

State Of The Union



Brothers and Sisters, it is, once again, that time of the year when the Postal workers of all crafts are busy preparing for the upcoming season! By the time you read this, we will have played a critical role in deciding the fate of our great country. Almost 63 million mail-in ballots were requested; 1.6 million in Pennsylvania. As always, postal workers stepped up, put the hard work in, and got the job done. I want to thank each of you for the effort you put out to make this a success! Whichever direction our country goes and whatever challenges we may face, we will need to continue to work for the American people and fight to keep the Postal Service viable for each town and city.

It is time to let the public, local businesses and governments, our family, and friends know of our struggles to save the Public Post Offices in their communities.

Contract Update

Our Collective Bargaining Agreement expired on September 20, 2024. After several rounds of intense negotiations, the APWU and USPS were unable to reach agreement on a new contract. The parties have agreed to a “Stop the Clock” and our National Officers continue to negotiate trying to achieve a new Collective Bargaining Agreement. The APWU is also in the process of selecting a neutral Arbitrator if negotiations break down and we have to arbitrate.

Open Season

It is imperative that everyone pays close attention to the Open Season for Health Benefits this year as we change from the FEHB plan to the new Postal Service Health Plan (PSHB). PSHB plan coverage begins January 1, 2025. Postal Service employees and annuitants can enroll during the Open Season from Nov 11 – Dec 9, 2024.

OPM is working to make the transition to PSHB as simple as possible by automatically enrolling Postal Service members into a PSHB plan based on their current FEHB enrollment. You will receive notification, in the mail, identifying the comparative plan in PSHB which is the closest to your current plan. If you don't want that plan it is up to you to select another plan.

Fighting To Protect Service!

On October 1, 2024, the American Postal Workers Union took a stand against Postmaster General DeJoy and his destructive 10-year plan. DeJoy has been implementing changes that are slowing mail delivery without allowing the American public an opportunity to see these plans or comment on them. The APWU Day of Action, on October 1st, was an effort to educate the public that these

changes are happening and that they have a voice on their mail delivery standards. The Postal Service will not silence us anymore.

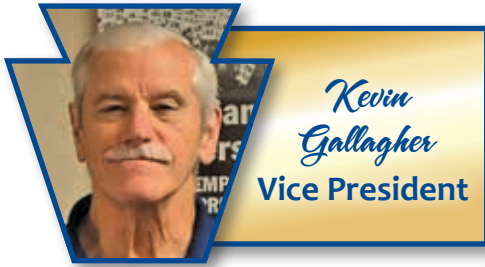
We are coming to a pivotal point of our careers. We need to fight to return to the delivery standards that were in place in 2012. When local mail was delivered the next day and 2-3 day delivery was the (achievable) goal for all other mail.

The Postal Service continues to make false claims that they *are* delivering mail on time when, in reality, they have just moved the goal posts. Two-day delivery taking four days? Change the delivery standard to four days and then claim you are delivering on time! PMG DeJoy and USPS management have failed in their duty to ensure that the American people receive first class service.

It is time to let the public, local businesses and governments, our family, and friends know of our struggles to save the Public Post Offices in their communities. Whether city, suburbs or rural areas *we* are fighting to ensure *they* get first class service. To think that we went from “*Every Piece – Every Day*” as our slogan to “maybe we can get to you today . . . or next week”. The greatest impact will be on rural America. I encourage you to speak out

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Open Season – PSHB Health Plan



The Office of Personnel Management (OPM) administers health insurance programs for Federal employees. The Postal

Service Relief Act, passed by Congress in 2022, created the Postal Service Health Benefits (PSHB) program, a new postal-employee only insurance group within the Federal Employee Health Benefits (FEHB) system. This new system will take effect on January 01, 2025.

All employees, and retirees, should review their current health insurance program to ensure it is being offered in the new PSHB program. If your current FEHB plan is **not** offered in PSHB you **must** select a PSHB program or OPM will select a plan for you. OPM will pick what *they* feel is a comparable plan and they will enroll you in that plan.

Information about the PSHB program is available at www.opm.gov/healthcare-insurance/ps hb/

Or you can call the help line at 833-712-7742.

Health Plan Premiums On The Rise

Have you ever wondered why health plan premiums vary so much? OPM uses a formula to determine Health Benefit Program costs. Basically, it is income minus expenditures plus legally required reserves equals the premium. The USPS pays 72% of that premium and the employee pays 28%.

The APWU Consumer Driven Health Plan (CDHP) stands out from all other health plans because APWU members receive a tremendous reduction in the cost of their health care premiums. Career employees enrolled in the APWU Consumer Driven Health Plan only pay 5% of the premium versus 28% premium paid for all other plans. This is nearly an 80% reduction in premiums. The only stipulation is that the employee must have been enrolled in an FEHB/PSHB plan (any plan) for one year.

Sounds good – **BUT**, nonetheless, – I recommend everyone review all of the plans and the coverage each plan offers to include pre-certification requirements for hospitalization, prescription coverage, etc. to ascertain what's best for you and yours.

WARNING! With the transition to PSHB and Medicare integration, it is very likely there will be some predator insurance salespersons out there who may try to sell you health insurance that you don't need. Some of the "benefits" they offer may already be covered by PSHB plans, or Medicare. Before you purchase any of these plans, review them carefully and compare them to your current plan to determine if you need to make changes. An informed decision is always the best decision.

Open season begins 11/11/24 and ends 12/9/24

Medicare Integration

The Postal Relief Act also integrates employees into Medicare. Postal employees who retire after January 01, 2025 will be required to enroll in Medicare Part B when they become eligible. Medicare **Part A** covers inpatient hospital care, skilled nursing facility care, nursing home care, home health care and hospice. Postal employees pay Medicare taxes throughout their career and at age 65 are enrolled in Medicare A at **no** cost.

Part B covers certain doctor services, outpatient care, preventive services and medical supplies. **ALL** postal employees, who retire after Jan 01, 2025 will be **required** to enroll for Medicare Part B at age 65, or when they stop working. Part B premiums will be deducted from your monthly Social Security benefits. **If you don't enroll in Part B, when eligible, you will lose your PSHB health benefits.** There are also Medicare Part C and Part D that are not required, but can be reviewed to see if they offer any benefit.

Christmas Season: Are You Ready?

Our annual exercise in frustration will soon begin. The season of short-staffing; very high mail volumes; and management expecting more with less is almost upon us. There is **no** excuse for contract violations, or miss-treatment of our members, and the Christmas Season is no exception! Notify the PPWU if management commits violations, tries to bully, or harass you.

