

# APWU

## *Philly* PARCEL

Official Publication of the Philadelphia Bulk Mail Center Local 7048, American Postal Workers Union, AFL-CIO  
Volume XXXIII Number II

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**"One Workforce - One Struggle - One Union"**

### Joe McGugan, Icon Of Our Local Union, Retires!



We all know Joe, but, above left is Joe's Son, Joey.

And above-right is the Eastern Region Coordinator for the APWU and our "home-grown", Mike Gallagher, after presenting a specially engraved clock to Joe.



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Ron Leavesley	<i>Dir., Maintenance Craft</i>
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.....  
**Ray Pavel, Editor**  
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# The President's View



## PRESIDENT'S VIEW

### VICE PRESIDENT EMERITUS

As I wrote back in late March, we have reached the end of an Era with the retirement of long-time VP Joe McGugan. For those who missed it, we are reprinting the Philly Flyer we put out about Joe. Since that time, Joe started his retirement the right way by going on a well-deserved cruise which he said was the best trip of his life. On April 11<sup>th</sup> we had our first board meeting since December 1989 in which Joe was not the VP. (Joe did serve as acting president for 5 months in 2007 when I was on a detail with the national union) It felt strange not having Joe handling the work of the union at a board meeting, but certainly we all wish him the very best in his retirement years. We recognized Brother McGugan at the April 18<sup>th</sup> GMM and it was nice to see many of his peers come out to thank Joe for all his years of service to the APWU.

At the meeting it was officially announced that Joe McGugan will now be Vice President Emeritus of the Philadelphia BMC Local 7048. Joe was given a plaque for this and the local also has one hanging over at the Pitchalonis Union Hall. Joe started his postal career back in 1979 as a mailhandler and quickly became a clerk and a part of the APWU in April 1980. In fact, Joe and I shared the same postal clerk seniority date of April 19, 1980 with the tie breaker going Joe's way due to his prior postal time. (He loved reminding me of this over our many years). He held the following positions in our union; Trustee, Recording Secretary, Clerk Director, Industrial Relations Director, Acting President and Vice President, the last position beginning on November 15, 1989. He was an arbitration advocate, step 2 designee, steward, Safety and Health Committee Chairperson for the local, OWCP advocate, MVS Director De Facto for the majority of his years as VP, and the list can certainly go on and on. Joe will be



missed, but his legacy will last forever. We have a dinner planned for June 14<sup>th</sup> in his honor.

### APPOINTMENTS

As previously announced via the Philly Flyer, the following appointments took place and were unanimously approved by the EB and then the membership assembled at our GMM. Chuck Camp moves from DIR to VP. Bob Kovalik moves from MCD to DIR. Ron Leavesley was appointed as the Maintenance Craft Director. They have started off in their new positions very well.

### PPWU STATE CONVENTION

The Local was well represented at the April 1-3, 2016 Pennsylvania Postal Workers Union Biennial State Convention held in Lancaster, PA. The host local, led by their Local President Donna Welch and her staff, did a tremendous job organizing the convention. State President Mike Stephenson, who is from the Lancaster PA Area

Local, did an excellent job chairing the three-day convention.

Prior to the convention there was a Tri-State Educational Conference which our delegates attended to help the local handle the business of the union. I assisted Eastern Regional Coordinator Mike Gallagher with a training course on the Local Memorandum of Understanding and getting ready for local negotiations.

Delegates from the local were myself, Chuck Camp, Bob Kovalik, Bill Schweiker, Benson Stephens, Joe Lockrey and Neil Dossick. National Officers Mike Gallagher, John Jackson and Bill LaSalle were also delegates from Local 7048. Bob Kovalik and I are also PA State representatives so we also had duties to perform as State Officers. Both of us were re-elected to our positions of Maintenance Craft Director for Bob and me as Vice President. I am proud of the work put in by all our delegates as we did our best to represent the membership.



## **CONTRACT ARBITRATION**

### **The following is right from the National Web site:**

Arbitration hearings on the APWU Collective Bargaining Agreement with the Postal Service have concluded and the union expects a decision in 30 to 60 days, President Mark Dimondstein has announced.

During 18 days of hearings that focused primarily on the economic provisions on the new contract, the union and management presented their positions, called witnesses, submitted evidence, and offered rebuttals.

