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President's Report

Tidbits Of Information



by Joe Cuccinotto, President
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Arbitration Panel finalized:

Interest Arbitration between the APWU and USPS was scheduled to begin September 4th. Arbitrator Goldberg was chosen to Chair the panel of arbitrators and has extensive history as he was also the Chair in 2015-2018 CBA as well as 2000-2003 CBA. APWU's Chief negotiators will be Industrial Relations Director Vance Zimmerman along with President Mark Dimondstein. Each Craft Director reached out to Local Presidents seeking Members perspective from the work room floor to serve as witnesses throughout the Arbitration hearing. Phoenix Metro Area Local (PMAL) will be represented by Maintenance Craft Member Steve Schamburg. Previous Arbitration hearings have taken several months to conclude. The Arbitration schedule can be further complicated pending the outcome of APWU's National Election as many members of the APWU Negotiating team have opposition including both Chief Negotiator and The President. The Struggles Continue!

APWU's Wish List:

Fair wage increases, keeping Cost of Living Allowances, closing the gap within the multi-tiered wage system, protecting the no-layoff clause, expanding the rights of PTF's in our smaller offices, achieving a clear path to career conversion for PSE's, protecting

and creating bid job assignments, restricting subcontracting are just a few of the items on our Negotiating Teams list of demands. Additionally, each Craft Director has their own list of items specific to each Craft that they will attempt to achieve through the arbitrator.

USPS wants to trim the payroll by instituting additional lower tiered pay schedules, freeze our wages, increase employee share for our Health Plans, eliminate COLA's, eliminate 50-mile radius for excessing, continually revert duty assignments, increase non-career positions and minimize opportunities to become Career. Management will state that we are underworked and over paid to do our jobs. Management is not our friend!

PMAL Member Appreciation:

Member appreciation picnic is scheduled for Sunday October 20th from 10:00am-2:00pm Desert Breeze Park in Chandler AZ. Invite a co-worker, bring your family for a fun filled time. Food will be provided, there will be activities for children, raffle prizes for Members and music by DJ Ruben Delgado. Bring your dollars as Phoenix Metro's P.O.W.E.R. Ladies will be hosting Cake Walks to raise money for their Chapter. Detailed information available at: phoenixapwu.org.

Budget Meeting:

PMAL Constitution mandates that we present PMAL operating budget for 2020 at The November General Membership Meeting for Membership approval. Tuesday November 19th at 7:00pm. PMAL provides Turkey Dinner with all the trimmings. There will be end of year drawings for cash door prizes and raffle prizes. Must be present to win.

PSE Conversions:

The Phoenix Installation had fifteen PSE's converted to Career in the Clerk Craft effective August 31, 2019. Additionally, we were informed that the Phoenix Installation would have three more Clerk PSE's converted to Career effective September 28th. Upon Conversion, USPS is required to make you available to attend a Career Orientation

vest. TSP has one of the more user-friendly websites available for more detailed information visit: tsp.gov

FEHB Open Season:

The Office of Personnel Management (OPM) officially announced the dates for the 2019 Federal Benefits Open Season, which will run from Monday November 11th through Monday December 9th.

Normally, Health Fairs are held at The Plant and The West Valley a week or two prior to the beginning of Open Season. Changes to Dental and Vision Plans can be made during Open Season as well. Don't forget to update your Flex Spending Account as well. Members are strongly encouraged to visit: opm.gov to gather information compare plans and choose the FEHB options that

best fit your needs. APWU has a High Option Plan as well as a Consumer Driven Plan, two great options for our Members. Current employees make changes through Liteblue while Retirees must make changes through OPM.

Retiree Chapter:

Attention all Retirees, November 21st Meeting may be a great time to meet and discuss how Medicare works with your FEHB Plan. APWU Health Plan Representative will be speaking on changes to APWU High Option and Consumer Driven Plans for 2019. Retiree Dues are \$3.00 per month, If you are not a current Member of The Retiree Chapter, you can sign up at The Meeting. PMAL Retiree Chapter meets the third Thursday of every month 11:00am-1:00pm at The Union Hall 3741 E Atlanta Ave. Phoenix 85040. Please call ahead as lunch is served. 602-437-8173.