Even without peak season volumes, or overbearing managers, working for the USPS can be very stressful. We want employees to know they do have access to the Employee's Assistance Program (EAP) at no cost to members. Do not be afraid to reach out to EAP if the stress becomes too much. Stay calm and try to enjoy Christmas with those you are close with.

RTO Regional Transportation Optimization (RTO)

The USPS is planning to implement RTO nationwide sometime in 2025. Based on current information, any post office that is **not** within 50 miles of a Regional Processing Center will have their mail delayed one day (*at least*) as evening mail pickups will be eliminated. Mail collected during the day will remain in that post office, overnight, and will not be taken to the plant until the next day. The morning truck dropping off mail for delivery will collect last night's outgoing, or originating, mail. Mail *will* sit overnight. Why? Because the PMG DeJoy believes that end of day collections and multiple transport runs to each office are not economical for the USPS.

Will this cause delays? Absolutely! Will it cause job impacts? Absolutely! Rough estimates are that, as many as, 24,000 post offices nationwide could be affected. The PMG claims that "some" offices outside the 50 mile limit will continue receiving end of day collections, but no criteria for these exceptions has been identified. Right now it is all very vague and non-specific.

Rural areas will be hit the hardest as they have no other

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Secretary/Treasurer's Report



On September 27, 2024, I attended our first (in person) Executive Board meeting since the PPWU State Convention in May. The meeting

was held at the Keystone Area Local's new Union Office with PPWU President Kim Miller presiding. The meeting was a success with each officer giving a report. There was a lot of positive discussion on ways to help keep the PPWU, and its members, up to date on postal issues affecting them.

In October, I was given the opportunity to attend the APWU Health Plan Seminar held in Baltimore, MD. The seminar was a total success, in my view, and I encourage all members to look at, and examine, the APWU Health Plans (High Option and Consumer Driven). Check them out to see which plan best meets the needs of you and your family for 2025. The coverages are there, and the premiums are lower than most other plans. In

fact, premiums for the APWU High Option are lower for 2025 than they were in 2024! Members with at least one year in any FEHB plan who enroll in the Consumer Driven plan can save several hundred dollars every pay due to the reduced premium benefit negotiated by the APWU.

The PPWU Executive Board voted to continue our organizational incentive campaign to encourage people to sign up new members. Any PPWU member who signs up a non-member will receive a monetary prize. You can download Form 1187 from the APWU website, or you can contact me and I will send you a form. Return the completed, and signed, Form 1187 to me. Remember, we are all stronger by our numbers!

As your Secretary/Treasurer, I am pleased to report that all of our bills are paid and the PPWU has no outstanding debts, or balances. Your PPWU is financially sound and will continue to prosper under President Kim Miller with help from the other state officers.

I would like to extend holiday wishes to all and a safe, healthy, and prosperous 2025. If any Member-at-Large (MAL) has any questions, feel free to contact me.

Open Season – PSHB Health Plan

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options. They either accept the one-day delay or drive their mail to another post office that will have an evening collection. This is just one more example of DeJoy's lack of concern for the customer and blind focus on "profitability." He forgets that this is the United States Postal **Service!**

The PMG has asked the Postal Regulatory Commission for an "advisory" opinion on this plan. An "advisory" opinion carries no obligation to adherence. If the PRC review raises concerns about mail service delays to businesses, and customers, they could recommend the USPS not implement the plan. However, since it is only an advisory opinion, the USPS is not bound to follow their advice. The PMG can ignore the PRC and implement the Optimization plan if he chooses to.

"Transit" Day Loss = Faster Delivery (huh?!?)

PMG DeJoy has also decided that Sunday will no longer be considered a day of transit for mail. The combination of the RTO plan and the elimination Sunday transportation means that a 1st class mail, priority mail, express mail, etc. deposited on Saturday at one of 24,000 post offices will sit in that office until Monday morning.

If that letter is delivered on Wednesday, the USPS will claim it has met its 2-day service standard when the reality is that it took five days to deliver. Of course, the USPS prefers to deal in fantasy rather than reality. How else could they suggest that "Ground Advantage", transported by truck, is the same or faster than airmail transported by plane!

We need to fight these disastrous plans and we will be asking

you to help us. How can you help? Start by contacting your Congressman and Senators and ask them to step in to investigate, and stop, these ridiculous RTO and Transit plans before they are implemented. The PPWU will also be contacting our representatives but we need you – their constituents – to also be actively contacting them. We must work together to bring pressure on Congress to stop DeJoy's wild plans to delay the people's mail service. When we protect mail service we also protect our jobs.

State Of The Union

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and take a stand against the destruction of the Postal Service.

Good To Know

- The "Penalty Overtime Exclusion" period for calendar year 2024 will begin Pay Period 26-2024, Week 1 (November 30, 2024) and end Pay Period 01-2025, Week 2 (December 27, 2024)
- Remember to protect our work! Make sure you are on the correct operation number so that you get credit for all your work.

We have an upcoming Town Hall for all our PPWU Members at Large. Please log in and join us. You'll have an opportunity to hear the latest information, ask questions and receive some APWU Swag. The first 10 members to take a picture of their Union card and send to my email Kalprez@comcast.net will receive an APWU Lanyard.

I want to wish everyone a safe and Happy Holiday Season!

Director of Publicity And Legislation Report



Andy Kubat

**Director of
Publicity and
Legislation**

Open Season

I know this newsletter has been filled with Open Season information. I would

have a majority in the House and the Senate. Pennsylvania, won by Joe Biden in 2020, flipped and the state's 19 electoral college votes went to Trump. In Pennsylvania races for the US House of Representatives, all incumbents retained their seats except for Susan Wild (PA-7) and Matt Cartwright (PA-8) who lost by slim margins. The PA Senate race has not been called, at this point, but Bob Casey trails Dave McCormick. Am I angry at the outcome? I think a better way to put it is that I'm disappointed and I'll just leave it at that before I say something that gets me in trouble.

like to mention a few things that may not have been covered.

PSHB Health Plan Selections will not be done via Post-aEASE. Employees will be using a new portal set up by OPM. The address for the portal is <https://health-benefits.opm.gov/>. Employees will also be required to login to the PSHB portal using a Login.gov account. Login.gov is a single username/password that will be used across all government websites including PSHB, OPM, Social Security, IRS, and others. If you do not already have a Login.gov account, you can set on up at www.login.gov. You could also, if necessary submit a Health Benefits Election Form (SF2809) to HRSSC Shared Services.

