

NAPFE Newsletter



National Alliance of Postal and Federal Employees – 1640 11th St. NW – Washington, DC 20001-5008
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Wilbur L. Duncan, National President

Where There Is Unity, There Is Strength

Where There Is Unity, There Is Strength was the opening statement of President Duncan's report to the National Executive Board on Thursday, August 11, 2013. He stated that the above would be the motto for each day until the next national convention in 2017.

He announced that he had found that unity at all of the District Conventions that he has attended, thus far, this year.

Pres. Duncan presented an overview of the union, renovation of the apartment building to house the national office, reductions-in-force, and the fact that the new national office has no mortgage.

Pres. Duncan's reports covered the new Web site, Facebook page, and the final decision and close-out of all 202 Housing.

He reminded those present of the need to continue to support the National Alliance for Political Action (NAPA). We still need to support those legislators sponsoring legislation and voting to protect postal and federal employees earned benefits. He noted that he was very proud of the delegate's participation during the first four District Conventions that he attended up to August of this year.

Recruitment has been good, retiring personnel is our undoing. It almost equals the recruitment which is not good.

Five Locals have yet to file their LM and/or IRS Form 990.

He closed his report with thanks to the remaining employees and to his officers who are constantly trying to come up with new ideas to keep the NAPFE viable.

**ANSWERS FROM
TEDDY THE TAX MAN**

Q: It's been a while, but I watched one of your segments on Fox in Baltimore, and you said that you didn't recommend rolling my old retirement into my new employer's plan. I can't remember your reasons. Can you list them?

A: Once you roll those funds over to the new employer's plan, you're restricted by the rules of the new plan. For instance, if you need to withdraw money in an emergency, you'll be restricted from contributing to the plan for a certain amount of time, which means your federal and state taxes will go up. If you roll the funds over to an IRA instead, you'll not be banned from contributing, plus YOU'LL be the one to determine how much, if any taxes, you'll have them withhold. There are more reasons, but for the sake of space, I'll not list them. Remember, you can always call me for more information.

Q: My divorce decree said that my former spouse is responsible for the outstanding tax bill that we had. He missed a payment, and now the IRS is coming after me. I don't understand!

A: The bill is in both your names, and the Internal Revenue Service doesn't care which one of you pays it. If neither of you pays it, they'll come after both of you. You should consider going back to court to explain that your 'former' is not fulfilling the terms of the decree.

Q: I missed an installment agreement payment recently. I don't have a chance at all of getting it reinstated, do I?

A: Surprise! YES, you do! Get your representative to do it ASAP so that you don't wake up to a garnishment of your pay check.

Teddy Prioleau is a registered representative, Enrolled Agent and the founder of Hunt Valley Retirements, LLC. You can reach him at 410 931-2004 or send an email to teddy@hvretirements.com. You can obtain additional information at www.hvretirements.com.

“Let's Get It On”
Thursdays - 6:00 PM EST
NAPFE Internet Radio show
On
www.wclmradionline.com

In Memoriam

**Our deepest sympathy from the officers
and members of the National Alliance
of Postal and Federal Employees to**

District Four President

Felix L. Bell, Sr. and his Family.

**We were terribly sorry to hear of the
loss of your oldest grandson:**

Mr. Tavia Collins

Rest in Peace



National Alliance Paying **\$100.00** for every **NEW MEMBER Recruited!**

Recruiter's Name Here

Recruiter's Name Here
 (Yellow Copy Only, Please)

NATIONAL ALLIANCE OF POSTAL AND FEDERAL EMPLOYEES
 1640 11th Street NW - Washington DC 20001-5008



APPLICATION FOR MEMBERSHIP

I herewith make application for membership in the National Alliance of Postal and Federal Employees.

Name _____
 (Please Print)

Address _____
 (Number & Street) (City & State) (Zip Code)

Telephone Number: Home _____ Work _____

Social Security # _____ [] Federal Employee [] Postal Employee

Name of Gov't Agency/ Postal Installation _____

Address of Gov't Agency/ Postal Installation _____
 (Number & Street)

 (City, State & Zip Code)

Signature of Applicant _____ Date _____

Signature & Title of Union Official _____ Date _____

Local Name & Number _____ Date _____ Local Dues _____

Payment Options: [] Credit Card [] Check [] Cash

Credit Card Information: Type _____ Number _____ CVN _____ Exp. Date _____

Check Information: Bank Name: _____

Routing Number _____ Account Number _____

Requested Withdrawal Date _____
 Month/Date

This assignment, authorization and direction shall be irrevocable for a period of one (1) year from the date of delivery hereof to you, and I agree and direct that this assignment, authorization and direction shall be automatically renewed, and shall be irrevocable for successive periods of one (1) year, unless written notice is given by me to the Union not less than thirty (30) days.

