick and I am the Southwestern Area Business Agent representing members in the 150-157, 159 zip

codes. I'd like to take this opportunity to cover a couple of issues with everyone.

Changes on the Horizon

Across the country, the USPS has begun changing trucking schedules for mail collected through sales at the windows. Under the "Optimized Collections" program, collections mail will only be picked in the morning when the delivery mail is dropped off. The evening and closeout pick-ups are being eliminated.

This means that mail will sit, overnight, in the local office before, finally, being trucked to a sortation center in the early morning hours of the following day (or longer if it's a Saturday or there is a Monday holiday). Mail is intentionally being delayed, including Express Mail, which currently has a two-day delivery guarantee. How can they meet a two-day delivery guarantee when one day is lost through Optimized Collections? The USPS is paying out Express Mail refunds at an astonishing rate. They do not care about the service to individuals. It is all about the money. I have friends that ship items by Express Mail who took a chance on timely delivery and received a refund when the USPS failed to deliver their Express Mail on time.

At this time, I am not aware if this program has been rolled out in the Southwestern PA area, but you are the eyes and ears of the Union, and we rely on you to contact us if this occurs. You can also let us know of any other rumblings you might hear on those daily telecons. If you just happen to overhear anything relating to this, or other changes, that could have an impact on the membership do not hesitate to notify the Union.

Sadly, it seems that, often, the Union is usually the last to be notified of changes. I know most postmasters love to blast their ZOOM meetings on speakerphone, or their computer. It's

IF YOU FIND MISTAKES

in this publication, please consider that they are there for a purpose. We try to publish something for everyone, and some people are always looking for mitsakes!

hard, in these small offices, not to hear what is being said as the clerks in small offices are not far away. You already have a great telephone network where you talk with each other about current affairs. Share that information with the PPWU!

Incidental Leave

Any leave requests, not done per the Choice Vacation picks, are referred to as "Incidental Leave" requests. This includes a day here and there, or a couple of hours, etc . . . These leave requests need to be submitted on a PS Form 3971 in duplicate.

As a Member-at-Large (MAL), if no other clerk in your APO cluster is off on A/L that day, or week, the request **must** be approved. If denied, contact the Union. Your Postmaster or management officials need to sign and date the 3971. Then, they have 72 hours to return the 3971, approved or disapproved. If this does not happen, the request will be considered approved.

I cannot express enough how important it is to submit 3971s. Don't just talk about your leave request with the Postmaster, or write it on the calendar, and hope that you will get your well-deserved vacation. If you have not submitted a 3971, you have **not** made an official leave request.

The USPS is paying out Express Mail refunds at an astonishing rate. They do not care about the service to individuals. It is all about the money.

I have seen numerous instances where management waits until the week prior to your leave and then denies your request claiming "Needs of Service" because they **WILL NOT** look for coverage. In finding a replacement for you the postmaster must seek out qualified clerks within a 50-mile radius across POOM area and Districts to replace you.

Knowledge Is Power

If you have some down time between customers and are on the computer at work, bookmark these handbooks and manuals and read them a little at a time. You will find the answers to many of your questions and issues here, and won't have to rely on a lot of the bad advice found on the numerous Facebook groups.

Joint Contract Administration Manual (JCIM)

Collective Bargaining Agreement (CBA) This is the contract. Employee and Labor Relations Manual (ELM). Management loves to cite excerpts from this manual in Investigative Interviews (PDI) and attendance reviews. One of their questions will be to quote a portion and then ask are you aware of such and such clause and most clerks will say yes but have never seen it before.

As Yogi Bear said, "You need to be smarter than the average bear !!!"

An Injury To One Is An Injury To All



Greetings to APWU members in the State of Pennsylvania! My name is Timothy Thompson, and I am the new Business

Agent for the Central region. I was elected to the position at the Pennsylvania Postal Workers Convention in Pittsburgh, in May. I have been a steward for the APWU for over five years and a Local Business Agent for the Keystone Area Local for more than a year.

A great National Business Agent once said, and continues to say, *"An injury to one is an injury to all."* Now, Vince Tarducci wasn't talking about physical injuries. He is referring to injuries the membership, and the Union, suffers when management violates the contract. An injury to one is, truly, an injury to all.

Each time we allow management to take an inch, they **will** take a mile. If we sit idly by and allow management to abuse, and violate the rights of, our coworkers, who will stand up when they come after me, or you?