TSP Changes:

Effective September 14th, Thrift Savings Plan underwent several government mandated changes that have been in the works for the last 18 months. Withdrawal options have changed dramatically for retirees. Whether you are currently retired or planning to retire, become familiar with these changes. If you aren't yet participating in TSP because maybe you do not think that you can afford to save, you are missing out on a 5% USPS employer match. USPS matches the first 5% that you in-



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HEATWAVE

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This publication is for the express purpose of educating and informing members of Phoenix Metro Local APWU.

Any member in good standing is permitted to submit articles for publication. Articles are included on a space available basis. Submissions must include your name, signature and address or pay location for verification.

The Local reserves the right to edit all submissions. Material containing slander or libel will not be accepted. Copyrighted material must be accompanied by permission to reprint by the publisher.

The deadline for all articles is the 15th of the month.

Opinions expressed are those of the writer and not necessarily those of Phoenix Metro Area Local, its officers or the editor. All articles should be submitted to:

heatwave@phoenixapwu.org or
HEATWAVE

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In affiliation with the APWU National Postal Press Association.



Vice President's Report

The Battle For A Clean Slate



by Joseph Zamenick, Vice President
jz@phoenixapwu.org

There is an ongoing battle occurring nationwide dealing with whether or not a Postal Support Employee, upon conversion, begins career employment with a clean slate (disciplinary record). In a logical sense, you would arrive at the conclusion that they do. Reading from the Collective Bargaining Agreement you find the following, "PSEs shall be hired from an appropriate register pursuant to such procedures as the Employer may establish. They will be hired for a term not to exceed 360 calendar days per appointment. Such employees have no daily or weekly work hour guarantees, except as provided for in Article 8.8.D. PSEs will have a break in service of at least 5 days, if reappointed." Did you notice the words "hired for a term not to exceed 360 calendar days..."? It seems reasonable to conclude that after a 360 day term, the employment of a PSE ends and, after a 5 day break, begins anew, if reappointed.

The Union and the Postal Service, at the National level, acknowledged the reality of PSEs short term increments of employment when, in 2013, they signed an agreement which included the following: "The full range of progressive discipline is not always required for PSEs; however, the parties agree that an appropriate element of just cause is that discipline be corrective in nature, rather than punitive." Why wouldn't the full range of progressive discipline be required for PSEs? It seems to me that the parties recognized going down the path of a discussion, letter of warning, short term suspension, long term suspension, and finally to a removal during the 360 day term of a PSE's employment, did not make much sense.

The APWU takes the position that upon career conversion the employee has been hired as a new career employee and should begin their career with a clean slate. The Postal Service disagrees. Both parties have taken their respective arguments before final and binding arbitration hearings with mixed results. In one case Arbitrator Eileen A. Cenci found the following,

"PSEs have limited rights under the National Agreement in other respects as well. They are not entitled to sick leave and may not carry accrued annual leave with them when converted to career status. They are considered "new" employees under the contract once converted to career status, and are appointed to terms with no time limit. Under ELM §421.41 career status confers full employee benefits and privileges, which PSEs do not enjoy... I remain persuaded that the discipline issued to the grievant during his employment as a PSE should

by Article 16, Section 1 of the Agreement, to issue the Notice of Removal for Unsatisfactory Attendance. Mr. Doe has been progressively disciplined for his attendance deficiencies, without improvement and he is either unable or unwilling to report as scheduled."

It goes without saying that all employees should make every effort to avoid discipline at all times. Until the battle has ended and the issue is settled once and for all, PSEs who are being converted to career status should



not have been cited in the NOR (Notice of Removal) issued to him once he had been converted to career status."

In a separate case wherein the APWU argued previous discipline, issued while an employee was a PSE, should not be cited or relied upon once a career conversion occurs, Arbitrator Christopher E. Miles remained completely silent on the Union's argument and ruled as follows, "The grievance challenging the Notice of Removal, dated April 18, 2017, issued to Mr. John Doe, is denied. Based upon the particular circumstances presented in this case, it is found that the Postal Service had just cause, as required

not assume the Postal Service has, or will, expunge their previous discipline. PSEs should work hard to expunge their records on their own by avoiding all discipline. The APWU Stewards and Officers will continue to fight the battle too, but PSEs should avoid placing their new status as a career Postal Service employee in jeopardy.

