

# APWU

## *Philly* PARCEL

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

Volume XXXIII Number III

October 2016

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

## Another Local 7048 Official Moves Upward!

Attending the Philadelphia Labor Day Parade, President Vince Tarducci, (Left), has been elected, unopposed, to a Clerk Craft Philadelphia Region National Business Agent position. Vice President Chuck Camp, (Right), will move up to finish Tarducci's term as President. Vince's final article as President starts on Pg. 3. Chuck's article starts on Pg. 5.



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Philadelphia Bulk Mail Center  
Local # 7048**

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Chuck Camp	<i>Vice-President</i>
Robert J. Kovalik	<i>Dir., Industrial Relations</i>
Joseph Lockrey	<i>Secretary/Treasurer</i>
Bill Schweiker	<i>Dir., Clerk Craft</i>
Ron Leavesley	<i>Dir., Maintenance Craft</i>
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*President* .....Doug Mirowski  
*Vice President* ..... Steve Resling  
*Secretary/Treasurer* ..... Robert Boglia  
*Trustee* ..... Bill Macklin  
*Social and Recreational Director* ..... Jerry Boglia

**Representatives from the APWU on the  
Joint Labor Management Safety and  
Health Committee**

	<u><i>Alternate Members:</i></u>
Chuck Camp – Clerk	Bill Schweiker - Clerk
Ron Leavesley - Maint.	Robert Kovalik– Maint.
Vince Tarducci - MVS	Joe Lockrey - MVS

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Christine Tarducci - MVS	Kathy Finnegan – MVS

**Representatives on the Phila. BM C Local #7048  
ENTERTAINMENT COMMITTEE**

Joe Lockrey	Vince Tarducci
Chris Tarducci	Pete Villa

**The *Philly* PARCEL**  
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Local #7048

**American Postal Worker's Union, AFL-CIO**

*The opinions expressed are those of the authors and do not necessarily reflect the views of the Editor or the Local. All members of the Bulk Mail Center community are invited to submit articles for publication.*

If you are aware of the death of the parent, spouse or child of a Local member, please contact the Union Office so that an appropriate acknowledgment can be sent.

**Ray Pavel, Editor**  
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# The President's View



## **PRESIDENT'S VIEW**

### **APWU NATIONAL ELECTIONS**

As I write this article the 2016 National APWU elections are complete. Every member was given the opportunity to vote by secret ballot. Hopefully you took the time to vote. The members at a General Membership Meeting voted on the Local 7048 union endorsements and we mailed them out so everyone would know them. The local union officials deal with many of the candidates. The local Executive Board had discussed in great length these candidates and then the board voted on our endorsements. Those endorsements then go in front of the members at the next GMM. Whatever is passed becomes the local endorsements. By the time you actually read this article, the results are in as to who will serve the membership from the National Level for the 2016-2019 term of office.

### **PETITIONS**

Over the years the local has received petitions from members for many different reasons. The purpose of the petitions could be for many different reasons that a specific group would like to meet and discuss with local union leadership. However there is one problem we continue to see on some of these petitions and it has to do with non-members signing them. I would like to let you know, that when we see a person who chooses NOT to belong to the Union sign their name, the petition loses a lot of credibility. It is not taken as seriously. Our advice is, if they want input, sign them up. Fortunately we only have 6 who choose to freeload.

### **FAREWELL**

This will be my last PHILLY PARCEL article as your local president. As most of you should know, beginning

sometime in November 2016, I will become a National Business Agent for the Clerk Craft in the Philadelphia Region. I will represent APWU bargaining unit members from the states of Delaware, New Jersey and Pennsylvania.

As I move into a new position with the APWU, I wanted to take a few moments to thank every member for their support and loyalty over the years. This November would be 27 years as your President. In November of 1989, the members embraced me with open arms as I moved into the position, after Mike Gallagher became a National Officer. Since that day, I have done my very best to represent the membership with integrity and perseverance. However I could not have done it without the help of many, many great union activists. If I start naming names, I am bound to miss somebody so perhaps I will save that part for another day.

The journey had many challenges and truthfully some years I was not sure I would seek re-election, but the job kept my juices flowing as the next injustice against a member would always fire me up. Over the years, I have seen many in the management ranks come

and go. To do this job for these many years, you certainly need to establish a rapport with your counterparts. With many, over the years, I was able to work out hundreds and hundreds of agreements, while with others it was virtually impossible.

Some of the positives I will remember include always being one of the top organized locals in the country, dating back to the late 1980's, and maintaining that high percentage for close to 30 years. Getting the vote out in national elections always made me proud. As a local union we averaged 60 - 75% for many of these elections.