If your Level 18 postmaster works sixteen hours, that extra hour is yours. The postmaster is capped at 15 hours of Clerk bargaining unit work (BUW). That BUW allowance does **not** include custodial duties. Postmasters are not permitted to do Custodial work. You have a right to that work. If the carrier craft is sorting our mail, that is your work, and you have a right to it.

If your postmaster is out of control, and their conduct is unbecoming of a member of management, report it. You have the right to work in a hostile-free workplace. If you see that something is not right, say it, write it, and document it. Call, or email, your Union representative. Let us investigate the issue. If you see a safety issue or, a hostile work environment, please fill out a PS Form 1767 - Report of Hazard, Unsafe Condition or Practice.

If you see it, say it! Protect Our Work!
In Union solidarity.

PSHBP & The Upcoming Open Season

by Andy Kubat

The Postal Reform Act of 2022 brought changes to the Health Benefit program for postal employees. Two of the biggest changes include the creation of a Postal Service Health Benefit Program (PSHBP) and the **requirement** that all employees who retire after January 01, 2025 **must** enroll in Medicare when they turn 65. This article will focus on the Health Plan changes. Medicare integration will be covered in the future.

Things are changing quickly as the Office of Personnel Management (OPM) scrambles to get things ready. The program is continually developing, and OPM has been releasing updated information as it becomes available. There is a lot of confusion out there regarding the PSHBP. Hopefully, we can dispel some of the myths and help you better understand this transition.

I don't want USPS running my health care! I see how the USPS runs it's business and I don't want them handling my health care. Rest assured, the USPS will not oversee your health care. This is a Postal Service Health Benefit **Program**, not a health **plan**. "Postal Service" being in the name merely indicates that the program is limited to postal employees vs FEHB which is open to all federal employees. The PSHBP will be made up of individual health plans (APWU, Blue Cross, Aetna, etc...) *They*, along with OPM, will manage your health care, not the USPS.

Still in FEHB: The PSHBP is *still* part of FEHB. Postal employees are not being forced out of FEHB. The PSHBP is a subgroup, but it is under the umbrella of FEHB. The program will be administered through OPM just as FEHB is.

Must Pick A New Plan: Initially, we were told that

everyone **must** make a new health plan selection in Open Season. Now, OPM says that if your current health plan is offered in PSHBP you will automatically be slotted into that same plan. If you are happy with your plan *and* it is available in PSHBP you do not have to do anything. If you *wish* to change plans, you will have to make an Open Season election. **IMPORTANT:** If your current health plan is **not** offered in PSHBP *and* you do **not** make an Open Season selection, OPM will choose a plan for you. In that event, you will be placed in the cheapest health plan available that does not carry a deductible. It is very important to verify that you are "slotting into" your current plan, or that you select a plan. All employees will be receiving a letter in October indicating what their current health plan is and whether that plan is offered in PSHBP.

Take advantage of available resources: *Write this down because I don't say it often but . . .* The USPS is, actually, doing
Continued on page 15

A graphic featuring three 3D orange figures standing on a path of blue puzzle pieces. The text "NOT A MEMBER YET?" is in large red letters at the top, and "JOIN NOW!" is in even larger red letters below it. At the bottom, it says "Contact a Union Steward or register online at APWU.ORG" in black text.

Violations That Are Happening Across The State



I was recently re-elected to my position as the Pennsylvania Northeast Business Agent and would like to thank Andy Kubat, Lehigh

Valley Area Local President for nominating me. I took over the position a few back after Chris Day passed away and this will be my second full term. I look forward to serving the members of the Pennsylvania Postal Workers Union.

I would like to discuss some common violations that are happening across the State:

PDIs: A Pre-Disciplinary Interview (PDI) or Investigative Interview (II) is conducted when management is considering discipline. Employees have the right to Union representation during a PDI/II. While it is not required, a *smart* manager will reach out to the Union **prior** to the PDI to ensure a representative is available. Others do not. Some postmasters believe it is the employee's responsibility to contact the union and arrange for a steward to be present, but that is not true. It is the employee responsibility to *request* a steward. It is management's job to contact the Union and *provide* the steward and it must be an APWU steward, not a carrier or rural steward.

If management attempts to conduct a PDI/II **without** a Union representative the employee should state that they are officially requesting representation. If management claims the Union is not available and continues the PDI without the Union, you should answer every question with "*I am requesting Union representation and will fully cooperate when I have representation.*" Make sure you contact the Union if this happens.