Please, as always, remember to stand persistently and professionally in the face of Supervisors, Managers or Postmasters who feel the need to dismiss your negotiated benefits. Feel free to contact me with questions or concerns at jz@phoenixapwu.org



Clerk Craft Report

2019 Denver Regional Assembly – APWU National Elections



by Johnny Abril,
Clerk Craft Director
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I attended the Assembly in Casper Wyoming in May. The Assembly was well attended and had APWU Officers, including our National Executive Vice President Debbie Szeredy providing the delegates an update on the state of our Union. Many candidates that are vying for APWU National Offices also attended the Assembly. The delegates were able to briefly interview the candidates and ask various questions of what new ideas and what their intentions are if elected. It was quite an informative experience to go through the interview process and learn the level of expertise each candidate had to offer. Gaining the insight on what each candidate that I talked to will prove to be a helpful tool when casting my vote.

I encourage everyone to participate in the election process. Ballots for the National election will be mailed by the American Arbitration Association on or after Tuesday, September 10, 2019, but no later than 2 pm (EDT) on Sunday, September 15, 2019. Candidate statements will also be listed in a special election magazine which will include the ballots and each candidates' qualifications. Please remember, your vote counts!

Postal Accountability And Enhancement Act

Many of our members are unaware of the Postal Accountability and Enhancement Act (PAEA) that was signed into law (H.R. 6407) on December 20, 2006 by President Bush. The act divided postal products into market dominant and competitive categories, created the Postal Regulatory Commission (PRC) out of the Postal Rate Commission and increased the PRC's regulatory powers, returned the obligation to pay military service costs to the Department of the Treasury and replaced escrow requirements to fund retiree health benefits.

The law requires the USPS to pre-fund the health care benefits of future retirees, *a burden that no other government agency or private company is required to bear*. The prefunding requires an annual minimum amount of \$5 billion for these benefits. Another drain on the USPS is the pension overfunding. A flawed methodology for computing USPS obligations to the Civil Service Retirement and Disability Trust Fund that also drains billions of dollars from the Postal Service. These are some of the reasons the general public is misinformed regarding the Postal Service financial challenges. We all must be proactive and let everyone know that we are not subsidized by tax dollars and that we are a stand-alone entity. Hopefully at some point Congress must act to correct the improper funding requirements of this law.

Contract Mediation Ends, Interest Arbitration Next

(Update from the *Apwu.org* website)

"We invoked mediation to make sure we pursued every avenue to reach a good contract for the membership," said President Mark Dimondstein. "Despite our best efforts, it did not result in an agreement."

In a June 3 conference call, the APWU National Executive Council (NEC) was briefed on mediation and the negotiation process by President Dimondstein (Lead negotiator) and Industrial Relations Director Vance

Zimmerman (chief spokesperson) and the NEC was provided the opportunity to question and comment.

Mediation began with the appointment of mediator by the Federal Mediation and Conciliation Services (FMCS). The mediator met privately with the APWU 2018 Negotiations Committee, including the Industrial Relations Director, Executive Vice President, and Secretary-Treasurer and the Clerk, Maintenance, and MVS. Directors. Assistant Craft Directors, also met separately in day-long sessions with their Postal Service counterparts and the mediator.

After a series of these meetings, the mediator saw no movement toward an agreement and suggested further meetings. This ended mediation.

Arbitration Panel

Following mediation, the law requires an interest arbitration where a panel of arbitrators will determine the term – wages, benefits and work rules – of our next collective bargaining agreement.

"While we were hopeful that mediation would be successful, we have been vigorously preparing for interest arbitration," said Director Vance Zimmerman. "We are working hard to develop our case and preparing evidence to support our demands."

There will be a three member panel of arbitrators: an APWU appointed arbitrator, a USPS appointed arbitrator, and a "neutral" arbitrator who will chair

the panel. The party arbitrators are not neutral, but advocates for their side.

APWU and USPS have already made their arbitrator appointment to the panel. Discussions on selection of the neutral chair, the chair will be selected by alternative string of names from a list provided by FMSC.

Once the chair is selected, we will schedule hearing dates. We anticipate the need for at least 15 hearing dates. Scheduling difficulties with the arbitrators, lawyers, and expert witnesses may result in the dates spread over two or three months. The 2016 interest arbitration took 18 hearing dates spread over three months. After the final evidentiary hearing, it took another ten weeks to get the award.

