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Volume 24 Number 8

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St. James City and Sanibel

THE OFFICIAL NEWSPAPER FOR ALL MEMBERS OF THE SOUTHWEST FLORIDA AREA LOCAL AMERICAN POSTAL WORKERS UNION

2014 APWU Biennial National Convention In Chicago



Sam Wood
President
SWFAL APWU

As we go to press, SWFAL APWU President Sam Wood is in Chicago attending the 2014 APWU Biennial National Convention. On July 21, President Wood filed this report to *The Eagle's Eye*. – Ed.

The 2014 APWU National Convention has begun. This will be a busy week with a lot of business to conduct.

We plan to address the following:

- At least 24 Constitution Committee Resolutions
- At least 24 National Executive Board Resolutions

- At least 145 Labor Management Resolutions
- At least 49 Clerk Craft Resolutions
- At least 17 Maintenance Resolutions
- At least 10 Motor Vehicle Resolutions
- At least 3 Support Services Resolutions
- At least 34 Formal Resolutions
- At least 28 Legislative/Political Resolutions

The Stop Staples Protest Campaign is working. Teachers, Firefighters, the AFL-CIO, SEIU, along with other local and national Unions and Associations have endorsed the Stop Staples Campaign and have voted to boycott Staples.

The APWU will continue to expose the USPS's plan to degrade the Postal Service by holding a Stop Staples protest in Chicago tomorrow. The NALC will hold a joint Stop Staples protest Tuesday in conjunction with their national convention in Philadelphia, Pennsylvania.

CREDENTIALS COMMITTEE

There are currently 1440 Delegates in attendance at the 2014 APWU National Convention representing approximately 230 locals.

APWU PRESIDENT MARK DIMONDSTEIN STATE OF THE UNION ADDRESS

Brother Dimondstein spoke about the Stop Staples Campaign and how greed is controlling the manner in which things are done in the Postal Service, politics and our communities. All local and national public services (including Postal Services) are under constant attack.

Workers are beginning to stand up and fight back. Wal-mart, fast food and Postal workers have been fighting back. We must continue to

fight in order to win the fight. Staples is attempting to change their relationship with the USPS in order to derail the APWU's "Stop Staples" Campaign. The next fight will be village Post Offices.

The APWU has a new negotiated contract with the Support Services Division

There have been over 2000 conversions of PSE Employees. He stated that there should be only one Postal Union, but absent of that we should all be working together.

There is now a joint legislative agenda by all Postal Unions. All Postal Unions will work together on the Plant Closure fight.

All Postal Unions seek to add Postal Banking Services. This would provide basic banking services to all citizens. It would add over \$9 Billion in revenue.

Create a grand alliance, not only with other Postal Unions, but we need to get out in the community and get our citizens involved in our fight.

He asked the APWU delegates to be the jury on whether Postmaster General Patrick Donahoe is guilty of the degradation and erosion of the USPS. The delegates responded with "Donahoe Has Got To Go!" We need a new Postmaster who will protect and expand the United States Postal Service.

SECRETARY / TREASURER'S REPORT LIZ POWELL

Since the 2012 APWU National Convention our membership has declined and our income has continued to decrease. Since January 1, 2014 the APWU has

See: 2014 APWU National Convention
Continued on Page 6

IN THIS EDITION OF THE EAGLE'S EYE

2014 APWU Biennial National Convention In Chicago.....	1
Secretary-Treasurer's Report.....	2
Stewards Are Here For You	3
SWFAL APWU Election Preparations Are Underway	3
Management Plans To Go Through Another Round Of Consolidations.....	4
Union Matters	5
Postal Management Out Of Ideas For Ways To Successfully Move USPS Forward	6
The EWP.....	7
SWFAL Membership News.....	8



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Secretary-Treasurer's Report Felicia Gluhareff



GENERAL MEMBERSHIP MEETING MINUTES

July 20, 2014

CALL TO ORDER:

Time 9:30 a.m. There were 16 members in attendance.

PLEDGE OF ALLEGIANCE:

The pledge of allegiance was led by David Grant.

ROLL CALL OF OFFICERS:

Felicia Gluhareff performed the roll call of officers. Present were Dan Gray, Paul McAvoy, Felicia Gluhareff and Kathy Moyer. Paul McAvoy made a motion to excuse Sam Wood who is at the National Convention and Mickey Szymonik who is on annual leave. The motion passed.