"Crosswalk" enrollment letters should have been received by all employees. This letter, from OPM, informs the employee if their current FEHB plan will be available in PSHB. If your current plan is available and you want to stay with that plan, you don't have to do anything. OPM will "crosswalk" or slot you into the PSHB plan. If your current plan is **not** available in PSHB it is recommended that you select a new plan. Otherwise OPM will select a plan for you. Of course, employees always have the option to select a new plan whether their current plan is offered or not.

Resources to select a PSHB Plan are available from a number of sources.

- The APWU Health Plan is hosting Virtual Health Fairs on Nov 12th, Nov 19th, and Dec 3rd at 1200 pm. Employees can join meetings to learn about the new PSHB health plans. You can find out more at: <https://openseason.apwuhp.com/virtual-health-fair/>

- The USPS will be conducting its own Virtual Benefits Fair. The USPS site will cover PSHB, but also have information about FEDVIP vision and dental plans, Flexible Spending Accounts, and other information. The USPS benefits fair can be found at:

<https://2024uspsopenseasonbenefits.vfairs.com/>

When comparing health plans be sure to look at Postal Service Health Benefit (PSHB) program plans and **not** Federal Employee Health Benefit (FEHB) plans!

2024 Elections

The election is over. Donald Trump has been elected to be the 47th President of the United States and the Republican party will

Hard Work Ahead

The next two years will be a test for us, for federal employees, and for organized labor as a whole. The things said, done, and outlined for the future, by this administration, call into question their willingness to put workers first. There have been indications that the Affordable Health Care Act (ObamaCare) may be repealed. Changes to Social Security are on the table and Trump's pick for the (*to be created*) position of Government Efficiency Commissioner, Elon Musk, has forewarned people that his plan to cut \$3 trillion in government spending **would** "necessarily involve some temporary hardship." His words not mine.

We are currently lobbying Congress to step in and halt Postmaster General DeJoy's 10-year Postal Destruction Plan. How

will those effort fair when the man who hired DeJoy occupies the White House and has the power to fill seats on the USPS Board of Governors?

It is unlikely that much will be accomplished during the lame duck session of Congress. With the Democrats holding the Senate and Republicans controlling the House, there is not much hope of reaching consensus of matters of great importance to one side or the other.

These will be challenging times for us as postal workers. We will have to work to build support with members of Congress who, in the past, have not always been sympathetic to our concerns as well as trying to develop relationships with newly elected legislators.

A House Divided Against Itself Cannot Stand

Divide and Conquer is nothing new. Throughout history it is a strategy that has been used to weaken an opponent by getting them to fight amongst themselves instead of against the common enemy. Management, these days, excels at employing Divide and Conquer. They create situations which encourage clerks to fight carriers, clerks to fight each other, turns members against the APWU.

Often we see another employee getting a "benefit" that we would like to have and it gets us mad. "It's not fair!" people will say. It leads to in-fighting. Clerk A thinks Clerk B cut a sweetheart

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It's That Time Of Year Again



The air is a little crisper, and the leaves are starting to fall. School busses are on the road, children are at the bus stops,

October was a busy month. I participated in the APWU national Day of Action on October 1st. I joined over 100 APWU members for an informational picket at the Harrisburg P&DC to expose PMG DeJoy's destructive 10-year plan. I also attended the APWU Health Plan conference where we learned about the upcoming change from FEHB to PSHB.

and the deer are in the rut. Please, be careful when you are out there driving.

I have been tasked by PPWU President Kim Miller to review and maintain copies of all Clerk Craft grievances at Step 3, as well as those appealed to arbitration. This way we can be best prepared for any arbitration hearing, or pre-arbitration meeting that may come up.

I have not had any grievance activity during this last quarter so I decided to take the opportunity to contact our congressional representatives to make sure they are supporting bills that we want to see passed. Hopefully, they will be able to get them through and signed in law.

Fighting For Fairness

One of the bills we support is the Social Security Fairness Act (HR-82). This bill eliminates the government pension offset, which in some instances reduces Social Security benefits for spouses, widows, and widowers who receive government pensions of their own. The bill also removes the windfall elimination provision which reduces Social Security benefits for individuals who receive a pension, or disability benefit, from an employer that did not withhold Social Security taxes. This bill currently has 329 co-sponsors. Hopefully, it will come up for vote in 2025.

The second bill, the Federal Retirement Fairness Act (HR-5995) would allow non-career postal and federal employees the option of buying back their non-career time once they are converted to career. Federal employees who served in the military are permitted to "buy back" their military service time and have it count towards their federal retirement. This bill would extend the same benefit to postal employees who had time as casuals, transitional employees, or PSEs. Right now, there are only 128 co-sponsors for HR-5995. I am continuing to speak to our representatives to, hopefully, get them on board.



Contract Negotiations

Lastly, our National Contract expired September 20, 2024. The parties were unable to reach an agreement before the contract expired. The next step consisted of two options:

- 1) Break off negotiations and proceed to Interest Arbitration, or
- 2) Agree to "stop the clock" and continue negotiations to try to reach an agreement.

President Dimondstein and the negotiating team chose option 2 and will continue to strive to reach an agreement on a new contract. Until then, all provisions of the 2021-2024 contract remain in effect. You can keep up with any updates through the websites at either apwu.org or ppwu.org. These are trying times and we are under attack from all sides. Continue to wear your Union gear, button, stickers and most of all, **VOTE**.

Keep the faith, stay the course.

Director of Publicity And Legislation Report

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deal, so they try to get their own deal. Next thing you know, nobody trust anybody else and we are all angry at each other. In some cases the Union, enforcing the contract, tells management their "deals" violates the rules. Management will tell the Clerk, "I'm OK with giving you [insert deal], but the Union won't let me." Now the clerk is mad at the Union.

Don't let them manipulate you! The USPS knows that we are strong when we stick together. How would a supervisor react if they harassed a clerk and, instead of standing back, the other clerks stood up and said, "*When you mess with one of us, you mess with all of us!*"

Let's look out for our each other. Let our brothers and sisters know, "I got your back!"

— Open Season —



The 2024 Open Season runs from November 11th through December 9th. This is a good opportunity for all employees to review their

plans, check the premiums, make sure that your dependents are still eligible to remain on your policy, and ensure that you have the correct enrollment codes. With the move from FEHB to PSHB, all plan codes are changing. New plan codes are being issued to differentiate PSHB plans from FEHB plans. Make sure you are enrolling in the correct plan!

APWU Maintenance Division Secures \$15 Million Part-Time Regular Settlement

In 2021, the APWU Maintenance Division filed a National Dispute regarding the Postal Service's violation of Article 7, Section 3 of the Collective Bargaining Agreement (CBA). Specifically, the Union argued that the USPS had violated Article 7.3 by exceeding the cap on the total number of Part-Time Regular (PTR) employees working in the Maintenance Craft. According to the CBA, the total number of part-time employees who "may be hired" should not exceed 2.5% of the total number of Maintenance Craft employees covered by the agreement.