***At the 2016 National Convention, Vince, giving a report at a PA Caucus."***



We have consistently been at the top in our size for COPA contributions thanks to many who simply get it.

I am proud to say that since my Presidency, I don't ever remember missing a monthly Executive Board meeting. As for the General Membership Meetings, I was able to make every regularly scheduled meeting and only missed a special meeting due to being in DC on union business. Brother McGugan chaired a GMM that I made, but didn't chair, upon returning home from my honeymoon in 1996. (Brother McGugan was the acting President from late June 2007 to November 2007 when I was detailed to a vacant NBA position)

In closing, I will never forget where I came from and will maintain my principles as I have done my entire union career. Hopefully I made a difference to the members over the years. I have done my best to return every call, respond to every request in some fashion and take every members' inquiry as seriously as the next person. I have been blessed to always have great union leaders around me as they kept me on my toes. I tried so hard to avoid any factions within the local and I truly believe this allowed us to represent the rank and file without much division. Another issue that always bothered me is when people referred to the APWU as the "clerks union". I would always correct them and say we are the American Postal Workers Union, representing multiple crafts. Eventually people got it and understood.

I thought this was important, being from the clerk craft and making sure all the crafts were treated equally.

The one person I will certainly thank the most is my wife Christine, for never, ever complaining about the work I had to do for the Union. She supported me 100% and was my sounding board when I needed to vent or just needed an ear. This allowed me to do my job representing the membership in which she is a member and certainly understood what was at stake. Thank You, Christine!!!

I ask the members to support Chuck Camp as he takes the helm of Local President. The transition period has been relatively smooth and Chuck will do a great job. His many years of experience being on the board dating back to 1993 makes him ready to lead Local 7048. I wish you the best Chuck. I will officially resign my position as Local President at the November 17th GMM, when I pass the gavel that was passed to me 27 years ago, at the November 1989 GMM, by then President Mike Gallagher. With this I say Goodbye, but know that I am available whenever the local calls.....

**Remember in unionism, there is no Favoritism.....**

*Vince Tarducci*

## Results From the APWU National Elections

### **WINNERS CONTESTED OFFICES**

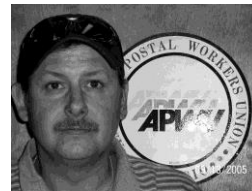
*President:* Mark Dimondstein  
*Vice President:* Debby Szeredy  
*Industrial Relations Dir.:* Vance Zimmerman  
*Leg/Political Director:* Judy Beard  
*Health Plan Director:* John L. Marcotte  
*Research and Ed. Dir.:* Joyce B. Robinson  
*Clerk Division Dir.:* Clint Burleson  
*Assist. Director (B):* Lynn Pallas-Barber  
*Maint. Division Dir.:* Steven G. "Steve" Raymer  
*Assist. Director (B):* Terry B. Martinez  
*Retirees Dept. Director:* Nancy E. Olumekor  
***Eastern Region Coordinator:* Mike Gallagher**

### **WINNERS UNCONTESTED OFFICES**

*Sec.-Treasurer:* Elizabeth "Liz" Powell  
*Organization Dir.:* Anna Smith  
*Human Relations Dir.:* Susan M. "Sue" Carney  
*Clerk Div. Assist. Dir.:* Lamont Brooks  
*Maint. Div. Assist. Dir.:* Idowu A. Balogun  
*Motor Vehicle Services Div. Dir.:* Michael O. Foster  
*Motor Vehicle Services Assist. Dir.:* Javier E. Pineres  
*Support Services Div. Dir.:* Stephen R. Brooks  
*National Business Agents Eastern Region Clerk Craft:*  
(A); Robert Romanowski  
(B); John Louis Jackson, Jr.  
(C); Vince Tarducci  
*National Business Agents Eastern Region Maint. Craft:*  
William LaSalle  
*National Business Agents Eastern Region M V S Div.:*  
Kenneth (Ken) Prinz  
*Retiree National Conv. Delegates Eastern Region:*  
John P. Richards



# Vice President's Thoughts by Chuck Camp



## **PRE-ARBITRATION MEETINGS**

On 8-11-16, I met with Labor Rep. Karen Barber in order to try to settle some cases that were waiting to be heard in Arbitration. We settled many cases during a very productive day of discussions. Among the cases settled, we were able to work out compensation for a member who was ruthlessly harassed by former Plant Manager Terry Morrow during an extended sick leave absence.