MAP:

Barbara Carr told a joke in honor of Charles Glennon.

NEW MEMBERS:

Welcome John Shea, Naomi Bowen, Joe Ashton and Mari Joe Cummings. All of the recently converted PSEs are now members of the SWFAL.

**EXECUTIVE BOARD
MINUTES:**

Issues in the Bokeelia PO were discussed, one of which is management not letting window clerks put tape on customer's packages or envelopes. Priority mail tape can only be used to label a mail piece as Priority - not to seal a mail piece. Customers are not able to assist customers with taping, they must do it themselves. This will be looked into. Grievances at the plant were discussed. PTF position in St. James City was talked about. Mail Handlers are still working priority mail in the morning at the plant.

**SECRETARY-
TREASURER'S REPORT:**

Paul McAvoy made a motion

to accept the minutes as reported in last month's *The Eagle's Eye*. Finances were discussed.

**REPORT / SELECTION OF
COMMITTEES:**

None

**REPORT OF CONVENTION
COMMITTEES:**

None

REPORT OF TRUSTEES:

None

COMMUNICATIONS:

Letters for considerations for conversions. Letters sent to stations and plant informing management that our office will be closed the week of the 20th and grievances will be held in abeyance.

UPDATE OF GRIEVANCES:

None

OLD BUSINESS:

None

NEW BUSINESS:

A member asked about 200's staffing. Qualified trainers need to be the only ones doing the training on the 200's. There are 19 residual bids and 19 NTFT clerks just converted. 17 on tour 1 and 2 at the stations. Management may have some clerk transfers come in for these positions. If that is the case, the union will dispute these transfers. August 8th is the non-compliance arbitration for the RI-399. You are not required to turn in your VOE employee survey. It is YOUR first class piece of mail. If you decide to not participate you can turn your survey into your steward and a \$5 COPA donation will be made in your name in lieu of a bounty check. The SWFAL does not endorse the upcoming management created Ambassador Program. We feel that it is management's way of circumventing the union and we will be filing labor charges at that time.

LABOR / MANAGE- MENT:

Management has scheduled a meeting for August 4th, 2014.

GOOD AND WELFARE:

The winner of the COPA 50/50 drawing was Stephanie Kruevelis who won \$27. The total netted for the drawing was \$54. The name drawn for the member's incentive award was Dave Rock who won \$60. The pot will return to \$50 at the next meeting.

**ELECTION OF OFFICERS
AND DELEGATES:**

Nominations for local elections will be at the October general membership meeting. Barbara Carr will write an article with information regarding the election prior to the meeting.

LEFTOVERS:

Dave Grant spoke about our local ordering Bibles to send to our members who lose loved ones. Dave Grant made a motion to restart this program. We had stopped this program due to budget cut-backs. Paul McAvoy made a motion to table Dave's motion until next meeting so we can check into the cost. The motion to table passed.

ROLL CALL OF OFFICERS:

Felicia Gluhareff performed the roll call of officers. The results were recorded.

NEXT MEETING:

Robert Nowall moved to have the next meeting on August 17th, 2014 at 9:30 a.m. at the union hall. The motion passed.

ADJOURNMENT:

Robert Nowall moved to adjourn at 10:18 a.m. The motion passed.

Stewards Are Here For You

After being a steward for over 8 years now, it can be the most rewarding and most frustrating job all at the same time.



Paul McAvoy
Clerk Craft Director
SWFAL APWU

As Clerk Craft Director (and I am sure Mickey feels the same way in maintenance), the SWFAL Local has an outstanding hard working group of stewards.

The rewarding part of the job comes when you fight and grieve contract violations, and receive the results back that sustained for the grievant, or in the case of a class action grievance, the APWU.

A huge amount of work goes into each and every grievance from the Step 1 stewards, to the step 2 designees, to our national business agents at step 3, and if not resolved by then, our advocates at arbitration. Each and every step of the grievance process is, unfortunately, a slow and time consuming one. And it is sometimes neces-

sary to go through every step.