NAP 10/2014



Authorization for Payroll Deduction of Dues (form 1187)

**UNITED STATES POSTAL SERVICE
 AUTHORIZATION FOR DEDUCTION OF DUES**

I hereby assign to the National Alliance of Postal and Federal Employees, from any salary or wages earned or to be earned by me as your employee (in my present or any future employment by you) such regular and periodic membership dues as the Union may certify as due and owing from me, as may be established from time to time by said Union. I authorize and direct you to deduct such amounts from my pay and to remit same to said Union in accordance with any procedures established for such purpose, by the U.S. Postal Service.

This assignment, authorization and direction shall be irrevocable for a period of one (1) year from the date of delivery hereof to you, and I agree and direct that this assignment, authorization and direction shall be automatically renewed, and shall be irrevocable for successive periods of one (1) year, unless written notice is given by me to you and the Union not more than twenty (20) days and not less than ten (10) days prior to the expiration of each period of one year.

This assignment is freely made pursuant to the provisions of the Postal Reorganization Act is not contingent upon the existence of any agreement between you, my Union, or any other Union.

NAME OF EMPLOYEE (Print, Last Name, First, Middle)	SOCIAL SECURITY NUMBER
HOME ADDRESS (Street and Number) (City and State) (Zip Code)	
POSTAL INSTALLATION	INSTALLATION FINANCE NUMBER
E - NATIONAL ALLIANCE OF POSTAL AND FEDERAL EMPLOYEES	DATE
<small>Union dues, contributions or gifts to the NAPFE are not tax deductible as charitable contributions. However, they may be tax deductible under other provisions of the Internal Revenue Code.</small>	POSITION
I hereby certify that the regular dues of this Local Union for the above-named member are currently established at \$ _____ per calendar month.	LOCAL NUMBER
SIGNATURE OF EMPLOYEE	DATE
DATE OF DELIVERY TO EMPLOYER:	SIGNATURE AND TITLE OF UNION OFFICIAL



Did you know?

Did fitness-for-duty exams violate Rehab Act?

A fitness-for-duty examination can be ordered by an agency only if it is job-related and consistent with business necessity. This means that the agency must have a reasonable belief based on objective evidence that an employee will be unable to perform the essential functions of his job or that he would pose a direct threat because of a medical condition. What if the agency orders an employee to undergo a fitness-for-duty exam after he has an outburst at work?

Consider this scenario

A medical support assistant was diagnosed with diabetes and used an insulin pump. Coworkers reported that he had outbursts when his blood sugar lowered. For example, a coworker witnessed the assistant speaking incoherently with a patient. Also, the assistant slapped a coworker on the back of his head. Management investigated other incidents of reported disruptive behavior involving coworkers and patients. A supervisor consulted with human resources because she did not believe that the assistant's outbursts were his fault because of all the episodes he was having.

The agency instructed the assistant to report for a fitness-for-duty-exam. The exam concluded that the assistant was not fit for duty. Management did not receive the results until four months later. Management determined that it needed a more recent exam on file, so it issued an addendum to the fitness-for-duty stating that the assistant could either undergo another examination by an agency physician or proceed with the finding of the prior fitness-for-duty. The assistant elected to undergo a second exam by his own physician. The second exam concluded that he was fit for duty.

The assistant alleged that the agency subjected him to disability discrimination when he was instructed to report for a fitness-for-duty exam.

Will the EEOC find that the agency violated the Rehabilitation Act?

- A. **Yes.** The second fitness-for-duty concluded that the assistant was fit for duty
- B. **No.** Management had a reasonable belief that the assistant could not perform the essential functions of his job safely because of medical conditions
- C. **Yes.** A supervisor believed the episodes were not the assistant's fault
- D. **Yes.** The agency did not show that the fitness-for-duty exams were job-related.

If you chose B, you agree with EEOC. The EEOC found that management requested that the assistant submit to a fitness-for-duty exam based on numerous disruptive outburst related to his condition, which were affecting his ability to perform the functions of his job. The EEOC found that the agency's request for the fitness-for-duty exam was job-related and consistent with business necessity and did not violate the Rehabilitation Act.

Does this situation occur in your facility? Of course it does. We all know of a coworker who was ordered to undergo a fitness for duty exam. Keep in mind, the agency can only order this type of exam only if:

- A. It is job-related
- B. Consistent with business necessity
- C. Have a reasonable belief that the employee will be unable to perform the essential function of his job
- D. Would pose a threat to himself or others because of his condition.

For further information pertaining to this case, contact Gale R. Thames, National 2nd Vice President.

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Preventing & Recognizing Dehydration

National Alliance members, being part of this great union family not only mean protecting, representing and educating you through your statutory rights but it also mean making sure you are well informed in health and safety also. This has been an extremely hot summer and there are more hot days ahead; therefore this office is only passing along important information to our members. We want you healthy! It is also our aim for us to stay healthy as a NAPFE family.