The parties have reached a settlement on this grievance. What this means for PTR's:

1. The USPS will offer fifty (50) Part-Time Regular employees

an opportunity for conversion to full-time positions.

2. The USPS will distribute a total of \$15 million to Maintenance Craft Part-Time Regular employees, covering the Fiscal Years 2018-2024, which they will pay in two installments. The USPS will make the first payment no later than Dec. 31, 2024.

3. Future Part-Time Regulars may be eligible for conversion to full-time positions around March of each year.

If you were a Part-Time Regular from Jan. 1, 2018 to Dec. 31, 2023, you may be eligible to share in the settlement. Go to the Maintenance Division page on the APWU website at apwu.org/maintenance-division. Click the "Check Your Eligibility" button. Scroll down and click the "Please Complete This Form" link to open the Eligibility Form. Complete the form and submit it. Maintenance Division officers will check to see if you are eligible to be part of the settlement. If you have problems completing the form, or have questions, contact the PPWU for assistance.

Eagle Clean Program: Coming To Your Office?

On June 20, 2024, the Postal Service formally notified the APWU that they were declaring the Eagle Clean (e4776) pilot program a success and that they planned to begin implementing Eagle Clean across the country.

The Eagle Clean program, which began as a pilot program on May 30, 2023, is intended to improve the efficiency and effectiveness of processing PS Form 4776 which is used to document custodial work performed. Under Eagle Clean, custodians will use a Mobile Delivery Device scanner (MDD) to complete their 4776, or "route sheet", rather than filling it

out manually. APWU Maintenance Division leadership has had several meetings with the Postal Service to discuss the program, potential violations, and any unintended consequences that might result from its implementation.

To be clear, the APWU has not agreed to the Eagle Clean program! These meetings are ongoing. There are several pieces of the Eagle Clean program that the APWU is concerned about and hopes to resolve in a timely manner.

It is very important that custodians complete the data accurately. If your supervisor pulls you away from your daily tasks to perform something else and you are not able to complete your original task, you should not submit it as completed. All custodians should write down any work that they do which is not part of your staffing package. Include how long you spent on that work and if it took longer time to complete the work than was estimated. Also keep track of all the work that you could not complete or even begin. If management instructs you to falsify any data, you should reach out to a steward.

PPWU Virtual Town Hall

The Pennsylvania Postal Workers Union will be holding a virtual Town Hall meeting on Tuesday December 10, 2024. We encourage all PPWU members to log in and join the meeting. Among the topics to be discussed are: Annual Leave Submissions, PTF/PSE Canvassing Opportunities, and more.

There will also be a Q&A period for members to ask questions. We do encourage you to send your questions, in advance, to KALprez@comcast.net. This will give us time to investigate and have an answer for you on Dec 10th. However, you will still have a chance to ask questions during the meeting.



How can you join the meeting?

Join your computer, tablet or smartphone
<https://meet.goto.com/911413269>

You can also dial in using your phone.
+1 (646) 749-3122
Access Code: 911-413-269



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APWU Health Plans Offer Great Benefits For A Great Price



I would like to thank President Miller and the board of the PPWU, for giving me the opportunity to attend the recent Health Plan

of other great benefits available to employees who enroll in one of the APWU plans. I will be available for all questions and concerns and can be reached at: 267-726-5857. If there is no answer, leave a detailed message and I will return your call as soon as I get a chance.

Open enrollment is from November 11, 2024, until December 9, 2024. Please look over all the health care options that are available so you can make an informed decision about which plan will best meet your family's needs. If you'd like more information about the APWU Health plans there is a ton of information on their website: apwuhp.com. Retirees, you were not forgotten about. The APWU Health Plan website also includes a lot of information for you too. So, please visit the website.

conference. It was very informative and with the knowledge I received, I look forward to informing the members of Pennsylvania about the great health plans offered by the APWU.

We received loads of information from the presenters from the APWU Health Plan. For example, postal employees pay 28% of their health care premium with the USPS paying the remaining 72%. Members enrolled in the Consumer Driven APWU plan only pays 5% of the premium. The Post Office is footing the bill for the remaining 95% of the premium. To be eligible you must be a current employee and have been enrolled in an FEHB/PSHB plan for at least one year. Time spent as a PSE enrolled in the APWU CDHP counts towards the one-year requirement.

This is great news for our pockets! Not only will our premiums (amount deducted from our checks) be next to nothing, but the plan itself is an excellent plan. There are a lot

Day of Action Rally

I also attended our Day of Action rally at the Harrisburg Post Office on October 1, 2024. It was wonderful to see so many Union members marching, in solidarity, to achieve a unified goal. One main point of the rally was that DeJoy has got to go!! He is single handedly trying to revamp the Postal Service, but, in reality, he is destroying it piece by piece. The APWU is currently in negotiations with the Postal Service and, hopefully, will come up with a cohesive and fair contract that will benefit the hard-working employees of the United States Postal Service. We are: UNION STRONG, ALL DAY LONG!

Shingles Vaccine Bonus: Reduced Risk of Stroke?

Seniors who get the shingles vaccine may gain stroke protection as well, a new study suggests. Shingles is a viral infection tied to heightened risk of stroke. But overall stroke risk dropped 20% among patients under age 80 who got the shingles vaccine. In patients 80 and older, risk was cut by about 10%, said researchers led by Quanhe Yang, a senior scientist at the U.S. Centers for Disease Control and Prevention. "This is a win-win for vaccination," said Dr. Gregg Fonarow, director of the Ahmanson-University of California, Los Angeles Cardiomyopathy Center. "Less shingles, less stroke," said Fonarow, who was not involved in the study.

The findings follow a review of Medicare records for more than 1 million patients over age 66. All received the shingles vaccine between 2008 and 2014. Stroke incidence was tracked for four years afterward. Shingles is a painful bout of rashes and blisters caused by the chickenpox virus, according to the U.S. National Institute of Neurological Disorders

and Stroke. If you've had chickenpox, you face a significant risk for eventually developing shingles. Nearly all Americans 40 and up carry the dormant chickenpox virus, or varicella-zoster virus. That, said Fonarow, means that "almost one in three adults in the U.S. will develop shingles at some point in their lifetime."