I can assure you that every steward in our local puts every effort into each step of the grievance process and every grievance is as important to them as the next one. Each grievance that is sustained is a win for all postal workers.

Trust your stewards and give them support. Remember they are fighting for you. They are fighting to keep management from denying you the rights you have under the union contract.

The frustrating part of being a steward comes into play when a grievance is denied. The burden of proof is on the union, except in discipline cases, where the burden falls on management.

Discipline cases are where the stewards can't do it all alone. We need good statements. What I was taught is "who", "what", "where" and "when". Who was involved? What was the violation? Where did this occur? When did it happen (date of incident)?

If a grievant does this on every statement and it is detailed, this

gives the APWU a much better chance to win the grievance. The grievance process starts with you.

There are many people at the Plant and in stations that complain about their stewards. I think much of this has to do with the fact that they do not know how much work is put into each and every grievance.

If you have a problem with your steward, talk to him/her. I am sure whatever it is can be hashed out or explained.

Do not go out on the workroom floor and complain about how much time they are taking in the union area or that they are too close to management. At some point you will need your steward and will want them to have whatever time they need to prepare your grievance properly.

Do not go to management to complain about your stewards. Management usually loves this and will use it to put wedge between the union stewards and the employees they represent.

If you are not happy with your union representation, don't just

bash and criticize, ask to become a steward. Come out to our next union meeting and become involved in your Southwest Florida Area Local. These are ways that you can help us help you.

It is basically a case of step up or shut up. Your stewards are here for you and have a very high success rate of sustaining grievances in your favor.

When you go to see your steward please be sure to clock on to the proper operation number. as it is very important to show this time on clock rings.

At the plant many people come into the office to either ask a quick question (which can often lead to a series of other questions) on their break or lunch.

When a lot of time is taken for grievances it can be a major deterrent in management intentionally violating the contract. If they know you are going to grieve something and be off the floor while on the clock it can make them think twice about violating the contract.

Remember the Union starts with "U".

SWFAL APWU Election Preparations Are Underway

Preparations are beginning to get underway for the biennial election of officers for the SWFAL APWU. The formation of the election committee is slated for the August 17 general membership meeting.

Nominations for positions will take place at the October meeting. A workday to stuff the ballots will take place in early November, and the actual election (opening of ballots) is going to be on December 10, 2014. We will be providing further details as we approach

the election.

Anyone interested in serving on the election committee should plan to attend the next union meeting on August 17 at the union hall, 11000 Metro Parkway, Unit 8 in Fort Myers. If you would like to serve and will be unable to attend the meeting, let someone in the executive board know that you'd like to serve.

Barbara Carr



Our Next Union Meeting

AMERICAN POSTAL
WORKERS UNION AFL-CIO

Sunday, August 17, 2014

9:30 am

11000 Metro Parkway, Unit 8

Fort Myers, FL 33966

Management Plans To Go Through Another Round Of Consolidations

On June 30, once again we had the Postal Service stating that the Network Consolidation activities that were previously put on hold are once again back on.



Daniel M. Gray
Vice President
SWFAL APWU

According to the USPS beginning in January 2015 and concluding prior to the fall mailing season, up to 82 facilities will be consolidated. This includes the Manasota P&DC (Sarasota) which will be consolidated into our Plant (Fort Myers P&DC).

This consolidation, if it ever comes to a conclusion will mean an increase in equipment, personnel and mail for our plant. This may also cause a change in operation hours for employees to facilitate the change in the way the mail will be processed and delivered.

Management claims they will properly abide by all Collective Bargaining Agreements in this evolution.

The USPS and APWU have also signed a recent memorandum of understanding concerning the MS-47 TL-5 implementation and Maintenance Craft PSE Conversions.

This will convert "in-place" all current Maintenance Craft PSEs to career status, either to full time regulars or part time regulars, consistent with the duty assignments the PSE currently works.

These conversions will take place as soon as reasonably possible, but no later than within 30 days after the signing of this agreement. The complete agreement can be viewed on the APWU National Website.

We are still having issues with management getting all of the residual bids properly placed on eReassign for the 21 day posting as per the MOU for Clerk Craft Residual Bids. As of the writing of this article there are still 2 of the 19 residuals bids within the Fort Myers bid Installation that have not been posted on eReassign as required.