If management issues discipline, you must contact the Union immediately because the Union only has 14 days from the issuance of the discipline to file a grievance. Normally, discipline stays in your file for two years and during that time, management can use that discipline to progress to more severe levels of discipline. In our grievances, the Union asks for the discipline to be rescinded, and expunged from your record. If the Union

cannot expunge the discipline, we will try to reduce the time that the discipline will be "live" in your file.

The normal progression of discipline is a Letter of Warning, short suspension, long suspension, then removal. Management must follow this progression discipline. There are, however, some exceptions to progressive discipline such as: fighting, stealing, drugs, etc . . .

PTF Guarantees: A PTF has several guarantees. One is 24 hours in a pay week. Another is that, once scheduled, the PTF is guaranteed 4 hours. If a PTF's lunch is more than two hours, the PTF is guaranteed another 4 hours after lunch.

Most times this does not honor this guarantee and the PTF needs to contact the Union to file for payment for whatever portion of the guarantee the PTF did not receive, before or after the lunch. Lastly, if there is a PSE in the cluster, a PTF is guaranteed 40 hours in the week. The only exception may be for simultaneous

hours, if the PSE and PTF are both working at the same time. Any questions on these guarantees, contact your Local Representative.

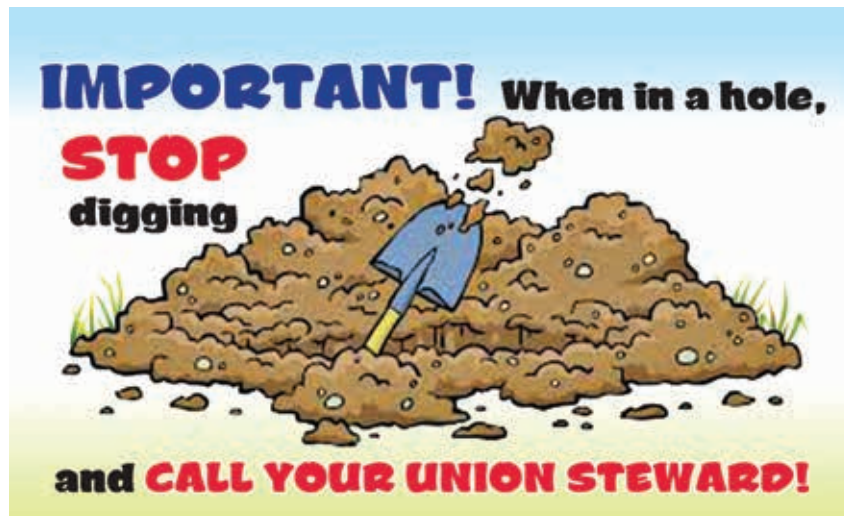
Letter of Demand: When an employee owes the Postal Service money, management must issue what is a Letter of Demand (LOD). The LOD should state the reason for the debt, the amount, options for repayment, and must

include language informing the employee that they have 14 days to file a Grievance. The 14 days begins on the date the employee **receives** the Letter of Demand.

If you get a LOD it is very important to notify the Union immediately. Once the Grievance is filed, management cannot withhold any money from your check until there is a decision on the grievance. Any money withheld would appear on your paystub as "P.O. Debt". If that happens to you, contact the Union and provide a copy of the paystub showing the money was withheld. Involuntarily taking money from an employee to pay a debt while there is a live grievance is a serious contractual violation. The Union has been successful in getting debts expunged and money returned when this violation occurs. It is very important to get that Grievance filed ASAP.

Inspectors: Employees have the right to Union representation when being interviewed by agents of the Postal Inspection Service (PIS) or the OIG. It is very important to have Union

Continued on page 15



Thank You For The Opportunity To Serve!



Hello Union Brothers and Sisters.

My name is Mike Crum and I am the newly elected business agent for the Southeast Area of

the PPWU. I am filling the position vacated by Jeff Renfro. I want to wish Jeff the best of luck in his future endeavors and thank him for serving on the PPWU Executive Board over the years.

I have been a APWU steward for the Keystone Area Local #1566 since 2017. I served as the Craft Director for the

Motor Vehicle Service for 3 years before being appointed to the Director of Industrial Relations for the local. In that roll, I represent the MVS, Maintenance and Clerk crafts which I will do your PPWU Business Agent.

I am very familiar with filing grievances on contract violations for issues most common to each craft including: Custodial line-H, Postmasters going over their BUW hours for clerks, overtime issues, discipline, PTF conversions, work hour guarantees, and many other small office problems. I look forward to representing the Members-at-Large (MAL) of the PPWU. I am always available for questions and concerns, please don't hesitate to reach out with those questions.