However, Yang and his colleagues noted that overall shingles risk drops by about half with vaccination. Given that most shingles patients are at least 50, the CDC recommends all adults 50 and older get the shingles vaccine. Yang's team concluded that vaccination also reduced the risk for clot-induced (ischemic) stroke by about 18%, while cutting the risk for a bleeding (hemorrhagic) stroke by roughly 12%. Stroke protection was found to be particularly strong among patients between 66 and 79. But why would a vaccine focused on reducing shingles risk also protect against stroke?

According to Fonarow, the answer may have to do with inflammation. "Prior studies have shown that adults developing shingles have a greater risk of heart attack and greater risk of stroke," Fonarow said. "This increased risk is greatest within the first 12 months of developing shingles, and decreases over time. The inflammatory response to shingles has been thought to account for this increase in heart attack and stroke." So it stands to

reason that a vaccine that can prevent shingles from taking hold might also prevent a shingles-provoked stroke.

There are some caveats, however. For one, the vaccine used was Zoster Vaccine Live. Introduced in 2006 with the brand name Zostavax, it is no longer the vaccine of choice. A newer vaccine -- the Adjuvanted, Non-Live Recombinant Shingles Vaccine (brand name Shingrix) -- is more effective and is the CDC's preferred choice. But Yang's study was completed before the 2017 introduction of Shingrix. So follow-up research will need to look into whether the new vaccine also appears to lower stroke risk. The findings are scheduled for presentation Feb. 20 in Los Angeles at the American Stroke Association International Stroke Conference. Research presented at meetings is usually considered preliminary until published in a peer-reviewed medical journal.

More information: Learn more about shingles from the U.S. National Institute of Neurological Disorders and Stroke.

SOURCES: Gregg Fonarow, M.D., director, Ahmanson-University of California, Los Angeles Cardiomyopathy Center; American Stroke Association International Stroke Conference 2020, Los Angeles, Feb. 19-21, 2020, news release

TOGETHER.
BETTER HEALTH.



www.apwuhp.com
(800) 222-2798

We Will Not Be Silenced Day of Action



October 01, 2024





4 – Harrisburg, PA



The Pennsylvania Department Of Military And Veterans Affairs



Aristotle famously wrote, “The more you know, the more you realize you don’t know.” This is sometimes the case with the vast array of

Veteran’s programs and benefits. The Commonwealth of Pennsylvania has nearly 800,000 veterans; which is the fourth-largest veteran population in the country. More than 19,000 PA men and women are currently serving in the National Guard. As we honor our Veteran’s this November, it is my hope that this article can be of benefit to our Veterans, their family, and friends.

The Pennsylvania Department of Military and Veterans Affairs (DMVA) is Pennsylvania’s #1 advocate for its veterans. PA DMVA has a dual mission to provide quality service to the commonwealth’s veterans and their families, and to oversee, and support, the members of the Pennsylvania National Guard (PNG). You can find more about the resources available from PA DMVA at: <https://www.dmva.pa.gov/>

The DMVA’s Office of Veterans Affairs encourages you to explore their website to see what state-level benefits are afforded to veterans and their families. Be sure to check out their newest initiative – **PA VETConnect** – to learn about the thousands of resources available to eligible veterans. No matter what county you live in, what branch you served in, or what your military rank was while in uniform, these benefits are here for you.

Please, consider signing up for the PA Veterans Registry to help DMVA better help you. Through the Registry, you can opt-in to receive the DMVA Digest, a free weekly electronic newsletter with helpful information about benefits, employment, veteran’s events, state and national news, and much more.

If you have a need, DMVA may have a solution. Whether you are facing a financial hardship, homelessness, mental health challenges, unemployment or simply misplaced your Military Paperwork, it is DMVA’s duty and honor to serve those who served.

Some Veterans Benefits in PA include the following:

- ✓ Amputee and Paralyzed Veterans Pension
- ✓ Blind Veterans Pension
- ✓ Burial Honors Program
- ✓ DD214/215 & Records Request Program
- ✓ Educational Gratuity Program
- ✓ Military Family Relief Assistance Program
- ✓ Military Family Education Program
- ✓ Real Estate Tax Exemption
- ✓ Veterans Designation
- ✓ Veterans Homes

✓ Veterans Temporary Assistance

The APWU also supports veterans. If you have questions regarding APWU Veterans issues, please email veterans@apwu.org or go to

<https://apwu.org/homefront-veterans-resources>. Many of our APWU brothers and sisters have served, or are currently serving, and we have an obligation to support them. The USPS employs nearly 100,000 Military members and Veterans. From students & graduates to other career opportunities, there are many opportunities for veterans.

As a veteran myself, it’s sometimes difficult to get the answers you need when you need them. This article only references a small portion of the services available to veterans I hope this article finds you and yours healthy and well this Veterans Day.

Valuable Veterans Resources

Scan the QR codes below to learn about benefits that these groups offer.

Translatable military skills to USPS jobs

Helping veterans find a secure and stable career at the Postal Service



Veteran’s preference information:

Helpful information such as the DD214 form requirement, SF 50, SF 15, Schedule A, etc.:



VA/DoD eBenefits

A secure place to access your personal info and perform self-service tasks like apply for disability; employment resources; Access directory which enables you to find links to resources; and more



CDL Waiver:

Your state may waive the tests required for a passenger carrier (P) endorsement, tank vehicle (N) endorsement, or hazardous material (H) endorsement, with proof of training and experience.



Veteran Services FAQs

Questions and answers about veteran’s issues and benefits.



Veteran’s Crisis Hotline

If you’re a Veteran in crisis or concerned about one, contact the Veterans Crisis Line to receive 24/7, for confidential support.



JOINT CONTRACT INTERPRETATION MANUAL: Check It Out!



As a follow-up to my last article, I'd like to remind everyone, once again, that when you have downtime in your office, you should go to

the USPS Blue page, where the USPS/APWU Joint Contract Interpretation Manual (JCIM) is available. Download the JCIM to your work computer and read it one contract article at a time. The JCIM represents everything in the contract that the USPS and APWU *agree* on the interpretation and application of. It is, basically, the Cliffs Notes of the contract.

The JCIM states that *"When a dispute arises, the parties should first go to the JCIM to determine if the issue in dispute is addressed. If it is, the parties are required to resolve the dispute in accordance with the JCIM manual"*.

Unfortunately, issues at the post office are usually not resolved overnight. Realize, that management is the only party that can violate our collective bargaining agreement. It is not possible for the Union, or its members, to violate the contract. Even if an employee's action are not consistent with the contract, the violation occurs because management allows the action.