At this point no one has opted to select any of the residual bids that have been placed on eReassign.

Once all the residuals have been properly posted on eReassign the newly converted PSEs will be able to select by seniority which residual vacancy they will be

placed into.

Hopefully, by September, this process will be completed and all the residual vacancies will be filled.

Recently, Tony McKinnon, our APWU National Industrial Relations Director wrote in the July/August 2014 issue of The American Postal Worker magazine concerning FMLA and USERRA Rights.

In this article, he wrote about the same issues we are seeing here at the local level. Where the FMLA coordinators office is challenging the use of the APWU forms and improperly requesting additional information that is not required on the APWU forms.

Remember the APWU forms, when filled out correctly, meet all the requirements under the Family Medical Leave Act and must be accepted by the USPS. If you are experiencing these issues, please ask to see your steward and file a grievance.

As stated in Tony's article these management actions are not allowed by our contract or the law.

Tony also wrote concerning the

USERRA which is the Uniformed Services Employment and Reemployment Rights Act of 1994. We have a local member who was improperly fired by the USPS in violation of the USERRA and after a 13 year legal battle won a settlement against the USPS.

Sergeant Major Richard Erickson, a decorated Army Green Beret was awarded both his job and a monetary award estimated to be about 2 million dollars.

The USPS which was not supposed to have any appeal rights in this case after the MSPB "final ruling" has still failed to pay Mr. Erickson the monies owed him.

It is ironic how the USPS continually claims to be in support of veterans, and yet, conducts themselves so disgustingly in this manner.

The sad part is no one in management as usual will ever be held accountable.

Remember just because your Union Steward was present for your "Investigative Interview", never assume that your Steward is aware you are issued discipline.

Management is in no way required

to notify the Union when you are issued discipline.

When you are given your Letter of Warning or Notice of Suspension it is your responsibility to ask to see your Union Steward and file a grievance. You have 14 days after your receipt of your discipline to file a grievance.

Please do not wait until the last few days to do so. Immediately request to see your Union Steward and file a grievance. There is a lot of information that needs to be requested from management in order for a proper defense of your issued discipline.

Once again I will mention the boycott of the Voice of The Employee Survey. National, State, and at the local level, our Union asks you to boycott the VOE by not participating. Please after the presentation by management for the VOE is completed, take your survey and either give the survey to your steward or throw it away.

Remember if you have any questions (there is no such thing as a dumb question) or concerns please ask to see your Union Steward.

We have a local member who was improperly fired by the USPS in violation of the Uniformed Services Employment and Reemployment Act (USERRA) and after a 13 year legal battle won a settlement against the USPS.

Sergeant Major Richard Erickson, a decorated Army Green Beret was awarded both his job and a monetary award estimated to be about 2 million dollars.

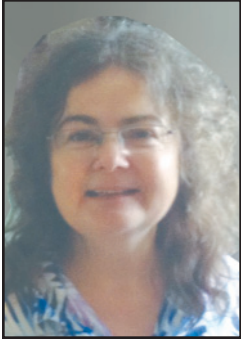
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Union Matters

The Maintenance Division of the Fort Myers APWU Local 1279 is pleased to announce that we have achieved a successful resolution in grievances submitted to Step 3 in the Arbitration Process.



Mickey Szymonik
Maintenance Craft
Director
SWFAL APWU

We have had 14 monetary grievance awards involving 21 employees totaling more than \$10,000, for everything from overtime issues, to subcontracting, to denial of a light duty position.

Additionally, we were successful in having three disciplinary actions expunged from employee files, a positive ruling on a Deems Desirable grievance, and the rescinding of a Letter of Demand.

In three instances a designation of

AWOL for Absence has been overturned and changed to either sick leave or LWOP.

Our most significant award concerns our Maintenance PSEs, which asserts that "PSE custodians are hired into duty assignments and are to be utilized the same as careers."

In effect, this means that Custodial PSEs that were hired to fill a vacancy at the P&DC cannot be shifted to a position at a station or branch, or other hours or tours,

unless out-of-schedule pay is awarded. All grievances currently in the pipeline in regards to this issue will be remanded back to the Local for settlement.

Furthermore, any PSE Custodial employee who is moved out of his or her original bid assignment should immediately file for out-of-schedule pay dating back 14 days to the known incident of violation.