This was an employee who had accumulated several thousand hours of sick leave over a multi-decade career. During her younger days of employment, she rarely took sick leave. As she got older and began to experience the sort of things that will keep us older employees out of work, she began to use her hard-earned sick leave. This did not sit well with Morrow and he began demanding medical evidence repeatedly from the grievant. She provided the documentation every time she saw a doctor.

Eventually, Morrow decided to turn up the heat and ordered a "fitness-for-duty exam". This is usually done when someone is at work that management feels cannot perform their duties. Never have we seen this for an employee who was out on documented sick leave. The topper was that Morrow demanded that the exam take place in Philadelphia even though he knew the grievant was living in South Carolina.

We attempted to intervene without the need for further grievance activity, letting Morrow know that we already had settlement language requiring management to pay for the costs associated with a management requested FFD exam. Of course, knowing Morrow as we do, he didn't budge an inch. The grievant was forced to spend for airfare, hotel, pet care, rental car, meals, etc. Sadly, local bosses refused to settle the case. Fortunately, we did agree during the pre-arb to fully repay the grievant for all charges incurred as a result of Morrow's temper tantrum.

In the end, the member was happy and Morrow became the latest insult that the city of Cleveland must deal with. We are glad to see him go. There should be no place for a manager like this in the USPS, but they continue to protect and move these cancerous bosses from city to city. SAD!

Many other cases were resolved that day, including payment for denied sick leave advance, overtime violations, crossing occupational group issues, and a couple of improper "letters-of-demand" that were thrown out. The biggest settlement was the resolution of our remaining cases involving absences for Act of GOD weather conditions. As reported on at the BMC, the cases were settled for a total of \$80,000 paid to current BMC bargaining unit employees. By the time this newsletter is received, everyone should have gotten their \$232 payment. The first batch of adjustments were paid in PP-19 on 9-23-16.

## **CONVENTION AND COLLECTIVE BARGAINING AGREEMENT**

A couple of big events have taken place since the last newsletter. The new CBA was awarded by Arbitrator Goldberg and we attended the National Convention in Orlando, Fla. The CBA was a mixed bag that included small raises, even smaller increases in our FEHB contributions, retention of COLAs, and some gains in the craft articles. Since this has been greatly discussed and reported upon at work, I will not rehash the issues here.

I am, however, glad to reiterate the gains made for our PSE members in this CBA. Because PSEs are in the most need of improved salary, benefits, and working conditions, I believe that our leaders gave these members the attention they deserved in negotiations. The results show that this effort was a success. PSEs have gained 6 **PAID HOLIDAYS** as well as larger pay increases and COLA increases. This is a clear sign that our APWU leaders have gotten back to the principles of Unionism, including the mantra that "An injury to one is an injury to ALL!" We are all aware of how the previous CBA injured future members, and this was a step in the right direction. Kudos.

As for the Convention, it was a very exciting and productive 4 days. I spent a good bit of time off of the convention floor because I was appointed to the Labor-Management Committee by President Dimondstein. This committee reviewed and recommended action on future contract proposals to the body of the convention. I enjoyed the work. While on the floor, I did experience some very uplifting moments.

There were a number of very interesting guest speakers. The ones that made the biggest impression on me were the young workers from Verizon Wireless Retail who fought for, and gained Union representation. I don't think that I have to tell anyone how difficult it is to organize workers in the current environment in this country. Businesses spend fortunes to keep anti-union politicians in office and to spread fear among workers when organizers are around. The anti-union campaigns are full of lies, harassment, and intimidation whenever unorganized workers begin seeking representation. In fact, one of the young ladies on the stage was FIRED during the organizing campaign. Thankfully, she stuck it out and won her job back! Thanks to their tireless, brave, and energetic battle, the workers are now represented by the CWA and have gotten their first contract. The efforts of these young people give us hope that the labor movement may indeed see a revival.

On the flipside of this was a speech by a Union Representative from the United Kingdom who touched on the privatization of their postal system. This speaker pointed out that a large number of "Labor Party" politicians voted for this privatization. He accurately characterized this voting as "shameful"! I hope this is not a sign of things to come for the USPS, but I would not be surprised if our "Democratic" allies continued to sell us out like they have in anti-worker trade deals and other privatization efforts. Obviously, most Republicans are much worse for us as working class citizens, but the fact remains that we are a voting bloc in need of a party that supports our causes, but without destroying the principles and foundation of this nation in the process. More of the same is not the answer. We are going in the wrong direction.