It sometimes seems that when management constantly violates the contract, over and over, that stopping these violations could take days, weeks, months, or even years. To get an issue resolved there must be a management representative across the table who agrees to stop the violation, or remedy the grievance. Is it reasonable to think that the supervisor/postmaster who committed the violation is going to acknowledge their infraction and resolve the grievance? Not likely. Our only other options are to go over their heads or, ultimately, go to arbitration. Nothing comes easy for the Union or our members; we must continuously fight management in the grievance procedure to achieve justice for the members. The grievance procedure can only be utilized when management violates our rights and the collective bargaining agreement.

Choice Vacation Selections

Choice Vacation selections are right around the corner. Now is the time to start planning. If you are a one-person office, it couldn't be easier since the vacation list is all yours. You are not competing with anyone. Postmaster leave has **no** effect on your ability to take leave. They do not get to pick their weeks and *then* hand the list to you for your selection. You are on the Choice Vacation list, management is not. I will say it again, **you cannot be denied leave because the Postmaster, or supervisor, if off.** You would think this issue would have been resolved years ago,

but it comes up every year as PMs try to take advantage of new clerks.

When you make you vacation selections, you should follow up by submitting 3971's (in duplicate) and get a copy back. Don't just write it on a calendar, as you may have done in the past. A new postmaster may not honor the calendar but they cannot ignore an approved 3971.

If you are in an APO Cluster, as a Member At Large, the list is circulated by seniority with career employees picking first. Some offices do a second round of picks. Some relevant language from the Small Office MOU governing Choice Vacation establishes that:

- b. A choice vacation calendar will be placed on the employees' bulletin board no later than January 15;
 - c. Choice vacation selections shall be made by seniority among all APWU-represented bargaining unit employees.
 - d. Choice vacation period shall be from March 1, through November 30;
 - e. February 1, shall be the final date for employees to submit their request(s) for choice vacation period(s). If the employee desires a copy of the approved leave request, the employee must submit the request in duplicate...
 - h. . . .The installation head/designee shall post the approved vacation schedule no later than February 15.
- If you encounter problems with how your office/cluster handles picks, or have questions about Choice Vacation, do not hesitate to contact your PPWU Area Business Agent.

PS Form 1767

The PPWU website ppwu.org has a link to a form fill version of PS Form 1767 *"Report of Hazard, Unsafe Condition or Practice."* The form can be found by clicking the "FORMS" link on the PPWU homepage. You can use the 1767 to report unsafe conditions in your office. Using the form fill pdf version means you can save the 1767 as a file and go back later to make changes. Once completed, you can submit the 1767 to the management official in your office by printing a hard copy or by emailing the pdf (which also allows you to track it). If you send it via email you can also cc: or "tag" the District Safety Manager and the designated APWU Safety Official.

PS Form 1767 can be utilized for many things besides the obvious safety hazards, you can use to report harassment, the cleanliness of your building, lack of cleaning supplies, Amazon drop shipments unsafely left by the driver, or anything you feel needs addressed in your office.



PDI: Your Day In Court



Greetings to all of my PPWU sisters and brothers across the Commonwealth! Each craft represented by the APWU works

something slip that you should not have said. It is also advisable to remain seated until you are dismissed from the meeting. If you leave without being released, the service may say that you are failing to cooperate in a postal investigation.

If You Are The Subject Of A PDI What Should You Do?

- **Treat a PDI like an interrogation:** The USPS will portray the PDI as a friendly off-the-record “chat” to try and get you talking. That is not the case! The PDI is your day in court. It *is* on the record. Anything you say, during a PDI, can, and will, be used against you.

- **When answering questions, don't guess:** If you are not sure about something, it is perfectly fine to say that you are not sure, or you don't remember. I would much rather you say you don't remember than have you guess and be proven wrong. If you get confused, or flustered, you have the right to step outside to confer with your steward before proceeding.

- **Keep your answers brief:** The more we say, the more trouble we can get ourselves into. You do not want to talk yourself into additional charges. Limit your answers to what is asked. Short answers like “Yes” or “No” whenever possible, are best.

- **You may ask to have questions clarified:** If you don't understand a question, you can ask to have the question rephrased to make it easier to understand. Your steward is not required to be a passive observer during the PDI. They cannot answer questions for you, but they *can* interject to assist if you do not understand a question or seek clarification.

- **Speak slowly.** Try to speak slowly and deliberately. Everything you say is being written down by management and the Union. It is in your best interest to speak slowly so we can record your answers accurately.

- **Take emotion out of the equation:** We, as humans, are creatures of nature. We tend to be chatty when we get nervous. It is okay to be nervous during a Pre-Disciplinary Interview, but do not let that anxiety control you or run the interview.

After the PDI, management will review their evidence and make a decision. They can decide to issue corrective action, or they can decide not to. Obviously, the best-case scenario is that they decide not to issue discipline. If you **are** issued corrective action, please contact your Union representative immediately. Grievances must be filed within 14 days and the moment that corrective action hits your fingertips, the clock starts. It is imperative that your steward is notified and gets a copy of the discipline as soon as possible to give them time to investigate.

Finally, and most important, you should always sign and date any corrective action issued to you. Like a speeding ticket, signing the discipline is **not** an admission of guilt. It does not mean that you agree to these charges. It merely indicates that you received it. More importantly, it provides a timestamp to begin the 14 days for filing a grievance. There have been incidents, in the past, where management writes disciplinary notice, but gives it to the employee days later. Without this timestamp, the steward may lose precious time needed to investigate your grievance. Above

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hard to get every piece of mail to every customer every day. Each craft plays a role in getting the mail to all 333 million customers across the United States, including the 13 million customers in Pennsylvania. We all do our part to get this accomplished. Sometimes there are incidents, and problems, that happen in the office and too often the blame will be pushed onto your shoulders. Those dreaded words will be uttered by management, “*You're going to have a Pre-Disciplinary Interview (PDI).*”

For craft employees, this can be the most stressful issue you will face in your postal career. With some friendly advice and helpful tips, I hope we can turn this into a less worrying experience. For about 99% of employees, the Pre-Disciplinary Interview is more nerve-wracking than receiving the actual discipline itself!

PDI: Your Day in Court:

If your supervisor, or postmaster, mentions doing a PDI, you should request to speak with a steward. If a steward is not provided, you should contact the Union as soon as possible afterwards. It is not your responsibility to arrange to have a steward available at your PDI. It is management's job to get you a steward once you ask for one.

If a management brings you into a room and starts asking questions, there are things that you **must** do. First thing is to assert your right to representation. Clearly tell the supervisor, “*I will cooperate and answer any questions as soon as my APWU representative is present*”. These are your Weingarten Rights which are your rights to have representation. These rights exist to protect you. Use them.