I want to congratulate and thank all of our Maintenance Stewards for their excellent work in securing

these victories for our Union membership.

To our non-Union craft workers, let me remind them that these victories would never have been realized if everyone sat on the sidelines. Quit riding on your dues-paying co-workers coattails. Sign up, step up, get involved and join your Union family in securing victories like these upon which we have prevailed.

Solidarity, prosperity, peace.

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RESTORE FREEDOM'S RING



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TAKE BACK LABOR DAY

Postal Management Out Of Ideas For Ways To Successfully Move USPS Forward

Can you name the last time postal management came up with a new idea to improve the USPS?

Let's see - plant closures and consolidations, privatization of window clerk services, rural post office closures and cut service hours. None of this is new.

The trend that you can easily see is one that harms USPS customers by slowing down the mail and limiting postal counter hours and loss of service to customers in rural areas.

Our current management in place cannot come up with one idea that actually gives customers better service than they currently have.

At the Bokeelia Post Office, I was recently told to stop using (USPS) tape to assist customers in securing their mailing items and pack-

ages and to not tape a customer's package for them with tape they have purchased from the USPS - they have to tape it themselves.

This certainly doesn't say much about positive customer service provided by the USPS. We have always provided this service if requested in the past, but the USPS wants you to understand we are in the modern era now. And the Postal Service's message to all you little old ladies with arthritic hands who come to our counters is; you're on your own.

As we see, universal service provided by postal employees, at the direction of our management, is being curtailed in a variety of large ways and small ways. Meanwhile, somewhere there must surely be some pencil pusher manager turning somersaults with excitement about the money he saved the

USPS with this latest customer unfriendly decision.

There is something in business called "good will". It is an invaluable asset to a business. The value of a business is often enhanced if that said business has built up "good will" over the years.

Good will is created when you do things to care for your customers. Sometimes it can be very little things; like the USPS using a small piece of its own tape; that helps create "good will".

I've never had a postal customer go away angry because I assisted them in that way. I can imagine some of the reactions I will be getting with this "new" instruction.

But, is this instruction really that "new"? No! It really is just more of the mindless cost cutting by postal management, entranced by the numbers game, without any regard to customer service.

Management keeps going down the same track of cutting, cutting, cutting . . . to the disservice of the USPS and its ability to serve its customers.

It doesn't have to be this way. But we are going to need a new management team at the top of the organization to change things. Constantly telling customers they can do without quality customer service is doomed to failure.

Kathy Moyer, Editor

2014 APWU NATIONAL CONVENTION

Continued from Page 1

signed up over 5000 new members.

APWU NATIONAL INCOME

2013 - 20,666,133
2014 - 20,344,209
Headquarters lost \$321,924.00 during 14 pay periods prior to July, 2014.

APWU BARGAINING UNIT EMPLOYEES

2000 - 351,735
2014 - 191,129
The APWU is 80.4% organized
There are over 37,000 non-members.

The APWU National Secretary/Treasurer office (led by Secretary/Treasurer Liz Powell) created a very detailed financial booklet to show the status of the APWU National finances.

APWU Health Plan contributed \$17 million back to the APWU. The APWU Health Plan continues to allow the APWU to continue to be financially viable while our membership continues to decline.

There are:
Approximately 26,000 current APWU members enrolled in the APWU Health Plan

Approximately 26,000 associate members enrolled in the APWU Health Plan

Approximately 56,000 retirees enrolled in the APWU Health Plan

The finance committee recommended that APWU members take note of the associate and retirees enrolled in the APWU Health Plan in order to see just how good the APWU Health Plan is viewed by others.