APWU is working to start the arbitration soon and get a decision before the end of the year. Interest arbitration is a time-consuming process, but the time is necessary to fight for the contract we deserve. During the arbitration process we are free to continue talking with the Postal Service. If something breaks the current impasse, we can still reach a voluntary agreement subject to the ratification of members.

Please go to www.apwu.org for the latest news on our contract.

Please contact me by cell phone (602-359-4179) or email johnnyabril@yahoo.com if you are interested in becoming a steward or need any assistance. Yours in Union solidarity.

Human Relations Report



by Terrie M. Davis,
Chief Steward/Rio Salado T2

POWER stands for Post Office Women for Equal Rights and it is the women's committee with the American Postal Workers Union that unites women, with their special concerns, yet works within the framework of the National APWU organization. The POWER organization was

POWER

founded in St. Louis, Missouri on April 28, 1979 when the APWU National Constitution was amended to include POWER at the American Postal Union's National Convention in Detroit, Michigan in August of 1980. Here are a few statements of purpose for POWER that was adopted at the founding conference:

Establish a viable communications network for APWU women throughout the country to exchange ideas, issues, problems and solutions; and to initiate and support educational programs, to assist women in achieving leadership roles with the ultimate goal of equalizing participation in leadership positions and to work in cooperation with other groups and individuals where possible and ap-

propriate to promote women's rights and advance the labor movement.

To encourage the involvement and participation of all women in the APWU and to organize the unorganized workers in our workplace.

There are four levels of POWER committees that exist, local, state, regional and national. A national Steering Committee consisting of one coordinator from each of the five regions, assist in local, state and regional committee operations and communications.

Locally, the Phoenix Chapter is just getting started. The Coordinator of our Chapter is Michelle Pitre, Co-Coordinators are Sarah Rodriguez and Christy Bloomquist, Recording

continued on page 5

Maintenance Craft Report

Annual Leave Requests Maintenance Craft Specific



by James E Agnew
Maintenance Craft Director
James_E_Agnew@yahoo.com

Form 3971 signed by the employee's supervisor approving the annual leave shall be official notification that the vacation leave is approved. The employee will receive a signed duplicate.

Primetime or Choice Vacation requests are from February 15 and ending the last week of November, plus December 26 to December 31.

Employees are guaranteed their holiday and SDO's with their choice vacation selection.

The choice vacation period for an employee begins immediately following their scheduled days off. If an employee has split days off, the choice vacation period begins after their first scheduled day off. An exception may be granted to start their primetime vacation on other than their scheduled days off by agreement among the employee, the Union representative, and the employee's supervisor. If a modification of an employee's scheduled days off is done, then the signed 3971 should be approved by both the appropriate supervisor and the Union representative.

Fifteen (15) percent of the employee complement in each maintenance section will be allowed to take choice vacation leave during the choice vacation period. However December 26 through December 31 will be at ten (10) percent. If a fraction occurs at .50 or above, it will be rounded upward.

B) IDENTIFYING SECTIONS

By occupational group, tour, facility except for the following which are combined by tour and facility:

- (1) AMT
- (2) Carpenter and Painter
- (3) Custodian, Laborer Custodial, and Group Leader.
- (4) Maintenance Operations Support Clerk PS-7
- (5) FMO ET
- (6) FMO MPE
- (7) City BEM
- (8) City Maintenance Mechanic Level 7
- (9) FMO Maintenance Mechanic Level 7

Facility is defined as:

- (1) Processing & Distribution Center
- (2) Rio Salado Facility
- (3) Phoenix Stations (each is considered a separate facility)
- (4) WV P&DC

Any position identified as a Relief Assignment under Article 38.7C of the National Agreement shall be included in the same section as those positions identified for relief.

Incidental Annual Leave

Applications for annual leave for the period of December 1st - 24th, January 1st - 31st, February 1st-14th and all dates remaining available after the close of choice vacation selection:

Applications for Annual Leave for the First Two (2) Weeks of February and After the Close of Choice Vacation Selection will be available to employees on a first come, first serve basis. Form 3971 received on the same tour of duty for the same period will be awarded by seniority. Up to ten (10) percent of the Maintenance craft employees in a section or pay location, with a minimum of one employee, will be permitted annual leave, subject to the following conditions:

1. Employees must submit Form 3971 to their immediate supervisor a minimum of ten (10) days in advance of the requested annual leave date.