Sometimes, management can be crafty buggers. They may try to give you a false sense of security by making small talk, like “*how's the weather?*” or “*how are your kids are doing?*” The Service is trying to create rapport; to get you to lower your natural defenses. They are trying to convince you that you can trust them. That is the farthest thing from the truth! They really want to get you talking and drop your guard. Maybe, you unwittingly, let

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!

Contact The Union . . .



You're going to hear that phrase a lot in my article. As an Area Business Agent, it is my job to file grievances on behalf of Clerks

in the 180 – 188 zip code area. When my member's rights are violated, I will fight for them. I will get problems fixed and, when necessary, file the appropriate grievances. The one grievance that I will **not** file is the one I am not aware of. We, as stewards, rely on you to notify us of problems and violations. If you're not sure if something is a violation, give us a call, or send an email. If it is not a violation, we'll tell you. If it is we'll try to address it. Being a Union member is not a passive role. Sometimes you must take the initial steps to get the ball rolling. So, when I say, "*Call the Union...*" over and over it's because I want to do the best job I can for you and, with your help, I can do that.

Piece Count Work Standards

We are entering peak season with staffing at an all-time low, yet management expects Clerks to make up for the staffing shortfall by performing the work of two, or more, Clerks. Management often claims that their Standard Operating Procedure (SOP) requires that Clerks process a certain amount of parcels, or letters, per hour. This would be a work standard and there are no negotiated, or accepted, work standards. If management sets a per hour piece count, that is a *goal*, not a standard. We all have goals. I have goals. My goal goal to hit the lottery, but it never happens! If management in your office is pushing standards or threatening you with discipline

for not meeting piece count standards, contact your Union representative. Our work standard should always be to work in a safe manner to the best of your ability. As Article 34 of the National Agreement says, "*a fair day's work for a fair day's pay.*" If you do that, you've done your job.

Can They Make a Clerk Deliver a Route?

Clerks are **not** required to carry a route, especially not using their personal vehicle. If you get into an accident with your personal vehicle while delivering a route, you better hope your insurance provider doesn't find out. Delivering mail is considered a business function and if your insurance company finds out you used your vehicle for business your policy may be revoked or, at a minimum, you can assume your rates will skyrocket.

What if I'm given a direct order to deliver a route? Usually, we tell members that if you are given a direct order, you must follow the order and, if it is a violation, file a grievance after the fact. Employees **can** refuse an order if it is illegal or unsafe. If management wants you to deliver a route using an LLV, that may be unsafe. Prior to operating a postal vehicle, an employee should attend, and pass, the Driver Training. If I have not received formal driver training it is unsafe for me to operate a postal vehicle.

Even a walking a route should not be performed by a Clerk because there are still serious safety concerns. First, you'd have to drive to get to the route. Also, Clerks have not been trained on proper techniques for carrying mail. Whether it's how to wear the satchel, not riffling the mail while crossing streets, or how to handle dogs, there are many aspects of carrier work that Clerks have simply not been trained to do. We don't want anyone getting injured doing work they haven't been trained for.

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PDI: Your Day In Court

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all contact your steward. Not sure who that is? Visit the PPWU website to find contact information for the PPWU Business Agent for your area.

Public Service Announcement: Men's & Women's Health:

The months of September and October are dedicated to Men's and Women's health. For the ladies, the month of October is Breast Cancer Awareness Month. Please, get your check-up and screening starting at age 40 and every two years after that. If cancer runs in your family, consult with your physician. Screening may be recommended earlier than 40 years of age and more often, if you have risk factors.

Women over the age of 55 may have yearly screenings under the consult of your doctor. My mother survived her ordeal with breast cancer solely because of her yearly screening. It was

caught very early and treated accordingly. Today, she is free from breast cancer. Men, do not be caught off guard. While it is rarer, men are also susceptible to breast cancer. Get screened! For the gentlemen, September was Prostate Cancer Awareness Month. Men between the ages of 55 and 69 should be screened yearly. One out of eight men will be affected by this disease. My father, who is currently undergoing treatment for prostate cancer, caught his early through a simple blood test. After the results came back elevated, he immediately saw his family doctor. He has been treated and is on the road to recovery. Testing nowadays is completely different from years past. There is no excuse for avoiding cancer screenings.

Why is this so important? Cancer sucks! Prostate and breast cancer are the biggest killers of men and women. Only lung cancer affects more people. Early detection is key to treatment and a positive prognosis. Stay Union strong, and live well!

PTF Clerks & Custodial Hours



Hello, everyone! It's been a busy quarter in my area with a lot of grievance activity. I've been travelling to a lot of offices for

Pre-Disciplinary Interviews (PDIs), and safety/housekeeping inspections. One ongoing issue is Clerks not getting hours to perform custodial duties. This can create unsafe, and unsanitary, conditions in the office. Hours spent on custodial duties are to be performed outside of window hours, not during down

time on the window. Custodial hours for Clerks are **in addition to** your Clerk hours, not part of the Clerk hours. Clerks are allowed to perform custodial work, specifically, to create more hours for PTFs. There is also an issue of cleanliness. Emptying trash and cleaning restrooms can be a dirty job. It should be not done when we are in contact with the public.

I've heard postmasters say they don't want to schedule custodial hours because it "*counts against them*" budget-wise. This is another violation. PS Form 4852, Line J, indicates how many custodial cleaning hours each office is allotted per week. If you are not getting all of those hours, or want to know how many hours you are supposed to get, please, reach out and we will assist you. Also, let us know if the custodial work is being

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Contact The Union . . .

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PTF Guarantees – Hours in Home Office

PTFs are guaranteed hours in their home office before a Clerk from another office is permitted to work in their office. If you are not receiving 40 hours a week, and another Clerk is being loaned into your office, it may be a violation and you should notify your steward. If a PSE is working in your office, and you are not getting 40 hours it may be a violation. We can file a grievance for you to be paid for all hours the PSE, or Clerk loaned into the office worked. The only exception may be simultaneous scheduling if you and the "loaned" Clerk, or PSE, are working at the same time. Simply put, if there is a loaned Clerk in your office and you are sitting at home, those should be your hours, up to 40 per week.

Schedule Changes for Operational Needs

Full-time Clerks have a set schedule for a reason. PS Form 3189 is used to request a change of schedule for **personal convenience**. The form must be signed by the Union prior to management's approval/denial. The Union is not required to sign, and I will not sign, a PS Form 3189 schedule change that is for the operational needs of the Post Office. Form 3189 is for a change requested by the employee, not by management. If management wants to temporarily change a FT Clerk's schedule there are ways to do that. Also, there are PTFs and PSEs in offices who make up "flexible work force." Often management will try to force a FT Clerk to work a change their schedule to avoid paying overtime. That is wrong. If management forces you to change your schedule, let the Union know.