NOTABLE SPEAKERS AT THE 2014 APWU NATIONAL CONVENTION:

Congresswoman
Jan Schakowsky
Monday, July 21

Congressman
Danny Davis
Monday, July 21

National Association of
Letter Carriers
Fred Rolando
Monday, July 21 (via video)

National Postal Mail Handlers
Union President
John Hegarty
Monday, July 21

National Association of
Rural Letter Carriers
Jeannette Dwyer
Monday, July 21

AFL-CIO President
Richard Trumka
Tuesday, July 22

MSNBC Broadcaster and
Radio Host
Ed Schultz
Thursday, July 24

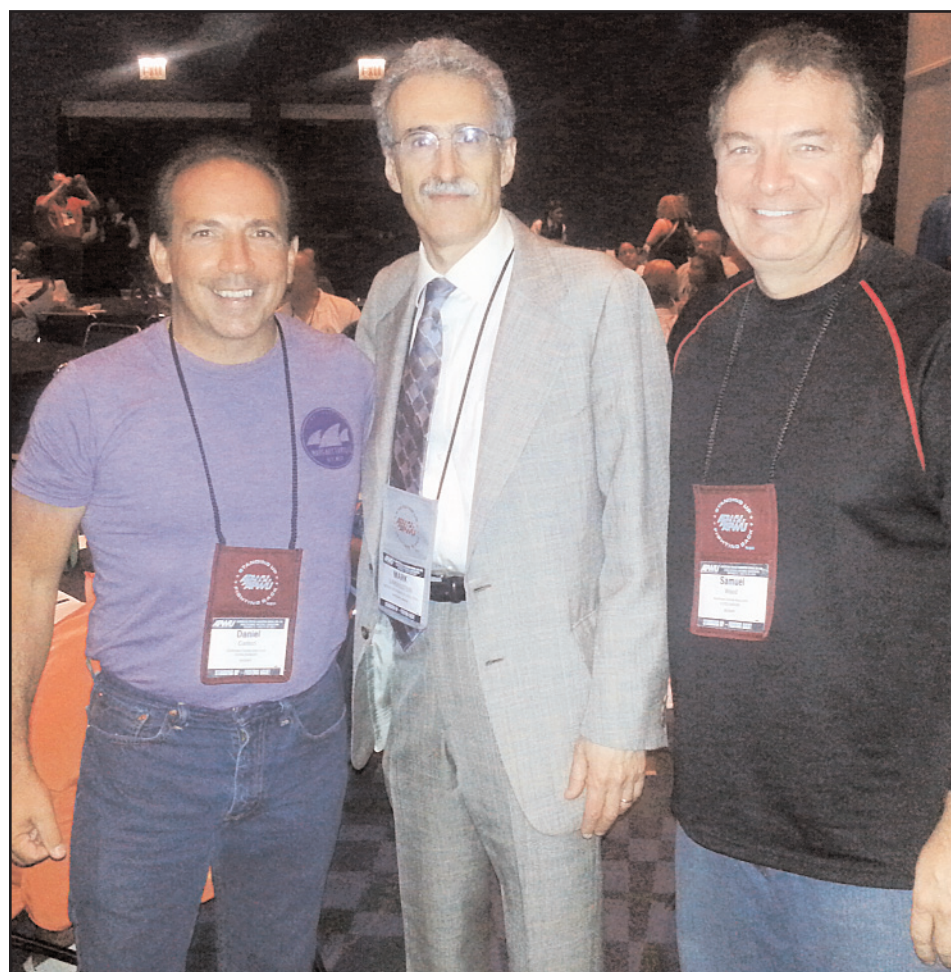
Radio Commentator
Jim Hightower
Thursday, July 24

Professional Actor
Danny Glover
Thursday, July 24



Above: "Fighting Back" is the theme for the American Postal Workers Union's 22nd Biennial Convention. This year's convention is being held at McCormick Place Convention Center in Chicago, July 21- 25.

Below: (L to R) SWFAL APWU Trustee and Steward Danny Carinci, APWU National President Mark Dimondstein and SWFAL APWU President Sam Wood at the 2014 APWU National Convention in Chicago.

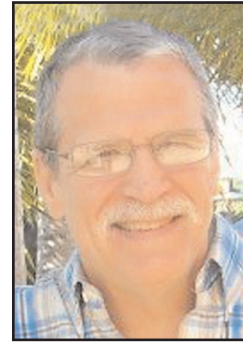




The APWU is ramping up its campaign demanding that Staples and the USPS agree to place postal workers at postal units in Staples stores. Join the campaign at StopStaples.com or text POSTAL to 91990.

The EWP

What is the EWP? (Electrical Work Plan) It is the updated postal policy for energized electrical work.