The three-member panel of arbitrators began its deliberations on May 4. The panel is comprised of a union-appointed arbitrator, a management-appointed arbitrator, and Neutral Arbitrator Stephen B. Goldberg, who will determine the outcome.

## **2016 NATIONAL ELECTIONS**

The APWU National Election season has arrived. The petition process is going on as this edition of the Philly Parcel gets completed. Once that part is done, we will learn all of the contested elections as well as those who are unopposed. Ballots will be mailed in the early part of September. Locally we have always taken the voting very seriously with a disciplined vote. Every member in good standing has the right to Voice and Vote so please make sure you exercise that right. The local union's final endorsements will be concluded, most likely at an early September General Membership Meeting.

## **BMC CONFERENCE**

There was a BMC Conference hosted by the Greater Los Angeles Area Local. Chuck Camp and I traveled on Sunday May 22<sup>nd</sup> for the Monday/Tuesday conference. There was a welcome dinner that night followed by the business of the conference. Many agenda items were submitted and addressed by both the delegates and some of the National Officers in attendance. BMC Coordinator Brother Balogun does a great job getting everything organized. Balogun recognized me with a beautiful

plaque for the many years of being a part of the BMC network. It was unexpected and was very special. There is a picture of the plaque on page 5. I accepted it on behalf of the Local as we have been working together to make sure BMCs are represented to the fullest extent possible. Chuck and I spoke to many delegates while in LA sharing different issues.

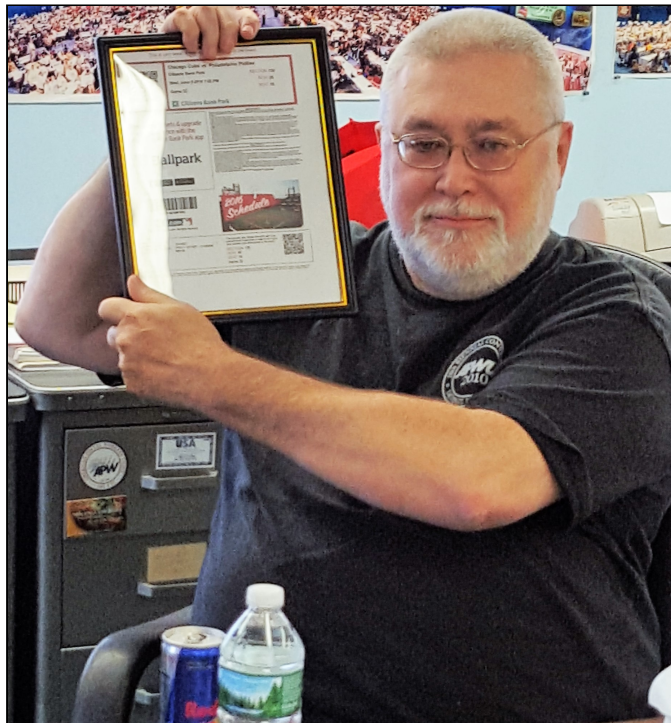
## **POLITICAL DIRECTOR JOE QUINAN RETIRES**

Long-time union official Joe Quinlan retired on May 27 after 29 plus years with the USPS. Brother Quinlan decided it was time to enter his next phase. He certainly will be missed not only with the research he did as the Political Director, but he also served over the years as a steward, step 2 designee, local negotiating member, on labor-management committees, Associate Office Director, Information Director, arbitration advocate, etc. dating back to the late 1980's.

One of the issues we fought together for, was when the USPS decided to get rid of our Medical Unit back in the early 1990's. We fought them tooth and nail with a major rally out front of the plant on Workers Memorial Day in 1994 as we were very angry to have lost an employee who died of a heart attack while at work. The employee collapsed practically where the medical unit used to be prior to closing.

We filed a grievance that went all the way to National Level Arbitration. Both of us attended the hearing, and though we were unsuccessful, we certainly fought the great fight. We did this for our members. Joe was also our guru on discipline cases as he knew how to make sure the member was fully represented.

Remember, the burden of proof rests with the employer, and they could not just issue discipline without just cause. Many times management is told to issue discipline and fails to investigate and just doesn't care if it is corrective rather than punitive.





Joe has agreed to come out to the June 28<sup>th</sup> GMM so we can publicly thank him for his years representing the Local 7048 members. So there you have it; Two Joes retire within almost two months of each other. Certainly a major loss to the local union. To date some members have stepped up to get involved, which is what is needed to ensure the best representation of Local 7048 members continues.