"Come Into My Office" – Is it Discipline or not Discipline?

In my last article, I discussed the importance of "progressive" discipline. Lesser forms of discipline issued first and more severe discipline later if there is no improvement. Sometimes, management can achieve improvement without the need for

discipline. This can be achieved with reviews and Official Discussions. If an employee has a spotty attendance record management can, and should, conduct an attendance review with the employee. You do not need to have a steward present at an attendance review because it is not considered discipline.

For conduct issues, an Official Discussion can be utilized. This is a one-on-one meeting between the employee and the supervisor/postmaster. Again, this is not discipline, so no steward is necessary. Both the attendance review and the Official Discussion serve the same purpose. They make the employee aware of a problem, let the employee know what is expected, tell the employee they are not being disciplined, but could be discipline in the future if there is no improvement. Finally, the employee is given an opportunity to correct their behavior *before* formal discipline is necessary.

If you are issued a disciplinary suspension, it is very important to notify the union immediately. If the Union files a grievance before the suspension begins, the suspension will be "deferred." The employee does not serve the suspension until the grievance is resolved, lost, or withdrawn. This applies to both short or long suspensions.

If you receive a removal, or termination notice, and a grievance is filed the removal action is not deferred. Unlike a suspension, the removal action happens whether a grievance is filed or not. A removal grievance will go through the normal steps: Step 1 (local), Step 2 (district), Step 3 (area), and finally, if necessary, arbitration. If a grievance goes to arbitration it could take a while before a hearing date can be scheduled. An employee issued a removal would be sitting at home, without pay, waiting for their case to be resolved, or arbitrated. I cannot stress enough that you don't want to end up in this position.

Since this is the last newsletter of 2024, I'd like to say Happy Holidays to all of the PPWU members out there. I wish you a happy and prosperous New Year and look forward to speaking to you in 2025.

Will Mail Slowdown Affect Your Area? Postal Service Won't Say

Richmond Times-Dispatch: The U.S. Postal Service is proposing a new plan in order to keep itself afloat, and the plan involves slower mail in rural ZIP codes across the country. But the agency will not say which post offices will be affected.

Postmaster General Louis DeJoy on Aug. 22 proposed what are being called “operational changes.” Since then, the Richmond Times-Dispatch has sought clarity on the changes, which were outlined in a memo to the Postal Service’s main regulator.

In the memo, DeJoy promised that the changes would “boost service reliability, cost efficiency, and overall productivity,” and save the Postal Service \$30 billion over the next decade. The agency has run in the red to the tune of several billion dollars each year on the back of declining mail volumes.

The details of the proposal forecast how the agency plans to achieve that — by “adjusting” pickup and drop-off times when a post office is far away from a regional hub.

Regional hubs are new mail sorting mega centers key to DeJoy’s overhaul of the Postal Service.

That overhaul, called “Delivering for America,” involves shutting down thousands of smaller post offices and bringing most mail through 60 high-tech mail sorting facilities. In July, Richmond was the first region in the country to get such a facility,

known as a Regional Processing and Distribution Center.

“Depending on location, time and distance, expected time to deliver will increase for some ZIP code pairs,” the proposal reads.

Asked for clarification, USPS spokesperson Philip Bogenberger said the slowdown will affect mail being picked up from rural areas, rather than delivered to rural areas.

“If a mailpiece enters the mailstream near a USPS Regional Processing and Distribution Center and delivered to a rural area, it will get there as fast, if not faster, than current delivery. If mail enters the mailstream from a rural area, it may take 12-24 hours extra but still within our service standards,” Bogenberger said.

The Postal Service previously proposed a similar rollback that it called “optimized collections.”

Richmond was again the pilot region. Under optimized collections, 58% of post offices in the Richmond region lost evening mail collections. Mail dropped off in the afternoon would sit overnight, wrote auditors who analyzed the pilot program.

Regulators with the Postal Regulatory Commission specifically asked the Postal Service for a list of Richmond-area post offices that had lost evening collections. USPS gave the commission a list confidentially, citing competitive business information.

— *edited, savethepostoffice.com*

PTF Clerks & Custodial Hours

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contracted out as this is a potential violation. If you feel your office is unclean, please, fill out a PS Form 1767 and submit it to management. They should give you a response by the end of your tour indicating how they plan to address your concern. Once you’ve received their response, please send a copy to the PPWU. The PS Form 1767 is available on the PPWU website, on the “Forms” page.

Flexible Spending Account Changing Providers

I’m sure some of you have heard about the USPS’s decision to terminate the Flexible Spending Account (FSA) program offered via FSAFEDS. The program will end on Dec. 31, 2024 and will not be offered in 2025. The USPS has selected a new FSA provider, Inspira Financial, to replace FSAFEDS for 2025 and beyond. Inspira offers the benefit of a debit card that can be used for FSA-eligible purchases eliminating the need to request reimbursement.

Current FSA participants should be sure to use up all of the funds in the FSAFEDS account prior to December 31, 2024 or they will be forfeited. FSAFEDS, and the USPS, say there will be **no** carryover of funds from 2024 to 2025. Nor will participants have the benefit of the three month “grace period” that was regularly offered by FSAFEDS. “Use it or lose it!”

Is Your Postmaster Accurately Reporting Their Bargaining Unit Work?

The current contract allows some postmasters to perform up to fifteen (15) hours of Clerk work per week. The 1260A report indicates how many hours of Clerk work the postmaster performed. I have dealt with multiple instances of postmasters not being completely truthful on the 1260A reports. It seems that, regardless of how many Clerk hours the postmaster works, their 1260A reports all, magically, indicate that they did *exactly* 15 hours of work. Imagine that!

If you believe your postmaster is not accurately reporting all of their hours, reach out to me and I will look into it. Remember, these are, or should be, **your** hours! Don’t let the postmaster give you a story about not wanting to go over complement (hours). You, definitely, should not allow them to work out of your drawer, or use your login. Aside from being a huge security concern, it is one way they can cheat by hiding *their* window hours on *your* 1412 Daily Financial Report.

The PPWU will be holding its second Virtual Informational Meeting on December 10, 2024 from 1800 – 2000. This is a great opportunity to meet your officers and stewards, hear about what’s going on and get answers to your questions. Please, don’t miss out and log on to join the meeting. Details are included in this newsletter and on ppwu.org.

American Postal Workers Union

**PENNSYLVANIA POSTAL WORKERS UNION
THE KEYSTONE**

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