### **VINCE TARDUCCI'S PROMOTION**

Most of you are already aware of the fact that our Local President, Vince Tarducci, is moving up to a National Business Agent position. This will be effective in November of this year. What could I possibly say here to honor the years of service to this local that Vince provided since before I was hired over 30 years ago? It can't be done. We've honored many former officers of this local recently as they have moved on for one reason or another. In my opinion, with no diminishing of the accomplishments of those officers, none can compare to what Tarducci has meant to Local #7048.

He is a tireless, dedicated, honest, LEADER of the labor movement for the past 3 decades. When something needed to be done, he made sure it was done, many times getting others involved, but if necessary doing it himself. There will be opportunities over the next few

weeks to let Vince know how we feel about what he did to build and maintain one of the absolute finest local unions in any industry in this country. I hope that every member takes the time to say a heartfelt thank you before he moves on to the next APWU challenge. I know he'll be close by and always willing to help, but still he will be missed. I wish him the best in his new job representing a much larger number of APWU members in this region. As good as he is as an officer, he is a better friend, and I will miss having him here on a daily basis.

With that said, we must begin the transition. We have lost a lot of talented officers over the past few years. Based on the local constitution, I will finish out the term as President and I will need to appoint people to backfill positions that need to be filled. I am confident that we have enough people that are willing to step up and do what is needed to keep this local moving forward for years to come.

More volunteers are always welcome. Feel free to let me, or any officer/steward know if you would like to get more involved. Several people have already done just that. One thing that I would like all of our members to do is to try to politely encourage our current non-members to join us in the fight. At the moment, there are only 6 of them and the list of names is printed in this newsletter. Each non-member makes us weaker as an organization. There can be no disputing this. The people who are benefitting from representation without membership are hurting themselves along with every person that they work next to every day. One or two of our local non-members actively engage in activities with the intent to disrupt and hinder the Union's representation at the NDC. I just don't understand why.

There is no logic to this because a weaker union leads to diminished benefits to its membership, including those choosing to take the representation without paying their share. I sincerely hope that the remaining non-members will join the rest of us as we continue the struggle. We will happily welcome them back into the ranks of members. Let them know that we would like them back when you see them on the work floor.

In Solidarity,

*Chuck Camp*

At the June GMM, Local 7048 honored Retiree Walt Sherman, (Right), shown here with His Wife, Cindy and Brother, Rob, (A MPE Mech. here at the NDC).

Walt was a Local Officer and Steward for many years, along with his position in the Clerk Craft.



Local 7048 Secretary/Treasurer, Joe Lockrey, (Left), presents Retiree Walt Sherman one of His Awards.



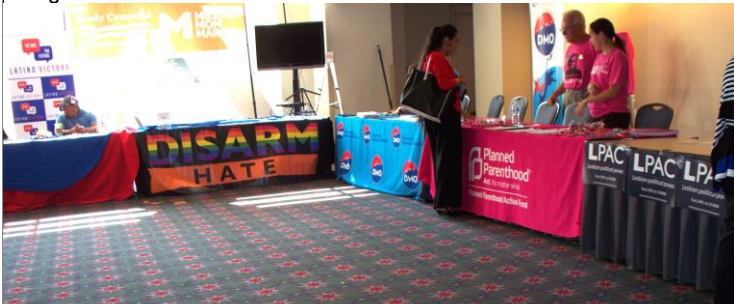
Local 7048's 2016 National Convention Delegation with APWU National President Mark Dimondstein. From left to right: Sec/Treas Joe Lockrey; VP Chuck Camp; Pres. Vince Tarducci; Nat. Pres. Mark Dimondstein; DIR Robert Kovalik; CCD Bill Schweiker



PA Table with its Delegations, (Local 7048 on Right), at the 2016 National Convention.



At the Democratic National Convention, held in Philadelphia, it seemed like every "Cause" known to man was represented with a table. These 3 pictures depict a sampling before it got crowded. We had volunteers manning the APWU table. Our National Officers stopped by to "hang-out". I found it entertaining at times with many chances to "meet-and-greet" Delegates from near and far.





# POSTAL BANKING: THE TIME IS NOW

## Why Postal Banking?

- To provide affordable, consumer-driven financial services to the nearly 28% of U.S. households underserved by traditional banks. These consumers currently have few options other than expensive and predatory payday lenders and check cashers.
- To promote a non-profit alternative to the big banks that serve Wall Street, not the people.
- To strengthen and protect the U.S. Postal Service - a vibrant, public institution mandated to provide universal, affordable service.

## What Would Postal Banking Look Like?

The Postal Service can deliver non-profit financial services ranging from paycheck cashing and bill payment to savings accounts and small dollar loans. For example, each post office could install ATMs, offering convenience to postal customers and offering recipients of public benefits access to funds without paying a fee.