### LOSS OF TWO MEMBERS

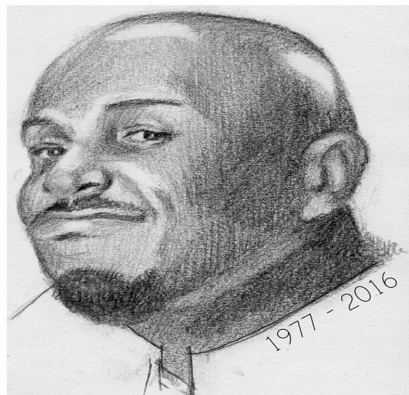
Back in late April, it was very sad to have reported on the passing of two Local 7048 Union Members, Christopher Murphy (Clerk Craft T-2 APBS 1 and pictured below), and Al Grier (Maintenance Craft T-2 BEM). Our condolences were extended to their families which of course includes those at the Plant. Losing any co-worker you are used to seeing at the job one day and then gone the next is very difficult for many.

Certainly when you lose someone who has yet to reach the age of 40 like Chris Murphy, it becomes extremely hard to accept. His smile will remain in our memory for years to come. Al Grier experienced some major medical issues back in March and unfortunately never was able to come out of it. May both Chris and Al rest in peace!!!

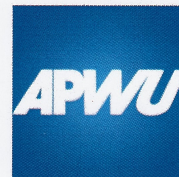
In closing, hope everyone enjoys the great weather soon to be bestowed upon us. Wishing that you got the vacation time you wanted. Always remember to watch out for the little ones while you drive as this time of the year there is certainly more activity in your neighborhoods.

Remember without Unionism, There is Favoritism,

*Vince Tarducci*, President



### American Postal Workers Union



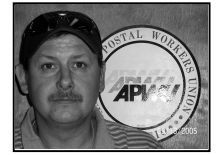
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# **VICE PRESIDENT'S TAKE**



## **VICE PRESIDENT DUTIES**

The first 45 days have been very much as I expected. Brother McGugan was a tireless worker, with a brilliant mind for Union issues. Following his lead has been a daunting task. I can't say that I gained an appreciation for Joe's work, because I witnessed it firsthand over the years, and knew what he did and what he meant to the local. I will continue to do my best to fill his shoes. Among the many hats that Joe wore, and passed on to me, were MVS steward/director, injury comp guru, safety specialist, dental plan administrator, etc. As I've stated over and over throughout my APWU career, you never stop learning, and that is certainly true today. After 20+ years of union work, I have much to learn.

Speaking of learning, I am happy to mention that we had 6 people attend our most recent steward seminar. 4 clerk craft, and 2 maintenance craft members attended the 4-hour seminar. As previously stated, this local is in the process of trying to replace a number of key pieces, as long-time dedicated leaders retire and/or move on to other duties. We cannot keep the level of representation that we have enjoyed without new people getting involved. These people stepped up. Thanks.

## **CBA OUTCOME TO BE REVEALED SHORTLY**

By the time you read this the details of the next Collective Bargaining Agreement will almost certainly be public knowledge. It appears to be a near certainty that our contract will be decided by Arbitrator Goldberg, with probably a number of side agreements incorporated. This is unfortunate, but was most likely necessary. President Tarducci and I travelled to D.C. to witness some of the proceedings in the early stages of the hearings.

At the time, we got a chance to speak with National President Mark Dimondstein, and he explained the proposals and the differences between the parties. While Dimondstein expressed a desire to have a negotiated agreement that would allow the members to vote to ratify or not ratify a tentative contract, Mark also indicated that he was steadfast in his goal of fixing the disparity created in our workforce through the previous CBA. It's hard to argue with this logic since the members' dissatisfaction with that CBA was, in my opinion, the main reason that Dimondstein was elected over the incumbent candidate for APWU President. I

feel comfortable that we fought the good fight in these negotiations, and that we did everything we could to negotiate a contract that protects all current and future members. Now the arbitrator will decide the issue.

## **TIME TO VOTE**

Everyone knows about the upcoming elections for the US of A. I'm not referring to voting in those elections. I am referring to voting in national APWU elections. The process is beginning, as candidates submit their petitions to be included on the ballot. Our local has long been a leading participant in APWU elections when it comes to percentage of members taking the time to vote. This election should be no different. It is important, and our members know it! Having a say in who runs the APWU is among the most important responsibilities for APWU members.