2. Annual leave requests must be in increments of eight (8) hours or more.

3. Employees who wish to cancel pre-approved annual leave must notify Management ten (10) days in advance of such leave starting. Should the employee fail to do this, approval of such cancellation of leave will be at Management's discretion unless cancellation is due to an emergency or some other justifiable reason. Should an employee cancel leave, Management shall allow another employee to take leave during this same period, should a request be made four days prior to the leave beginning.

4. If an employee in the section or pay location is on long term leave (consisting of more than seven (7) days) for reasons of health, a 15 percent rule will apply, and the employee on the long term leave will be included in the computation of this 15 percent factor.

Employees attending Postal training for the Postal Service shall not be the sole cause for denial of application of annual leave under these terms.

Submission For Short Term Annual Leave

When eight hours or less of annual leave is requested for use within seven days, and the Form 3971 is submitted

to the employee's immediate supervisor within the first two hours of duty, management will render a decision within that tour of duty. Where no action has been taken within this period, the request for such leave will be approved.

When eight hours or more of annual leave is requested for use within 30 days, and the Form 3971 is submitted to the employee's immediate supervisor within the first two hours of duty, management will render a decision within two working days. Where no action is taken within this period, the request for such leave will be approved. Those requests for same day annual leave submitted within the first hour of duty will be acted upon no later than one hour before the requested annual commences.

Normally employees, including those on the overtime desired list, that have a full shift of annual leave immediately preceding and/or following nonscheduled days will not be required to work overtime on their off days. However, employees may advise their supervisor in writing of their availability to work a nonscheduled day that is in conjunction with approved annual leave.

TORCH TAG

Don't forget! VOTE NOV 6th

BY NOT VOTING, YOU HELP THOSE WHO DON'T WANT YOU TO VOTE!

R Devine, Oct 2018--Reprints OK w/credit to APWU/GKCMAL #67, The Midwest Torch

THOSE WE LOVE DON'T GO AWAY...THEY WALK BESIDE US EVERYDAY; UNSEEN, UNHEARD, BUT ALWAYS NEAR, STILL LOVED, STILL MISSED AND VERY DEAR.

Elizabeth Ortega in CFS lost her Aunt
Bernie Vallejo in CFS lost his Aunt
Martha Marquez from Avondale lost her mother
Jon Estrella lost his Mother, Retired clerk, Rachel Estrella

Representative At Large Report

Complete Grievance Statements



by **Monica Chavez, Tour 3
Chief Steward Phoenix P&DC
Representative At Large**
monicachavez.apwu@gmail.com

The written grievance/Employee statement is a non-fiction story. It is a narration of something that has transpired that constitutes a violation of our Collective Bargaining Agreement (CBA). If this written "story" thoroughly demonstrates what has taken place and how what has taken place has violated our Collective Bargaining Agreement, the grievance has a significantly enhanced chance for success.

As an aggrieved Employee when providing a statement to the Union, please keep in mind that you are beginning the development of the written record. Treat every statement that you write as if you are writing for someone who knows absolutely nothing about the case, or about the individuals involved. When you write a statement for someone unaware of the situation Employees tend to put more details into a statement, these details are the most crucial part of every statement.

Start with the basics. Describe the event or events which have occurred that have prompted your grievance. Thoroughly describe who did what, when and where the events occurred, why it violated the Collective Bargaining Agreement, and in your opinion how the matter can best be remedied.

If a statement of facts is sufficiently non-specific it may be infeasible for anyone to identify what occurred. If a Steward cannot identify what has occurred, when and where it occurred, and who was involved, the grievance has failed to identify a violation of the Agreement. Failure to identify a violation of the CBA will result in the failure of the grievance itself. The purpose of our grievance procedure is to identify a violation of contractual rights and thereby seek redress.

It is not necessary to write a book. All grievance statements should be systematically documented. A clear, concise statement of all facts and contentions is always best. Providing as much detail (without personal feelings) by answering the 6 questions below will provide your Steward with the

necessary information to investigate and file your grievance.

1. WHO: Who is involved in, or witness to, the grievance? Please provide as much detail as possible; name(s), unit, craft, seniority date, job classification, tour, etc.