Find us on Facebook, follow us on Twitter @bankpostal, and visit us at [CampaignforPostalBanking.org](http://CampaignforPostalBanking.org)

**CAMPAIGN FOR POSTAL BANKING IS A COALITION OF CONSUMER, LABOR, FINANCIAL REFORM, AND COMMUNITY GROUPS.**

## Know the Facts

- Each year, the average underserved household spends \$2,412 – nearly 10% of gross income – in fees and interest for alternative financial services.
- 4.1 million workers are paid with a payroll card. Those without a bank account typically spend \$40-50 per month on ATM fees to access their own pay.
- The USPS has more than 30,000 locations, 59% of which are in zip codes with zero or only one bank branch.
- Worldwide, 1.5 billion people access financial services at their post offices.

## Call to Action

The USPS is a well-trusted public institution that currently provides limited financial services such as money orders. The Campaign for Postal Banking calls on the USPS to act now to provide:

- Payroll check cashing;
- Surcharge-free ATMs;
- Bill paying; and
- Expanded and enhanced electronic funds transfers.

For those without access to traditional banks as well as those looking for an alternative to the Big Banks, Postal Banking is a real solution that serves the public, not Wall Street.



## **We Can Handle All of Your Legal Needs Including:**

Personal Injury  
Malpractice  
Criminal  
Employment Issues  
Wills and Estates  
Real Estate  
Contracts  
Business Issues

Our team of 65 attorneys, led by Lionel Prince, has worked with your membership and its leaders for more than 20 years.  
We continue to offer a 25% discount from our standard fee for members of APWU and their families.

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 now assists long time counsel to BMC Local #7048, Lionel Prince. Brendan has been a practicing attorney with Zarwin Baum for eight 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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# The Ins and Outs of Your Thrift Savings Plan

*Part of a continuing series on financial health and well being.*

*Presented by Michael Kerper – Chairman and CEO, Federal Prep, Inc.*

In the two most recent *Philly Parcels*, our focus has been centered on having your ducks in order as you head into retirement. Our focus has been on benefits such as FEGLI (the Government life insurance program) and beneficiaries. We also discussed what can go wrong with your Thrift Savings Plan if you should pass away prior to spending all of your money. More specifically, if your beneficiaries are not updated, this can cause a real hassle for your family at date of death... A time when the last thing they need is another roadblock.

This month, we will focus on your living benefits with the Thrift Savings Plan (TSP). We will outline the good, the bad and the ugly. We will give you the common mistakes and hopefully help you to understand the pitfalls, so that you can make a more educated decision for your family.

***Please keep in mind prior to reading further, that this article, in no way shape or form, should be taken as advice for Investment, Tax, Withdrawal, or Accumulation for your personal account. We strongly recommend that you contact a tax or investment advisor prior to any action with your TSP.***

So, you have spent the last 30 years in the Postal Service. You have served well and have managed to get to retirement. You have scrimped and saved, and have accumulated a nice amount, maybe even more than that, in your TSP. Let's take a look at what your options are before and after your retirement date.

## BEFORE

Prior to retirement, you probably don't want to touch your TSP, as this is expected to be a large source of funds in your golden years. But sometimes, life happens and you need to take money. You can:

- Take a loan
- Take a Hardship Distribution (if qualified)
- Take an In Service Distribution (if qualified)

All 3 options will clearly have a financial impact on you and your family. If done correctly, the impact could actually be positive. Again, consult a professional for YOUR personal situation.

## AFTER

Now that you've retired, you want to access your TSP. You are ready to get your "retirement car" or take the "retirement vacation" you've had your eye on for so long. Or, maybe just looking for an income stream during your retirement years. The Thrift is not very flexible, and not conducive for most retirees changing needs. Here is why:

- The guaranteed lifetime income is an irrevocable choice. Upon your death, your money goes "POOF"! Your beneficiaries could be left with nothing!
- The stated income can be changed, but only once every 12 months. If you have an emergency or a quick change in your budget occurs, you could be out in the cold!
- You are only allowed 1 partial lump sum withdrawal in your ENTIRE LIFETIME! Imagine you need a few extra bucks for the Holidays and can't access your money!
- TSP requires that 20% is withheld for Federal Taxes. This is regardless of what YOUR tax bracket is.

## WITHDRAWALS PRIOR TO AGE 59 ½

Probably the most frequently asked question that we receive is regarding distributions prior to age 59 ½. There is a provision that allows for penalty free withdrawals prior to age 59 1/2, however, you MUST be

retired and OVER the age of 55. Once again, we urge you to be cautious and consult with an advisor prior to any withdrawals.