Scott J. Wiser
Tour 1 Maintenance
Steward
Fort Myers P&DC
SWFAL APWU

The EWP effects mostly those of us in maintenance. When the EWP was first agreed upon between OSHA and the USPS, we in maintenance were put into fast-track EWP and LOTO (Lock Out Tag Out) retraining mode.

We learned about an electrical hazard called arc flash (aka: arc blast) and that it very rarely occurs. We also learned how to protect ourselves from this rare and highly unlikely event; an event that has never been documented in the history of the USPS.

And yet the EWP was designed around this potential danger and is the reason for the excessive delays in operations and the firing of maintenance employees within the southern district.

All throughout our EWP and LOTO training, it has been emphasized that if employees do not follow the revised EWP procedures then those violators will be fired for violating safety (article 14 of the

Collective Bargaining Agreement CBA).

Tasks and procedures that have been performed safely and without incident for decades have been deemed unsafe. There is no learning curve allowed. Only the absolute outcome of being fired is considered.

The only exception is when a member of management violates safety. Then, as we have seen at this facility, it is overlooked and ignored with no one in management held accountable.

We get it. You are going to fire one of us the first chance you get for the first mistake that one of us makes. It is not necessary to remind us anymore. We know that you will do this because this has happened at this facility.

There is no doubt that safety is an important concern. Speaking for myself, there is nobody more concerned about my safety than I (and maybe my family). Anything that enhances safety is a good thing.

But the constant threatening of being fired does not promote a positive attitude about this program. On the contrary; threats create a hostile workplace environment of resentment that many feel is an insult and is disrespectful to those whom have worked safely and without an incident for many years.

To Contribute to COPA through PostalEASE

(Employees may designate three payroll allotments.)
Follow the instructions below:

1. Add your Social Security number to the 8-digit COPA account number (29320001) in line 11 on this form. This 17-digit number (no hyphens) will enable the APWU to identify this contribution as having come from you.
2. Dial 1-877-477-3273 (1-877-4PS-EASE).
3. Press #1 for PostalEASE.
4. When prompted, enter your employee identification number.
5. When prompted again, enter your USPS PIN number. (If you do not have a USPS PIN or cannot remember your PIN, follow the instructions on this form, under "Don't Have Your USPS PIN?")
6. When prompted, choose option #2 (to select payroll allotments).
7. When prompted, choose option #1 (to select type of allotment).
8. When prompted, press #2 to continue.
9. When prompted, press #3 to "add" the allotment.
10. When prompted, add routing number: 054001220.
11. When prompted, enter the COPA account number: 29320001 _____, followed by your Social Security number (no hyphens, 17 digits total). Press #1 if correct.
12. When prompted, press #1 for checking.
13. When prompted for the dollar amount of the allotment, enter \$____.00, your choice for a biweekly allotment. Press #1 if correct.
14. When prompted, press #1 to process. At this point, you'll be provided with a confirmation number and the start date of the allotment. Record the confirmation number _____ and start date _____.
15. Press #1 to repeat, or press #9 to end the call.

Retain this form for your records.

COPA  **YES!**
Doing Our Part to Build a Better Future

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Don't Have Your USPS PIN?

To obtain your PIN: Call 1-877-477-3273. Press #1 for PostalEASE. When prompted, enter your Social Security number. When prompted for your PIN, pause, then press #2. Your PIN will be mailed to your address of record the next business day.

Your Elected Officials

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 E-mail:
president@whitehouse.gov
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Our members live in several different districts. For your representative's information, go to www.congress.org. Enter your zip code and the web site does the rest. You can e-mail most of your representatives at once with a click of your mouse at this web site. Their voting records are also available here. Check it out! Let them know how you feel, it's your DUTY!

THE EAGLE'S EYE EDITORIAL POLICY

The Eagle's Eye is the official publication of the Southwest Florida Area Local, APWU, AFL-CIO. The editor has the right to determine whether the material submitted shall be printed, and has the right to edit as needed. It is the policy of this newsletter to disallow any attacks on individuals. Opinions expressed are those of the writers, and not necessarily those of the Executive Board. The deadline for submission of all articles is the day of the monthly membership meeting. You must be an APWU member to submit an article. Name may be withheld upon request. All articles may be reprinted with proper credit given. Captions/cartoons may only be reprinted upon written permission of the editor.