Recognizing dehydration symptoms starts by understanding how dehydration works. Patients don't have enough fluid (water) in their blood to get nutrition and oxygen to their tissues. You can become dehydrated by sweating too much, by urinating too much, or by not absorbing water through illness. All of these must also be accompanied by not replenishing the lost fluid. In many cases, patients can correct dehydration simply by drinking water (see Treatment below).

Dehydration Causes

Dehydration is always caused by more fluid leaving the body than entering it. Water only leaves the body one of three ways: you can sweat it out, breathe it out or pee it out. Sweating can be from exercise, heat or both. Some medications can make sweating worse. Breathing heavily during exercise or when short of breath for long periods of time pulls a remarkable amount of water out of the body. Indeed, when you exercise, a lot of that water weight you thought you were sweating out is actually lost by breathing heavily.

Excessive urination can lead to dehydration very quickly. Some of the most common causes of excessive urination are diuretic medications (water pills), alcohol and medical conditions such as high blood sugar (hyperglycemia, a condition seen in untreated diabetes).

Vomiting and diarrhea are also common causes of dehydration. If you are vomiting or experiencing

diarrhea, your body is not appropriately absorbing fluids.

Dehydration Symptoms

It's important to recognize dehydration symptoms early. Untreated, dehydration can develop into shock. The signs and symptoms of dehydration include:

- Dizziness
- Headache
- Dark urine (may have a strong odor)
- Inability to urinate
- Dry mouth and nose
- Weakness
- Nausea and vomiting

Dehydration Symptoms in Children

- Dry mouth and tongue
- No tears when crying
- No wet diapers for 3 hours or more
- Sunken abdomen, eyes, or cheeks
- High fever
- Listlessness or irritability
- Skin that does not flatten when pinched and released

Dehydration Symptoms in the Elderly

Dehydration symptoms in the elderly can be different than in younger adults and children. Medications that the elderly take are much more likely to lead to dehydration in that population. One particular symptom of dehydration that is more pronounced in the elderly is poor skin elasticity. When the skin is pinched, it holds its form rather than returning to its normal shape.

Treatment for Dehydration

The best cure for dehydration is prevention: stay hydrated. Get enough water through drinking and eating. Your total water intake for the day (all liquids and foods, including coffee, water, milk, soup, etc.) should be about half a gallon. Remember, some substances make you pee, which leads you to lose more water than you gain. Alcohol is the number one culprit for excessive urination.

(Cont. on Page 6)

Dehydration (continued from page 5)

When dehydration gets bad enough to cause symptoms, water might not be enough to make you feel better.

Dehydration occurs when the body has lost too much fluid and electrolytes (the salts potassium and sodium). Dehydration is particularly dangerous for children, who can die from it within a matter of days. Although water is extremely important in preventing dehydration, it does not contain electrolytes.

To maintain electrolyte levels, you could have broth or soups, which contain sodium, and fruit juices, soft fruits, or vegetables, which contain potassium. Sports drinks, like Gatorade, can help restore electrolytes.

For children, doctors often recommend a special rehydration solution that contains the nutrients they need. You can buy this solution in the grocery store without a prescription. Examples include Pedialyte, Ceralyte, and Infalyte. Untreated, dehydration may lead to shock. If a patient of dehydration has a low blood pressure or very rapid pulse, the victim may need to get intravenous fluids. Call 911 for a dehydrated victim suffering from *confusion*, *dizziness*, or *weakness*.

Sources:

Diggins KC. Treatment of mild to moderate dehydration in children with oral rehydration therapy. J Am Acad Nurse Pract. 2008 Aug;20(8):402-6. doi: 10.1111/j.1745

Janice F. Robinson, National 1st Vice President,
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Calendar of Events

Upcoming District Conventions

District Five – September 8 – 9, 2016
Radisson Hotel Phila. Northeast
2400 Old Lincoln Hwy
Philadelphia, PA 19053
Ph: 215-638-8300 / Rates: \$99.00 + 9%
Tax – Rate cut off date: 8/18/2016

District Eight – October 13 – 15, 2016
Courtyard Marriott LGA
90-10 Ditmars Blvd.
East Elmhurst, NY 11369
Ph: 718-308-4828 / Sgl/Db: \$169.00 plus
tax and fees – Rate cut off date: 9/15/16

District Nine – Sept. 29 – Oct. 1, 2016
Holiday Inn Conference Ctr.
3201 Bankhead Drive
Little Rock, Arkansas 72206
Ph: 501-490-1000/ Sgl/Db: \$91 plus tax
per night/ Rate cut-off date: Sept. 8, 2016

It has been fifteen
years since that
fateful day in
September.
9/11/2001