It is important to note, that not everything about TSP is bad. It does have some good features. When our Federal Prep professionals meet with Federal employees, they are all trained to find out what is in the best interest of the customer, and to help them to navigate through the murky waters known as TSP.

As always, we urge you to arrange a meeting with one of our counselors or to attend a Benefits and Retirement Workshop at your Union office. Learn from the experts. Do not learn from the “postal worker by day, financial planner by night”. They mean well but can sometimes do more harm than good.

**Michael Kerper-Chairman and CEO**

**Federal Prep, Inc.**

**855-MYTAX99 (855-698-2999)**

**Offices in Philadelphia and New York**

## **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 October 13, 2016.

### **PHILADELPHIA BMC/NDC**

**EMANUEL, HERBERT, T-2 DOCK CLERK**

**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.*

# **Labor 411**

**MAKING IT EASY TO SUPPORT GOOD JOBS**

LOS ANGELES | SAN FRANCISCO | WASHINGTON, D.C.

## **Union-Made Gifts for the Holidays**

Kicking off your holiday spending with super-deals on Black Friday? While a good deal might save you buck, Labor 411 believes your money should go toward a quality, union-made gift that has the backing of strong American labor. We've got a few things to get you started.

### **Sweets**

Hershey's  
Jelly Belly  
See's Candies  
Thin Mints  
Toblerone

### **Tools**

Black & Decker  
Channellock  
SnapOn  
Stanley  
Union Tools

### **Holiday Night Cap (Whiskey Edition)**

Jack Daniels  
Jim Beam  
Knob Creek  
Seagram's  
Wild Turkey

### **Games**

Angry Birds Star Wars  
Jenga Death Star  
Battleship  
Monopoly  
Scrabble  
Trivial Pursuit

### **Clothes and Footwear**

All USA Clothing  
All-American Clothing  
Hampton Shoe Company  
Joseph Abboud menswear  
Union Line  
Wigwam socks

### **Holiday Seasonal Beer**

Blue Moon  
Mendocino Brewing Company  
Sam Adams  
Shock Top

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AT&T  
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**LABOR411.ORG**

# Maintenance Report



## New Staffing Package

By now everyone should have seen postings on the union bulletin boards in regards to the arbitration decision rendered by Arbitrator Jaffe on 10/19/15. I will sum up the history of this award and where we are in the process now.

Arbitrator Jaffe rendered a ruling in regards to the program management utilized to compute their staffing needs, for mechanization employees (ET's, MPE's, MM's), the program was called e-WHEP. The decision stated that management was no longer permitted to use e-WHEP program and were ordered to return to the previous program named BMC Gold. Management took the position that they would continue to keep the staffing they currently were working with that was created using e-WHEP and that they were not obligated to create a new staffing package.

The APWU filed a suit in district court on 12/11/15 seeking enforcement of the arbitration award. On 3/17/16 the courts remanded the case to Arbitrator Jaffe for interpretation. Arbitrator Jaffe

received the case on 3/29/16 and rendered his supplemental award on 7/5/16. In this award management was instructed to implement the BMC Gold staffing program and complete a new staffing package by 8/4/16. Management here at the NDC submitted this package late in the afternoon on 8/4/16. And has subsequently submitted a 2<sup>nd</sup> staffing package recently, this one differs from the first.

As you read this Bob Kovalik, a nationally trained staffing advocate, is reviewing both packages. Bob has already uncovered mistakes and discrepancies in both packages. Both packages that were submitted by management show a reduction in the mechanization workforce. We will pursue the appropriate grievances in regards to the original package as well as the 2<sup>nd</sup> package that was submitted after the 8/4/16 deadline.

## Vacant Duty Assignments

The union and management have come to an agreement in regards to the facilities vacant duty assignments. Employees now have the ability to, if interested, apply for any position that had not been filled by the notice of intent or by employees receiving a promotion or requesting a downgrade.

Employees now have the option to submit a Preferred Assignment Selection form for a vacant assignment. The union and management will meet quarterly to review all submissions for any vacant duty assignments. Vacant duty assignments that have been reviewed and agreed upon will be posted for bid. The position will be filled per Article 38. To clarify, this means that although you may be the person that had interest in a position and submitted the paperwork that started the process you may not be the one awarded the position.