2. WHAT: What happened? Only facts, no opinions.

3. WHEN: When did the grievance occur? On what date, at what time. Without a date and time, we are lost and it will be impossible to keep our timelines. Failure to keep to timelines result in the failure of a grievance.

4. WHERE: Where did the infraction take place? Exact location, section or area, city and state.

5. WHY: Why is it a violation of the agreement (Example: I was senior and skipped by a junior employee for overtime)?

6. HOW: How can this grievance be resolved? What remedy are you seeking?

One of the leading issues preventing Employees from getting the redress they seek is their fear of retaliation. This fear keeps Employees silent even when instances of employment discrimination and employment rights violations are unrelenting. Many employees will write an anonymous statement due to the fear of retaliation.

continued from page 3

Secretary is Terrie Davis, Treasurer is Patti Smith-Perez and Sargent At Arm(s) are Deanean Hammer and Alissa Nicasastro. We recently attended the POWER conference in Chicago and it was very eventful. The next event for POWER is the upcoming education conference held in Las Vegas.

The ladies of the Phoenix POWER Chapter would like to extend an open invitation to all the Postal Women to come out and join us at our meetings on Saturdays, once a month and we want to extend an invitation to all the members and their families to join us in celebrating our upcoming annual APWU Membership Picnic on October 20, 2019 at the Desert Breeze Park. POWER is having a cake walk to raise funds to continue to attend the conferences held by our National POWER sisters so that we can bring back information to help teach others. If you are interested in coming out and joining to be involved with the Phoenix APWU POWER

While these statements can give vital information as to an issue that is occurring in the workplace, without an employees name and date of the incident there is no way to tell if a state-



ment was given by a Bargaining Unit Employee or a fabrication. The USPS is known for question the validity of statements without names and dates. Overcoming the fear of retaliation in the workplace is a mandatory hurdle for many workers. Employees who are reluctant to address concerns about an employer's discriminatory practices must take a bold and courageous step forward so that one may gain the redress they are seeking and set a new standard in our workplace.

An employee who has taken the time to write a statement has already taken the most important step forward... you decided to give a statement. No matter what you decide to do, at least you have owned up to the fact that the statement is yours to make. Too often employees think they can just evade a situation by avoiding a decision about what to do, hoping that the situation will simply go away on its own, or with the hope that another employee will lodge a grievance. These situations never just go away. Instead, they fester and almost always get worse.

Fear is like a self-imposed prison that we use to obstruct our freedom. "The only thing we have to fear is fear itself." Living your life in fear leads to despair and "Action is the

antidote to despair". Standing up to Bullies is the best way to stop them. Never let the opportunity pass you to let your voice be heard and to send a message to management that you will not stand by while a supervisor it behaving in an intolerant manner. If you are not alone in the intolerant actions of management come together with your Co-workers/Union Stewards and collectively draft a statement. There is power in numbers. "United we Stand, divided we fall".

— POWER —

Chapter, you can email me at hrdirector@phoenixapwu.org and we can get you going in the right direction to attend our monthly meetings. The Phoenix APWU Power also has a Facebook page and an Instagram account in which one can obtain information as to what is taking place

at the meetings and the date and time of the upcoming meetings. So come out and join us when you can.

Hope to see you all at the APWU Picnic! Remember to bring funds to participate in the Phoenix POWER cakewalk. There will also be games and activities for the kids!

It's Official I'M Retired

Pamela Hodges 5/31/19 - 20yrs
Lisa Hansen 7/26/19 - 14yrs
Kevin Cooper 8/30/19 - 31yrs
Cathy Lopez Marquez 8/30/10 - 41yrs
Laura Mejia 8/31/2019 - 38yrs

Timothy Keery 6/30/19 - 34yrs
Michelle Ford 7/31/219 - 31yrs
Ronald Stucker 8/30/19 - 23yrs
Tina Brown 8/31/19 - 28yrs
John "JP" Pharris 9/12/19 - 24yrs

Legislatively Speaking

House Majority Supports H.R. 2382



by Roy Braunstein,
Legislative Director,
via APWU Web News

On August 16, the USPS Fairness Act (H.R. 2382) achieved a bipartisan

majority of cosponsors.

This critical milestone is the direct result of a successful day of action held on July 23 and our ongoing work with the AFL-CIO, and our sister postal unions.