Bad leadership can doom us at a time when crooked politicians, unscrupulous competitors, and greedy capitalists push forward in their attempts to siphon off profitable parts of our service, while abandoning the rest. Local endorsements will be publicized greatly during this election. All you have to do is VOTE. Be prepared.

## **RETIRING UNION OFFICIALS**

Tour 2 has recently lost a couple of its most effective representatives. The retirements of Joe McGugan in April and Joe Quinlan in May, leave a void in this local that will be hard to fill. Historically, people have always stepped up when a quality union official has left the USPS in the past, and I'm sure that will continue, but the Joes will be missed. I worked side-by-side with Joe Quinlan for virtually my entire USPS/APWU career, and the guy flat out knows his stuff. "Q" was always a step ahead of postal bosses and could be counted on unequivocally, when the battles got tough. Joe McGugan, himself, is one-of-a-kind. No one knows OWCP or safety better than "Googie", and he never gave the bosses an inch. He was the APWU bulldog.

I wish both of these fine gentlemen a long, healthy, happy retirement. It has been earned and is well-deserved. Enjoy!

## **VERIZON STRIKING WORKERS**

On a related matter, Verizon workers are currently on the picket line, **WITHOUT PAY**, fighting for a fair contract for their current and future workers. Make no mistake about it; these men and women have guts! They

are putting their money where their mouths are, and making the life-changing decision to walk the picket line for what they deserve. Fighting corporate greed so that the working class doesn't continue in a race to the bottom, while CEO fat-cats and company shareholders continue to line their pockets with cash. A company making massive profits wants givebacks and concessions from its middle class workers. It's a disgrace, and these workers are taking heroic measures to stop the madness.

Most of these strikers will never recover what is lost during this prolonged strike, and would have most likely been better off **personally** by caving to the company's demands and forsaking the future, but they have stood up and drawn a line in the sand for all of us. I encourage all workers, not just Union members, in this country to support these heroes in any way you can. Honk your horn on the way by, stop and talk to the strikers to offer encouragement, walk the line with them, make a donation at [standuptoverizon.com](http://standuptoverizon.com), etc. This is what made the working class, and if we have any aspirations for the future of the worker in this country, it is imperative that the striking workers prevail in this fight.

The company certainly understands the stakes. You can see that in all of the money they spent trying to break the strike with anti-worker TV ads, and training and transporting SCABS to steal the work of the righteous strikers. Don't let them fight this battle alone. President Tarducci and I have marched on the picket line on a number of occasions. Neil Dossick reported to a location in Montgomery County to protest the transporting of SCABS to worksites by Verizon.

The executive board, along with some APWU national officers, marched on Byberry Rd. with local striking CWA members. We invited John King, CWA Rep., to our GMM to address members and inform us of the status of the strike. Let's continue to support them as much as possible.

**\*\*\*UPDATE \*\*\* Verizon workers have a tentative agreement that addresses many of the Union's concerns/demands related to working conditions, benefits and wages. If/when the agreement is ratified, these dedicated unionists are to be commended for battling on the front lines for working class Americans.**

In Solidarity,

*Chuck Camp*, Vice President



## **NON-MEMBERS LOCAL 7048**

*The following represents the list of employees who are not members of this local union. They freely give up any rights to a voice or vote, which ultimately gives them absolutely no say whatsoever in how the local union is run. Though this may be his or her right, there is much confusion as to why anyone throws away such a RIGHT. We make this list available for the sole purpose of informing the membership.*

This is as of June 3, 2016.

### **PHILADELPHIA BMC/NDC**

Emanuel, Herb, Dock Clerk T-2  
Suarez, Michael, Labor Custodian T-3  
Henderson, Kennard, Maintenance T-3  
Shuss, Betsy, Data Tech Clerk,  
Howard, Tyrone, Clerk FSS T-3  
Raymond, Thomas, Clerk Tour-3

*A member who signs one of these individuals to join the APWU is eligible to receive a \$100.00 incentive.*





Above are 4 more Pics from Joe McGugan's retirement GMM.

Right is Maint. MPE Bill Rigler getting his retirement plaque at the March GMM.

The 2 Pics on the bottom are from the May Informational Meeting held to benefit our Members in the Associate Offices under our Union jurisdiction.



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Please call Lionel Prince, Esq. with any legal problems or needs at 215 569 2800 x 116 or his cell 215 620 8383.