*Ron Leavesley*, Maintenance Craft Director

**Look for a mailing prior to the November 8<sup>th</sup> Election detailing the endorsements for your consideration. AFL-CIO endorsements were approved at the September GMM.**

**We hope receiving a mailing just prior to voting will put the "Pro Labor" Candidates at your foremost consideration.**

*Thank You in advance for voting. - Editor*



# Clerk Craft Report



## TOUR THREE PSM-3 BIDS

Management reneged on their verbal agreement to abolish all tour three PSM-3 bids and repost them where the clerks are actually working. I was told they were worried about the upcoming peak season, management believes they will have enough mail to keep PSM-3 up and running during this busy time of the year, time will tell. There were 5 vacancies this last round of bids in PSM-3 on T-3, management will most likely move these bids to other areas where they are needed.

## CURRENT BIDS

We have 14 vacancies from the last round of bids and 3 residual vacancies. I will be meeting with management to go over the vacancy report before the next round of bids are posted on October 14, 2016. The 3 residual vacancies will be posted on the 21 day posting which will follow the pecking order to fill these jobs, and hopefully this will lead to more PSEs being converted to career.

Management has informed the Local that they are hiring 30 more PSE clerks and some Holiday Clerk Assistants. As of this time we have no idea which tour or tours they will be working. In the clerk craft, the total number of PSEs used in mail processing (function one) within a District, will not exceed 20% of the total number of career mail processing clerk craft employees within the District, except in accounting periods 3 and 4 (November 12, 2016 through January 6, 2017). We will keep a close eye on the numbers.

## PRESIDENT TARDUCCI

I would like to wish Vince the very best on his next journey as a National Business Agent for the APWU starting this November. Our Local will lose its long time President who, in my opinion, worked 24/7 for the members. He is hands-down the most dedicated, hardworking Unionist I have ever worked with. Vince never stopped, always fighting for the members of this Local, which he made great along with our retired Vice President Joe McGugan. Together Vince and Joe made this Local one of the best and most respected Locals in

the country. As an NBA I have NO DOUBT that Vince will be the very best. Remember our loss is National's gain. I have worked side by side with Vince for the past 12 years and will miss having him here in our office and on the workroom floor, but I know he will be close by, just a phone call away, if we ever need anything. Good luck my friend.

I would also like to wish our next President, Chuck Camp, the very best. He has very large shoes to fill and I am confident he is up to the task.

In Solidarity,

**Bill Schweiker**, Clerk Craft Dir. Local #7048

*(The following endorsed candidate for PA 8<sup>th</sup> Congressional District sent President Tarducci a nice "Thank You" note.)*

**Steve**  
**SANTARSIERO**  
FOR CONGRESS

Dear Vince,

Thank you very much for APWU's support in this race. I am proud to stand with you and your members and all working families. Your help makes a big difference & I am grateful for it. Regards, Stan



## Pennsylvania Postal Workers Union

**Michael Stephenson**  
President  
719-396-7712

**Vince Tarducci**  
Vice President  
215-671-7719

**Jim Snyder**  
Secretary-Treasurer  
570-961-9242

Gwenevere Lockrey  
260 Perry Street  
Elkins Park, Pa 19027

September 6, 2016

Dear Gwenevere,

It gives me great pleasure to announce that you have been selected by the Scholarship Committee of the Pennsylvania Postal Workers Union as the recipient of the 2016 John T. Boxler Memorial Scholarship.

As you are aware, Gwenevere, the scholarship will be \$1,000.00 each of four consecutive years of college provided a satisfactory academic record is maintained. You must provide evidence that you have enrolled in an accredited college or university prior to the funds being disbursed. This can be done by invoice or class schedule. This evidence must be provided on a yearly basis. The funds may be sent directly to the school you are attending, or directly to you if you choose. If you should withdraw from school or fail to provide proof of registry for any year, the union may award the balance of the scholarship payments to a runner up.

Also, it would be appreciated if you would send a graduation or yearbook picture of yourself. This picture and the announcement of your scholarship will be published in an upcoming issue of "The Keystone", the official publication of the Pennsylvania Postal Workers Union. A copy of this issue will be sent to you. If the picture you send must be returned, please let us know.

If you have any questions or concerns on the above, please do not hesitate to contact me.

I would like to congratulate you and your father, Joseph and wish you success in all your future endeavors.