This legislation, if signed into law, would repeal the mandate that requires the Postal Service to prefund its retiree healthcare benefits 75 years in advance. The prefunding mandate is responsible for 100% of the Postal Service's net losses since 2013, has harmed the Postal Service's operations, and negatively affects postal employees and the public they serve. Eliminating the mandate would allow the Postal Service to revert to the pay as-you-go

method for retiree benefits and focus on innovation and investing.

"APWU members showed once again what we can accomplish when we work together to send a message to Congress," said President Mark Dimondstein. "By making calls to every single Representative, we showed that our fight is of national importance and we will be heard."

"Let's keep up the momentum and make sure this fight is taking place in every zip code across the country," said Legislative & Political Director Judy Beard. "We can gain even more cosponsors and show Congress this is critical legislation that should be brought to the House floor for an

affirmative vote."

This bill has been cosponsored by the following Arizona U.S. Representatives: Rep. Ruben Gallago (D-AZ-7), Rep. Raul Grijalva (D-AZ-3), Rep. Ann Kirkpatrick (D-AZ-2), Rep. Tom O'Halleran (D-AZ-1), and Rep. Greg Stanton (D-AZ-9). The bill was introduced by Rep. Peter DeFazio (D-OR), and has 225 cosponsors currently. The House of Representatives has 435 members, so 218 would be a majority. Currently there are 194 Democrats and 31 Republicans who have co-sponsored this legislation. None of the 4 Arizona Republicans have cosponsored H.R.2382 at this time.

Well-child visits: Keep your kids healthy with regular checkups Survey Finds

Preventive health care can help us stay healthy. That's why doctors recommend annual physicals for adults. Pediatricians recommend well-child checkups for kids and teens because prevention is particularly important for young people. Regular exams and tests are an effective way to track your child's health and development. And, catching health issues early can increase the chances of finding a treatment or a cure.

Preventive care for kids is covered 100 percent. Most health plans, including APWU Health Plans, offer 100 percent coverage for well-child visits and immunizations as described in the Bright Future Guidelines provided by the American Academy of Pediatrics. Just make sure your child sees a doctor in your health plan's network.

When to schedule well-child visits

The American Academy of Pediatrics has developed a schedule of well-child screenings and assessments to help parents understand how often healthy children should see a pediatrician. Some children may need more frequent screenings depending on specific health conditions or concerns.

Preparing for a checkup

Taking a few simple steps can help you get the most out of each well-child visit:

1. Bring a list of questions. Your pediatrician is your most valuable resource for questions and concerns

you have about your child's health and well-being. These appointments give you a chance to discuss your child's physical and mental milestones, social behaviors, and learning. Your pediatrician can also answer questions about everything from bed-wetting and toilet training to sleep, nutrition, safety, and more.

2. Budget your time. Ask your most important questions first. If you have a lot of questions, plan to continue the discussion at future appointments.
3. Take notes about your child's health and development. Talk to your pediatrician if you're concerned that your child isn't meeting normal developmental milestones. Also, be sure to mention any changes in behavior or routines.
4. Plan ahead. The Child and Adolescent Health Measurement Initiative created the well-visit planner as an online tool parents can use to create a personalized guide for well-child visits. All you have to do is answer a few questions and identify your priorities.

What to expect during a well-child visit

Regular well-child visits build your child's medical history and let your pediatrician track your child's progress and development. By making sure all vaccinations are up-to-date, your pediatrician can also help prevent illness. Over time, visits provide a chance to create strong relationships among parents, children, and the pediatrician.

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**WHEN-SUNDAY,
OCTOBER 20, 2019
TIME-10AM-2PM**

LET'S ENJOY ANOTHER YEAR TOGETHER WITH OUR BROTHERS AND SISTERS, FAMILIES AND FRIENDS.

RAFFLES AND DOOR PRIZES TO WIN!

WE'LL HAVE LOTS OF GAMES TO KEEP THE KIDS ENTERTAINED. REMEMBER TO BRING YOUR MONEY FOR THE POWER CAKE WALK AND 50/50 DRAWING.

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**GROUP
PAVILIONS/NEAR
SOFTBALL FIELD**

**For nearest parking to
Pavilions:
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Blvd West from Rural Rd
or Chandler Blvd.**



They Don't Have The Right

by Omar M. Gonzalez,
Western Region Coordinator

We often hear that 'management has the right to mismanage.' NO THEY DON'T! Laws require that USPS be run efficiently, including managing the workforce.