Southwest Florida Area Local Membership News

We wish to extend our welcome to all new employees coming on board at the United States Postal Service by inviting you to our next SWFAL APWU meeting on August 17, 2014, at the Union Hall located at 11000 Metro Parkway, Unit 8, in Fort Myers.

Meetings are held once a month on Sunday at 9:30am. Be united, protect your job and discover the many benefits of becoming a member of the SWFAL APWU.

Join us at our next local meeting - united we can make a positive difference in our workplaces. We look forward to seeing you there!

Retirees who wish to continue receiving *The Eagle's Eye* newspaper, please email the Editor at Edswfal@aol.com or call Karen at our SWFAL APWU office at 239-275-1007.

We want to encourage our members to email information to the



editor regarding marriages, graduations, special events or achievements of our employees, or their families. Please email information to *The Eagle's Eye* at Edswfal@aol.com. We will be pleased to include as many member announcements as possible.

Together. Better Health.®

Get the most out of your Personal Care Account (PCA)

The Consumer Driven Option is a medical plan that includes a Personal Care Account (PCA) to help pay for your non-preventive care expenses. This plan encourages healthy behavior and responsible medical and prescription drug decisions by providing members a PCA, which has a set dollar amount deposited into the account every year. Any funds that are not used roll over to the next year, reducing future out-of-pocket expenses for enrollees and allowing them to better plan for costlier medical expenses down the road. It's one of the medical (includes prescription drug) plan options you may select during Open Season. The following Frequently Asked Questions will help you understand more about how your PCA works and how you can get the most out of it.

What is a PCA? It's an APWU Health Plan-funded account, designed to help pay your share of qualified medical expenses. When you enrolled in the Consumer Driven Option, a PCA was set up and funded for you automatically at UnitedHealthcare. Your PCA was designed to help you reduce the amount you pay out of your pocket for health care expenses.

Can my PCA help cover my annual deductible? Yes. This means that the first part of your deductible is already paid just by choosing this plan. You can use your PCA to pay for any qualified medical and pharmacy expenses as long as funds are available. Your PCA will also pay for eligible dental and vision services. For dental and vision services, you must pay upfront for these services, and then request reimbursement from your PCA.

Can my PCA pay for any medical service? No. You can use your PCA only for eligible medical and prescription drug expenses. Services that are not covered under the plan, such as cosmetic surgery and experimental procedures, cannot be paid for with your PCA. Your Summary Plan Description has a complete list of services that can be paid for by your PCA.

How much will the APWU Health Plan put into my PCA? The APWU Health Plan contributes a fixed amount based on whether you are electing coverage for yourself or for your family, each year you're enrolled. For Self Only coverage, you will receive \$1,200 in 2014. Employees enrolling in Self and Family coverage will receive a \$2,400 contribution. These amounts are prorated for members joining after the start of the plan year. You cannot contribute your own money. However, you can elect a Flexible Spending Account (FSA) during Open Season, which allows you to set aside a portion of your earnings to pay for qualified health care expenses not covered by your medical plan or the PCA.

What if I don't spend all the money in my PCA during the year? The remaining balance rolls over to the following plan year, at which point you will receive a refresh amount into your PCA. This allows you to build significant savings for future health care needs, as long as you remain in the Consumer Driven Option.

Is there any limit to the amount of money I can roll over within my PCA from one plan year to the next? The amount of money you can roll over from one year to the next is limited to the maximum amount you can have in your PCA. So, the amount you roll over plus APWU's contribution cannot be more than the following maximum account balances allowed in your PCA:

- \$5,000 per Self Only enrollment, or
- \$10,000 per Self and Family enrollment.

What happens if I have a claim for an amount greater than the balance in my PCA? The remaining funds in your PCA will be used in their entirety. Any further expense is your responsibility until you meet your annual deductible amount. If you have set aside money in an FSA, you can then use those dollars to help you meet your deductible.

Who can I talk to if I have additional questions? Consumer Driven Option members can speak to a UnitedHealthcare Customer Care representative by calling toll-free 1-800-718-1299 or log into myuhc.com. The plan makes it easy for members to get help with questions about website navigation, claims, network information, pharmacy services, care management, eligibility and general medical plan inquiries.