Sincerely,

Donna Welch  
Director of Human Relations  
And Organization  
Pennsylvania Postal Workers Union  
(717) 396-7712 or  
(877) 700-8240 (press #4)

cc: PPWU President  
President, Philadelphia BMC Local 7048

## **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 TOUR 1**

Clerk Craft – Regulars: **JOE LOCKREY**

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

Maintenance Craft – Regulars: **ROBERT KOVALIK**, Benson Stephens

Alternates: **JOE LOCKREY**, **VINCE TARDUCCI**, Joe Lukomski,  
**RON LEAVESLEY**, Madonna Duffy

Motor Vehicle Craft – Regulars: Kenyatta Temple

Alternates: **JOE LOCKREY**, **ROBERT KOVALIK**, Benson Stephens, **CHUCK CAMP**,  
**VINCE TARDUCCI**, Ron Dever, **RON LEAVESLEY**

### **NDC TOUR 2**

Clerk Craft – Regulars: **BILL SCHWEIKER**, **JOE LUKOMSKI**

Alternates: **VINCE TARDUCCI**, **CHUCK CAMP**, Pete Villa, Christine Tarducci,  
John Upchurch, Neil Dossick, Lauren Johnson

Maintenance Craft – Regulars: **VINCE TARDUCCI**, **RON LEAVESLEY**

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

Motor Vehicle Craft – Regulars: **CHUCK CAMP**

Alternates: **VINCE TARDUCCI**, **BILL SCHWEIKER**, **Joe** Lukomski, Pete Villa

### **NDC TOUR 3**

Clerk Craft – Regulars: **JOE LOCKREY**, Ron Dever,

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

Maintenance Craft – Regulars: Benson Stephens

Alternates: **ROBERT KOVALIK**, Jim McIntyre, **VINCE TARDUCCI**,  
**BILL SCHWEIKER**, Ron Dever, Joe Lukomski, **RON LEAVESLEY**

Motor Vehicle Craft – Regulars: Ron Dever

Alternates: **VINCE TARDUCCI**, **JOE LOCKREY**, **CHUCK CAMP**,  
Joe Lukomski

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

Clerk Craft – Regulars: **BILL SCHWEIKER**

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

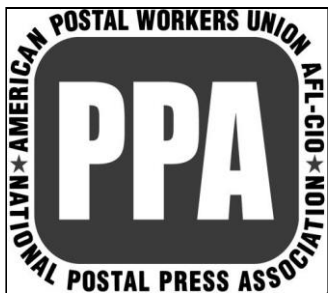
Maintenance Craft – Regulars: Ron Dion

Alternates: **ROBERT KOVALIK**, **VINCE TARDUCCI**,

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

All Crafts – Regulars: **BILL SCHWEIKER**

Alternates: **VINCE TARDUCCI**, **CHUCK CAMP**



### Table of Contents

The President's View .....	Pg. 3
Unofficial Results APWU Nat. Election .....	Pg. 4
V P Thoughts by Chuck Camp. ....	Pg. 5
Pictures From Various Events. ....	Pg. 7
Postal Banking Suggestion .....	Pg. 8
Attorney's Notice of Services. ....	Pg. 9
TSP Article by FEDPrep. ....	Pg. 10
"    Cont. Union Made Xmas Gifts ...	Pg.11
Maintenance Report. ....	Pg. 12
Clerk Craft Report .....	Pg. 13
Congrats to a Local Scholarship Winner Letter. .	Pg. 14
Steward Roster. ....	Pg. 15

### NEXT GENERAL MEMBERSHIP MEETING:

**Thursday, November 17, 2016**

**4:30 PM**

**In response to the questions concerning Christmas and New Year Holiday and designated Holiday, the following language applies. This language is taken from the National Agreement, Art. 11 Holidays, Section 5. Christmas and New Year fall on a Sunday this time around.**

### **Section 5. Holiday on Non-Work Day**

A. When a holiday falls on Sunday, the following Monday will be observed as the holiday. When a holiday falls on Saturday, the preceding Friday shall be observed as the holiday.

B. When an employee's scheduled non-work day falls on a day observed as a holiday, the employee's scheduled workday preceding the holiday shall be designated as that employee's holiday.

*EXAMPLE: Employee has Sat. /Sun drop days. The observed holiday is Monday. A. applies. This employee's designated holiday is Monday.*  
*EXAMPLE: Employee has Sun. /Mon. drop days. The observed holiday is Mon. A.B. applies. This employee's designated holiday is Saturday.*  
*EXAMPLE: Employee has Sat. /Fri. drop days. The observed holiday is Monday. A. applies. This employee's designated Holiday is Monday.*  
*EXAMPLE: Employee has Mon. /Tue. Drop days. The observed holiday is Mon. A.B. applies. This employee's designated Holiday is Sunday.*  
*EXAMPLE: Employee has Tue. /Wed. drop days. The observed holiday is Mon. A. applies. This employee's designated Holiday is Monday.*

### **Philly PARCEL**

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PHILA., PA 19116  
(215) 671-1223

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