*Brendan Lamanna will now be assisting long time counsel to BMC Local #7048, Lionel Prince. Brendan has been a practicing attorney with Zarwin Baum for nine years. He counsels individuals, businesses and charitable organizations on a variety of matters. He also practices general civil litigation, including personal injury, medical malpractice and business litigation. If you have any questions - legal or otherwise - for Brendan, you can reach him at 267.765.9629, or send him an email at [bglamanna@zarwin.com](mailto:bglamanna@zarwin.com).*

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# Maintenance Report



I would like to take the time to thank President Tarducci and the members of the Executive Board for considering and appointing me as Maintenance Craft Director for APWU Local 7048. At this time I have been in the position for just about a month and with the assistance of previous Director Kovalik as well as other board members have been learning all the duties and responsibilities the position entails. Needless to say it is a considerable amount more than I handled as a Shop Steward. As we move forward as a Union I hope to be able to continue to serve and represent this local at the same level that my predecessors achieved.

This cannot happen without hard work on my part as well as member participation. The membership is the eyes and ears of this local. Do not hesitate to ask to see a steward when you feel that your rights or the rights of another member have been violated. As a team we can continue to keep this local the strong institution that it is today.

## Job Bidding Process

I have been monitoring the latest bids and it has come to my attention that some employees either request to be considered for or decline consideration for jobs as they proceed through the bid process. Article 38 of the CBA as well as the JCIM outline the process and time constraints management must adhere to when posting and filling vacant and newly established positions. The language is lengthy so I won't reprint it here. I would like to concentrate specifically on the language in our LMOU Item 22C.1 in regards to this issue. I will not reprint that language either but will paraphrase.

The Notice of Intent is posted for a period of 7 days. Management will post additional Audit Trails only if employees change their Preferred Assignment Selection Form or their Promotion Rejection Form. What this

means is that during the 7 days that the bid is active there could be no changes or numerous changes to the job awards. It is not in the best interest of the maintenance employees to wait for open bids to make decisions pertaining to their jobs.

Management has the proper forms available, ask your SMO's, to ensure that you receive the bid you want and that you don't receive a bid you do not want. Take the time to fill out the proper Preferred Assignment or Promotion Rejection forms and keep a copy for your personal records.

## Work Safely

Management has issued discipline to 2

maintenance employees for failing to lock out equipment that they were working on. Working safely ultimately falls on each employee individually. The issuance of discipline for failing to work safely only happens after an incident such as an employee injury or damage to equipment. Management seems to turn a blind eye to safety unless something happens first and then decides to make an example of the employees involved. I am sure everyone wants to go home exactly as they were when they reported to

work so **PLEASE WORK SAFELY.**

## New Maintenance Stewards

By the time the membership reads this the Maintenance Craft will have gained 2 new stewards. Jim McIntyre and Frank Zeuner both attended the steward seminar on April 27, 2016. As per my recommendation to the President and unanimous approval by board members at the Executive Board meeting on 5/11/16. Jim and Frank have been added to the steward roster. Please take the time to welcome them. I am sure they will be valuable assets to our local.

*Ron Leavesley*, Maint. Craft Director





# END OF AN ERA

*(Editor's Note: This is a reprint of an earlier Philly Flyer, authored by Pres Tarducci. Below VP McGugan and Pres Tarducci walking out on Joe's last Day)*

Vice President Joe McGugan will be retiring by the end of this week with the USPS. Joe became VP when Ronald Reagan was just leaving the White House. With his retirement, Joe has also decided to resign from his position with APWU Local 7048, effective April 1, 2016. Brother McGugan was hired in 1979 as a Mail Handler.

Within a year he became a clerk craft employee and a member of the APWU. He rose through the ranks of the local union as Co-Editor, Trustee, Clerk Director, Industrial Relations Director and Vice President. He was the Acting President for several months back in 2007 when I was detailed as a National Business Agent. He served on several committees at many National Conventions.

He was our liaison with the Department of Labor for over a quarter of a century assisting greatly when members were injured on the job. If you ever were injured during this time, then you should know that Joe made sure you were being represented and eventually your claim would get approved. He may have been tough to deal with when he informed you of the necessity for medical from your physician, but it was only to make sure your claim was



handled properly.