Thank you for the opportunity to serve you!
In Union solidarity.

Violations That Are Happening Across The State

Continued from page 14

representation when being interviewed. The Inspectors are not your friend. They will act nice but, next thing you know, you are incriminating yourself without even realizing it. If the OIG attempts to call you, you have no obligation to take their call. If they show up at your door, do not open it. Any interviews should happen on postal property on the postal clock.

Injured employees performing Clerk work: Prior to assigning Clerk work to any injured employee from another craft, the USPS must notify PPWU President Kim Miller to discuss other options. A Rural carrier should **never** be assigned to Clerk work, injured or not injured. The APWU wants to ensure that Clerk work is done by Clerk craft employees. More importantly, *you* should want to protect *your* work.

Carriers and management performing Clerk work: It is especially important that we file grievances when carriers and management perform clerk work. Again, we need to protect our work. I know there are some Clerks who welcome the help, but you are doing yourself and your coworkers a

disservice. We must think long term. The Clerk craft will need those hours in the future. If a you observe this violation, send an e-mail detailing who performed the work, how long it was performed, and what work was performed. You can also download Witness Statement forms from the PPWU website. The clerks who send the statement will be paid for the violation.

Never be afraid to contact the Union. The Union cannot address a violation if we don't know about it and we rely on member's input. You are our eyes in the field. We are all one, and the Union is here to help, not hinder, the clerks.

Finally, I would like to congratulate all the elected officers of the PPWU along with new President Kim Miller. I have known Kim for many years and I know she will do an excellent job. Thanks to prior PPWU President Mike Stephenson welcoming me into the Executive Board when I was new Business Agent.

My contact information is listed below. Feel free to contact me with any questions or issues. I look forward to helping the Clerk Craft in the future.

PSHBP & The Upcoming Open Season

Continued from page 13

a good job getting information out to employees. There is a wealth of information available on liteblue. After logging on, click the "MyHR" tab and then navigate using the following menu options: *Pay & Benefits → Benefits → Federal Employee Health Benefits → Postal Service Health Benefits*

The USPS is also hosting "Lunch and Learn" seminars over Zoom to discuss the upcoming changes and how the PSHBP and Medicare integration will affect employees. I have participated in two sessions and found them to be very informative. These Zoom meeting are held twice per month at 12:00 pm and 4:00 pm. The next meetings are

scheduled for 7/11, 7/25, 08/08 and 08/22.

I encourage everyone to send the text "PSHBP" to **39369** to receive text message notification about upcoming seminars. You can also call the PSHBP Hotline at 833-712-7742 if you have questions. The Office of Personnel Management (OPM) also has information that can be accessed clicking by selecting "Insurance" from the drop down menu and then clicking the PSHBP link.

This change is coming. Like it or hate it, it will happen. The best way to avoid calamity is to educate yourself and be better prepared. Take advantage of the resources that are out there.

American Postal Workers Union

**PENNSYLVANIA POSTAL WORKERS UNION
THE KEYSTONE**

PO Box 60335
Harrisburg, PA 17106

NON-PROFIT ORG
US POSTAGE
PAID
PRESORT INC

Change Service Requested

Executive Board of the Pennsylvania Postal Workers Union, AFL-CIO

President

Kim Miller

717-540-1191

Executive Vice President

Kevin Gallagher

570-961-2080

Secretary/Treasurer

Jim Snyder

570-347-9953

Director of Human Relations

Donna Welch

610-777-6793

Publicity & Legislation

Andy Kubat

610-882-3278

Clerk Craft Director

Charles Kukulski

610-279-7801

Maintenance Craft Director

David Smith

717-540-1191

Motor Vehicle Craft Director

Gerald Hill

267-726-5857

Director, Support Services

George Jendrey

570-209-0060

Northwestern Area Business Agent

Joe Pcola

724-776-6309

Southwestern Area Business Agent

Tom Molanik

412-321-4700

Central Area Business Agent

Timothy Thompson

717-540-1191

Northeastern Area Business Agent

Chad Beer

610-882-3278

Southeastern Area Business Agent

Michael Crum

717-540-1191

Opinions expressed in this paper are those of the individual and not necessarily those of either the PPWU Executive Board. The Keystone is the official publication of the Pennsylvania Postal Workers Union, APWU, AFL-CIO and is published irregularly.



— Visit us on the web at www.ppwu.org —