Postal regulations, statutes and our contract outline what management cannot do. When we fight management, we must use all three resources.

Postal life would be less hectic if only all parties followed the union contract. Regulations related to your working conditions, hours and wages are subject to the contract. Management does not own the Postal Service, they operate it.

They don't have the unilateral right to do our work unless permitted by Article 1 Section 6a and b. In level 18 offices they can do only 15 hours of craft work per week. In larger offices they have to meet one of the five exceptions, otherwise they have to pay the employee who would have performed the work.

They don't have the right to just make anyone a 204b unless a PS 1723 is issued to the union in advance and restricted the use of the 204b before

an individual forfeits their bid.

They don't have the right to unilaterally change established past practices in your office even when new bosses take over. Article 5 and the law prohibits unilateral changes to the CBA or past practice, unless negotiated with the union after notice is given.

They don't have the right to make cross craft assignments unless they meet certain conditions reasonably unforeseeable or unavoidable per Article 7. Intentional understaffing is not one of those.

They don't have the right to impose overtime without penalties which include additional premiums for exceeding the 12-hour daily/60 hours weekly limits. Nor can they schedule overtime (OT) willy-nilly without penalty. CBA Article 8 has 2.5 pages of rules and the JCIM has 13 pages on OT rules.

They don't have the right to change your work hours unless they comply with federal law, their own out-of-schedule premium rules and Article 8 contract restrictions. Nor can they change your rest days without complying with the work week and craft articles.

They don't have the right to demand medical documentation for sick leave absence of 3 or less days unless they can show a legitimate business reason do it. It is not just on their demand; they must also consider your welfare – equitably on a case by case basis – per Articles 10, 16, 19.

They don't have the right to reassign you at will. They must comply with seniority rules, bid rights, section identifications, skill requirements, higher level pay rules and other contract restrictions.

They don't have the right to treat PSEs as servants or casuals, these employees have specific contract rights. Being a "Postal Support Employee" is not a green light for mistreatment. PSEs have their own CBA sections covering their employment and their conversion to career status.

They don't have the right to unilaterally deny light duty to injured workers, they are obligated to make every effort to find work that employee can perform. Being denied work is not au-

tomatic. There are strong protections in Article 13.

They don't have the right to work you in a dirty, unsafe place nor abuse you in any way. Many regulations, laws and Article 14 offer strong protections. Federal law imposes penalties for unsafe conditions.

They don't have the right to impose discipline at will and must prove "just cause" exists by following six distinct rules. In discipline cases, management has the burden of proof and must comply with due process procedures.

The contract has 392 pages agreed upon work rules that have no value unless they are enforced by us all. You have a right to grieve violations.

Access the CBA/JCIM here and then fight to enforce it.

We are fighting for a new contract now! Please stand with me and Coordinators Stone, Gallagher, Beasley, Suslak, and the entire APWU like never before. You cannot spell UNION without U and I.

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When is the time frame?

Open enrollment will be between November 11th through December 9th. There are usually 3 health fairs that take place between GMF and West Valley. These dates have not yet been secured but will be posted ASAP.



What is open enrollment?

Open Enrollment is the annual period to enroll in, or make changes to, your benefits! Unless you have a qualifying life event (QLE), this is your once-a year opportunity to make changes to your benefits.

Why is it important to me?

Most plans change their coverage options, service areas, or premiums each year. It is important to evaluate all of your options to help you decide if you need to make any changes for the upcoming year. You can also consider the changes you may need to make to your health coverage so that it better aligns with your current health care needs. This ensures that you have the coverage you need without paying for services you don't need. You may even end up saving money!!

What if I don't want to change my benefits?

Several things can happen, depending on your health plan. Contracts with healthcare insurers are negotiated yearly; some plans are dropping out of the program and others are changing their service areas or coverage options. Unless your current health insurance plan is dropping out of FEHB, you will continue to be covered by the plan. However, your benefits, premiums, or coverage options may change. If you currently have a Flexible Spending Account (FSA), it will NOT continue automatically.

Where can I find more information?

If you would like more information about open enrollment, FSA or TSP, additional resources are available on the LiteBlue Open Season page. Or you may contact your steward for assistance.