Joe was recognized by Philaposh back in 2007 at their annual banquet for his work in the field of Injury Compensation. Joe was our chairperson for the Joint Labor Management Safety and Health Committee. The parties meet at the plant along with the Mail Handler's Union during the course of the year to address agenda items in order to make the plant safer.

Joe was our main voice at the table, though at times he may have ruffled some management feathers, it was because he was making sure your safety and health rights were being addressed. I was at the overwhelming majority of these meetings alongside Joe and I can tell you first hand that he sincerely cared about safety.

## Grievance Handling

Joe was one of our best when handling grievances. He knew how to document his cases and made sure the case was ready to go to arbitration if it had to. If we went through all his cases over his 30-plus year union career, I would bet that most of them went the member's way. Back in the 1980's Joe was responsible for implementing the new Article 8 Overtime language for then President Mike Gallagher. After all the smoke cleared, members of the APWU, as a class, received close to 1.5 million dollars in grievance settlements when local management did not believe the new language meant what it said. Joe felt otherwise and put money in the pockets of our members on the Overtime Desired Lists.

Joe served as the MVS Director for most of his years as VP. Unfortunately whenever we had an MVS Craft Director, they did not stay too long. Joe made sure that the MVS craft was fully represented and with the help of clerk stewards settled many, many grievances that

resulted in thousands and thousands and thousands of dollars into their pockets. Joe made sure the other members of the board did their job to their ability. He stayed on top of stewards to make sure they were on top of their game. He was simply a bulldog!!!

**In closing, I am losing my "right hand man" for more than the last quarter of a century. Though we had a few of our own private disputes, at the end of the day, we had each other's back. We were unified when all was said and done. I could**

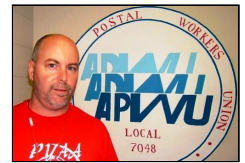
**never have asked for a better running mate. He will be missed and hopefully only a phone call away. Joe has agreed to attend the April 18th General Membership Meeting that starts at 4:30 PM. Hopefully many of you can attend to just say Thanks!**

*In accordance with the local constitution and with the full approval of the executive board, Chuck Camp will become the next Vice President effective April 2, 2016. Chuck will have huge shoes to fill, but is up to the task.*

*I extend my congratulations to Chuck and ask that the local give him your full support.*

*Vince Tarducci, President*

# Maximum Duty Assignment Tool



The National Union developed the **Maximum Duty Assignment Tool** with professional software programmers to analyze TACS clock ring data by location and tour to determine the “Total Possible Duty Assignments” for traditional 40 hour assignments. The language in Article 37.3.A.1 states “every effort will be made to create desirable duty assignments from all available work hours for career employees to bid”.

All available work hours considered in this effort will include PSE work hours. Here at the Philadelphia NDC we have 30 PSE clerks working tour two and tour three, some hired in June of 2015 and the others in November of 2015. Since that time the average hours worked would equate to 15 full time traditional positions with Sat/Sun as drop days. The MDAT analysis shows PSE clerks on tour two with the average hours worked would equate to 6 full-time traditional bids, and tour three average hours worked would equate to 9 full-time traditional bids.



that they are not required to create newly established positions, they believe it should be complement neutral. The Union has numerous arbitration awards that will support our position in this case, and hopefully, in the near future we will have these bids posted for bid. We must remember that this is the path to career for our PSE clerks.

Whenever we have residual vacancies there is a pecking order to fill the vacancies, and that pecking order will result in PSE clerks being converted to regular career clerks.

Most of the PSE clerks have been working on the APBS 2 machine on tours two and three, so the Union believes this is the area where the bid should be posted for bid. The Mail Handlers settled some reversion grievances and had bids posted in that area, and we met management to discuss our reversion grievances and have scheduled a follow-up

meeting on June 15, 2016.

In Solidarity, *Bill Schweiker*, Clerk Craft Director

The MDAT program uploads the TACS data in a CSV format (it is received in both CSV and PDF format). It takes less than five minutes for the program to calculate and print out three reports: TACS Ring Data Table, Maximum Bar Chart and the Total Possible Duty Assignment Report. The MDAT calculates the possible 8 hours within 9 full-time duty assignments available based on the total number of PSE hours and the shifts worked in those assignments. The tool only looks at “clean” unadjusted clock rings. They come out with color charts of the possible full-time duty assignment by location.

