

Briefs

APWU

THE OAKLAND POSTAL WORKER

NEW
MEMBERS



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An Accurate Seniority List Matters Waiting for Seniority List 2.0

Recently the USPS announced another “excessing event”. These events result from Management’s claim that the existing number of bargaining-unit employees far exceeds the number needed to do the available work.

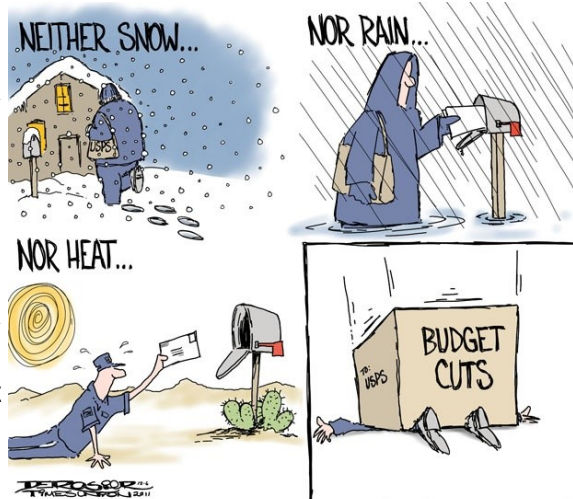
The USPS then tries to ‘**rightsized**’ its workforce by reducing the number of employees at specific facilities and then attempting to relocate the affected workers to supposedly short-handed offices.

In theory, the excessed employees should all have a landing spot and no one should lose a job. In practice, displacing an employee perhaps hundreds of miles away could force someone to consider resigning or retiring, or require great sacrifices to make the relocation work. An accurate, up-to-date seniority list is vital in determining who will be excessed—and so much else.

The concept of workplace seniority acknowledges that an employee has committed a major portion of his time in service to the employer. Those who have stayed the course are to be rewarded for their loyalty when they bid on duty assignments or choice annual leave slots, on the overtime desired list, and of course, when people are to be excessed. If the seniority list is inaccurate or incomplete, people could be told to relocate while junior employees left off the list stay put. Imagine the outrage and sense of betrayal the senior employees would feel.

At the Oakland P&DC there are several inaccurate seniority lists circulating and posted inside the facility. The USPS omitted the names of nearly 200 employees from the Clerk Craft Seniority List, mostly junior employees. Since these junior clerks’ names were left off the list, they were not identified as eligible for excessing. Had some higher-seniority clerks ended up being excessed, it would have been a major violation of the Collective Bargaining Agreement and a huge injustice to the affected employees.

Lacking good information from Management, several clerks have turned to the Union to learn their places on the seniority list. **It’s a sad day when simple data-gathering proves to be more than local management can handle. The excessing event has been temporarily put on hold.** In the meantime, while we are waiting for management to come up with **Seniority List 2.0**, we cannot help but think, “Will that be inaccurate, too?” We will have to wait and see.



IN MEMORY OF Don Cote



It's A DATE

The California
Annual Legisla-
tive Event

2/11/18

General Mtg.

2/14/18

Valentine's Day

2/14/18

Legislative
Conference

3/24-25/18

PSEs AND PTFs MAY BE ABLE TO GET SOME RELIEF FROM THOSE REDUCED WORK SCHEDULE BLUES FROM EDD

The Employment Development Department (EDD) regulations states that a partial unemployment claim can be used for any claimant who works less than normal full-time hours and whose employers want to retain them when there is a lack of work.

The EDD provides employers with a Notice of Reduced Earnings (Form 2063). The Employer completes the DE 2063 to certify that the employee is expected to return to work, and gives the form to their employees, who use the DE 2063 to file an Unemployment Insurance (UI) claim.

Ergo, it is Local 78's position that since PSEs and PTFs often work part-time, intermittent and reduced work schedules, they should be given DE 2063s for a UI claim when their schedules are less than normal full-time hours.

PSEs and PTFs should request a DE 2063 from management when their work hours are less than full-time and use the form to file a UI claim. If management refuses to give them a DE 2063, they should contact their steward for help.



REASONABLE ACCOMMODATIONS.

The Rehabilitation Act prohibits discrimination against qualified employees and job applicants with disabilities in the federal government, including the USPS. It also imposes an obligation on the USPS to find reasonable ways to accommodate a qualified individual with a disability.

In other words, it requires the USPS to consider ways to change the manner of doing a job to allow a qualified person with a disability to perform the essential functions of the particular job, or to be

considered for a position he or she desires (USPS Handbook EL-307, Section 13.131). For additional information, contact your steward.



WANT TO INVEST BUT DON'T HAVE A LOT OF MONEY? TRY DRIPS.

Dividend Reinvestment Plans (DRIPS) are a way you can begin investing with small amounts of money and continue to invest in small or large amounts periodically while avoiding brokerage commissions. You can buy stock directly from the company. You do not receive quarterly dividends; instead, the dividends are directly reinvested in purchasing more of the stock. Although the dividends are reinvested in purchasing more stock, you still have to pay taxes on the dividend income. **You don't need a large amount of money to start. Most DRIPS require you own at least one share of stock to enroll in the DRIP.**

Many stocks that offer DRIPS, also offer a Share Purchase Plan (SSP), in which an investor can buy their initial shares and future purchases with little or no fees. DRIPS are a cost effective way for you to make better use of your dividends by purchasing stock with little or no fees rather than put them into a savings or money market account with miniscule yields. The one risk you face is the possibility that the stock may decline. Choose solid blue chip companies such as AT&T, Coca Cola, or McDonald's that are leaders in their fields and are still growing in their markets. You can also save money by avoiding higher commission costs buying directly from the company.

If you are interested in participating in DRIPS, you can contact Computershare at <https://www.computershare.com/> to find companies that offer DRIPS. You can purchase stock directly from the companies that offer DRIPS through Computershare.



YOU SHOULD KNOW that PSEs are eligible for FMLA provided they meet the necessary requirements required by law. (2017 JCIM, p. 82, ¶ 2 [NOTE]). The Postal Service regulations implementing FMLA are found in ELM Section 515.