We have a grievance in the system that is currently being appealed to step three. Management’s position is







Upper left: Retiree VP Joe McGugan, Clerk Ed McGovern. Upper right: Retiree Clerk Alan Parent. Lower left: Retiree Clerk Ron Steinmetz. Lower right: Trustee Pete Villa (right) conversing with



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*This famous Quote is emblazoned on the back of this current edition of our Local Tee Shirts!*



## What to do if a Postal Employee Dies

You might wish to clip and save this. Hopefully you will not have to use this, but will find it helpful to those who have the need.

1. Notify employee's immediate supervisor.
2. Notify postmaster.
3. Notify personnel section.
4. Contact the following:
  - a. The union
  - b. Veterans' Administration, if a veteran
  - c. Local banks and/or credit unions
  - d. Social Security Administration
  - e. Insurance companies
  - f. Internal Revenue and state Income Tax Departments.
  - g. Safety deposit box
  - h. Change deceased's name on important papers to survivor's name.
5. Notify immediate supervisor of time and place of services for deceased.
6. Have mortuary obtain five copies of death certificate.
7. Turn in locker keys, badge and other postal property to immediate supervisor.
8. Fill out the following papers (available in personnel office).
  - a. SF 2800 — Application for death benefits
  - b. SF 1155 — Claim for unpaid compensation (no designated beneficiary)
  - c. SF 1153 — Claim of designated beneficiary for unpaid compensation.
  - d. Claim for benefits, Federal Employee's Group Life Insurance
  - e. Check with personnel section for exact amount of annuity for yourself and minor children.
9. If previously married, have divorce papers.
10. If presently married, have marriage license.
11. A will is a vital necessity, this will eliminate costly court procedures

Survivorship annuity is **not paid automatically**. You **must** apply for it. In most cases, a veteran is entitled to \$150 for burial expenses. If the cause of death is due to a job related injury, the Office of Federal Employees Compensation will pay up to \$800 burial expenses minus any amount the VA gives. The survivor, in the case of a job related death, may also apply for an annuity from the OFEC.

## Hearing Protection Pointers

### How loud is too loud?

Decibels (dB) measure the intensity of sound — from 0 dB, which is the faintest sound the human ear can detect, to 180 dB, or the noise a rocket makes during launch.

### Hearing loss can happen in an instant

Experts typically consider exposure to more than 85 dB to be dangerous, which means things like motorcycles, headphones, lawnmowers and even crying babies have potential to lead to permanent hearing loss.

Permanent hearing loss can occur in as little as 15 minutes with exposure to certain sounds and almost instantly with unprotected exposure to sounds generated from firearms and certain power tools.

### Hearing protection pointers

You can and should protect your hearing by wearing earplugs, earmuffs, or avoiding loud noises altogether. Because once hearing loss happens, it can't be reversed.

If you use an iPod or other MP3 player with earphones:

- Set the volume at home or in a quiet place
- Ensure you can still hear sound around you or can still carry on a conversation
- Don't turn it up when you leave your house or go outside
- Consider buying noise-cancelling earphones that will block out street noise, so you don't have to turn the volume up loud to hear music comfortably

**140 dB**

Gunshot, Jet Engine at Takeoff  
Immediate danger to hearing

**125 dB**

Air Raid Siren, Firecracker  
Pain threshold

**120 dB**

Rock Concert, Sandblasting  
Risk of hearing damage in 7 minutes

**115 dB**

Baby's Cry, Jet Ski  
Risk of hearing damage in 15 minutes

**110 dB**

Snowmobile in Driver's Seat  
Risk of hearing damage in 30 minutes

**105 dB**

Jackhammer, Helicopter  
Risk of hearing damage in 1 hour

**100 dB**

Chain Saw, Stereo Headphones  
Risk of hearing damage in 2 hours

**95 dB**

Motorcycle, Power Saw  
Risk of hearing damage in 4 hours

**90 dB**

Lawnmower, Truck Traffic  
Risk of hearing damage in 8 hours

**85 dB**

Beginning of OSHA Regulations

**70 dB**

Busy traffic, Vacuum Cleaner

**60 dB**

Conversation, Dishwasher

**40 dB**

Quiet Room

\*dB SPL is a measurement of sound pressure level in decibels.

Be proactive with your hearing health, to learn more about signs of hearing loss and treatment, or to schedule a free hearing consultation, simply call American Hearing Benefits at (866) 925-1287 today.

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## **APWU LOCAL #7048 STEWARD ROSTER**

» **Step 2 Designees Denoted with Bold, Cap, Underline**

\*\*\* **All Stewards listed are authorized as Alternates for all tours and crafts.** \*\*

### **NDC CLERK CRAFT**

**Tour One** – Regulars: **JOE LOCKREY**

Alternates: Kenyatte Temple, Ron Dever, Joe Lukomski, **ROBERT KOVALIK**,  
**BILL SCHWEIKER**, **VINCE TARДУCCI**, Michelle Petrillo, Rich Krzemien,  
Ron Leavesley, Benson Stephens,

**Tour Two** – Regulars: **BILL SCHWEIKER**, Joe Lukomski

Alternates: **CHUCK CAMP**, **VINCE TARДУCCI**, Neil Dossick, Pete Villa,  
Christine Tarducci, **WALT SHERMAN**, John Upchurch

**Tour Three** – Regulars: **JOE LOCKREY**, Ron Dever

Alternates: Joe Lukomski, Kenyatte Temple, **ROBERT KOVALIK**,  
**BILL SCHWEIKER**, **VINCE TARДУCCI**, **CHUCK CAMP**,  
Michelle Petrillo, Benson Stephens, Christine Tarducci, Pete Villa

### **NDC MAINTENANCE CRAFT**

**Tour One** – Regulars: **ROBERT KOVALIK**, Benson Stephens

Alternates: **JOE LOCKREY**, Madonna Duffy, Joe Lukomski, Pam McNeil,  
**RON LEAVESLEY**, **VINCE TARДУCCI**,

**Tour Two** – Regulars: **VINCE TARДУCCI**, **RON LEAVESLEY**

Alternates: **ROBERT KOVALIK**, **BILL SCHWEIKER**,  
Chuck Camp, Frank Zeuner, Benson Stephens, Joe Lukomski

**Tour Three** – Regulars: Benson Stephens

Alternates: **ROBERT KOVALIK**, Jim McIntyre, **RON LEAVESLEY**,  
**VINCE TARДУCCI**, **BILL SCHWEIKER**, Jim McStravick, Ron Dever,  
Joe Lukomski, **WALT SHERMAN**

### **NDC MOTOR VEHICLE SERVICE CRAFT**

**Tour One** – Regulars: Joe Lukomski

Alternates: **JOE LOCKREY**, Robert Kovalik, Ron Dever, Benson Stephens,  
Vince Tarducci, Ron Leavesley

**Tour Two** – Regulars: **CHUCK CAMP**

Alternates: **VINCE TARДУCCI**, **BILL SCHWEIKER**, Pete Villa  
**WALT SHERMAN**

**Tour Three** – Regulars: Joe Lukomski

Alternates: **JOE LOCKREY**, Ron Dever, **VINCE TARДУCCI**

### **LEVITTOWN POST OFFICE, ALL TOURS**

Clerk Craft – Regulars: **BILL SCHWEIKER**

Alternates: Ron Dion, **ROBERT KOVALIK**, **VINCE TARДУCCI**, Pete Villa,  
**CHUCK CAMP**, Antwan Roach

Maintenance Craft – Regulars: Ron Dion

Alternates: **ROBERT KOVALIK**, **VINCE TARДУCCI**, **JOE QUINLAN**

### **FAIRLESS HILLS POST OFFICE, ALL TOURS**

All Crafts – Regulars: **BILL SCHWEIKER**

Alternates: **VINCE TARДУCCI**, **CHUCK CAMP**



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### NEXT GENERAL MEMBERSHIP MEETING:

**Tuesday, June 28, 2016**

**4:30 PM**

### **CANCEL YOUR LEAVE IN ADVANCE**

If you have pre-approved annual leave in the book and know you no longer need it, please cancel it so that your fellow sister or brother union member who was disapproved can take their annual leave. On some occasions employees who have 8 hours approved for a given day, show up to work their tour and the person who was disapproved for 8 hours is told if they want it they can leave. By this time the employee already traveled to work and it is too late for them to make arrangements. Suggestion is to ask for a steward when your annual leave is disapproved so a steward can check the leave book. Sometimes it is learned that an employee may have canceled their leave at the last minute.

### **Daily Updates From Your Union Local**

To receive updates from your President almost daily, please return this page to the Union Office with your E-Mail address. Please make it legible!!! Please include your full name, and address so we can verify to whom we are e-mailing!! Or, just give us this page with your mailing label included!! Thank you.

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