

The Corner Stone

PUBLICATION OF WATERLOO LOCAL #451
AMERICAN POSTAL WORKERS UNION, AFL-CIO
MEMBER OF APWU POSTAL PRESS ASSOCIATION

November 2005



Retiree's Get-Together
Mondays at 1:00pm
University Ave. McDonald's
Across from H-Y-Vee

From the President's chair...



Dwight Slaikeu



We just got back from another successful State Fall Seminar. A big thank-you goes to Ann & her Cedar Rapids crew for putting it on. On Saturday, State President Clark put on an interesting seminar on global workers. It was an "us & them" discussion showing who "us" really are and who "them" really are in the overall worldwide picture. Following that, Business Agent Foley had a seminar on Maintenance sub-contracting while Business Agent Kessler did one on the Joint Contract Interpretation Manual. Both subjects concluded early which gave delegates a chance to hear about and discuss other relevant subjects. On Sunday, B.A. Foley took the podium again and took us through discipline procedures, rules, grievable situations, etc. Nice job guys, we really appreciate your work.

One of the items brought up I wanted to mention was the transfer of some of the duties of the Postal Inspectors to the Office of the Inspector General. APWU Ind. Rel. Dir. Bell has put out a memo on the subject. We'll be going through the memo as well as other information put out to see what difference we may see with the switchover. Hopefully there will be no reason to see those folks but, as a reminder, we know they stop in every so often whether invited or not.

We're working on getting our vacant jobs posted, the PTFs officially converted, etc. but it's slow going. Between information being sent to D.M. slower than we like and D.M.'s very slow reactions, it seems to take forever. I keep getting bits & pieces of conversations having to do with repostings of existing Duty Assignments, but as yet have not been given another proposal.

When I get a chance I'll be putting all the AFLAC Insurance info I have on the bulletin board. If you read the letter sent to you by the agent, please disregard the part about having to decline if you don't want the insurance. He was under the mistaken impression we would be in the same situation as a company providing the insurance to their employees.

In that case you would have to decline or you would be included in the insurance program. In our situation that is not the case. If you do nothing...nothing will happen. On the other hand, if supplemental insurance interests you, contact the agent and he'll help you out, not only with the 2 programs included in the APWU agreement but with any type insurance you would like to talk to him about.

The Acuff hot air balloon ride for COPA drawing was held last month. The winner, Carey Atkinson, donated it back so another drawing will be held for the certificate at the meeting this month. Those with tickets from last month will have to get new ones to be included this month. Also, keep your eyes on the bulletin board as I think there are plans for another raffle to finish up this year's drive. You have quite a ways to go yet, just under \$800, before you own the beards of me & Steve. It can be done but there is only have one month left. Let me know if you want to get signed up to have a few dollars held out for COPA each pay period next year and we'll get you set up.

Also at the meeting this month, the Trustee election will take place. We have 3 members running for 2 positions so need you there to make the decision. We'll also be discussing whatever subject you or somebody else wants to bring up.

That's it for this month...see you at the meeting on the 19th. And, since it's already that time of year again and there will be no meeting in December, I hope you and your families have a very safe and happy holiday season.

Dwight

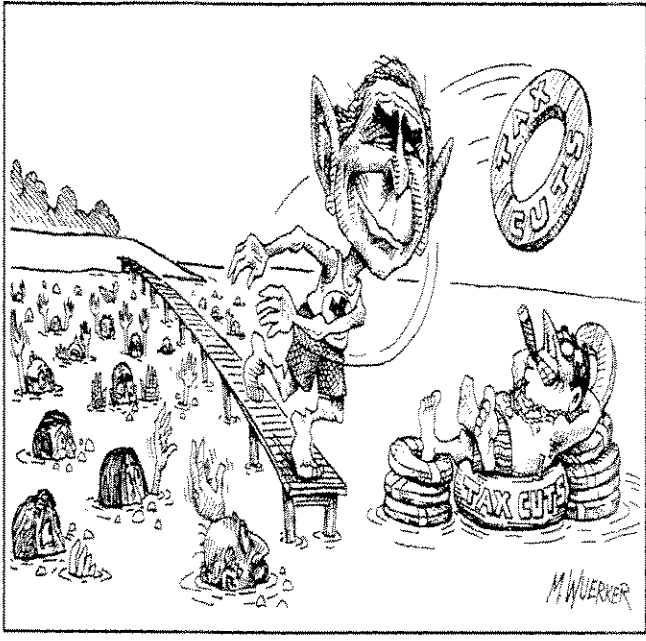
AMERICA WORKS BEST WHEN WE SAY ...

UNION YES  

Nominees for Trustee:

**Lou Ostlie
Paulette Woods
Jenelle Brucher**

Vote at the meeting! Only 2 positions!





Secretary's Report



By: Mike Burke

APWU LOCAL 451

Date: October 15, 2005

The meeting of the APWU Local 451 was called to order at 11:09 am. at the OP with 12 members present.

A **motion** was made by Jerry Kemmer and seconded by Chuck Konig to accept the minutes as printed in the Corner Stone. Motion carried.

The Treasurers Report was read by Meri Kay Chase. A **motion** to accept the report as read was made by Glenn Staudinger and seconded by Mike Burke. Motion carried.

Officers Reports:

Presidents Report:

1. COPA - we are under \$1300.00 to reaching our goal of \$6000.00 with just 2 months to go.
2. Dwight commented on mail- loss- update and when he finds out any info: he will keep us informed.
3. Changes in jobs - Dwight received a rough draft of the changes and needs to talk to management about those changes. They may be coming soon.
4. Keep watching the bulletin board for information on the AFLAC Insurance Program.
5. If you are hitting 20 hours of overtime you should be leaving work.
6. Thanks again to Meri Kay Chase and Chuck Konig for their duties performed for the union members. The transition from Meri Kay to Glenn Staudinger is forthcoming. We are still waiting on the audit.

Old Business:

The next meeting will be Saturday Nov. 19, 2005 at 11:00 am. at the OP.

A **motion** was made by Chris Salinas and seconded by Glenn Staudinger to bring the tabled item of business back on the floor which is the topic of The Family Service League X-mas donation. The **motion** carried.

A **motion** was made by Glenn Staudinger and seconded by Chris Salinas to send \$250.00 to the Family Service League as a X-mas donation. **Motion** carried.

New Business:

1. Nominations for trustees are as follows; Jenelle Brucher was

nominated by Paulette Woods and seconded by Cindy Miller. Paulette Woods was nominated by Cindy Miller and seconded by Mike Burke. Lou Ostlie was nominated by Chris Salinas and seconded by Jerry Kemmer. Election for trustees will be next month.

2. This year the Tri-State Convention will be combined with the Central States Convention in Wichita, Ks. Feb. 16th-18th 2006. Rooms are \$89.00 plus tax, registration is \$60.00. A **motion** was made by Glenn Staudinger and seconded by Chris Salinas to send the President and Stewards Director with normal and customary expenses, with an option to send more people if interested. **Motion** carried.

Drawings:

A motion was made to hold the drawings was made by Chris Salinas and seconded by Chuck Konig. Motion carried. Carey Atkinson won the balloon ride and Jerry Kemmer won the door prize, again!!!

Adjourn:

A motion was made to adjourn by Cindy Miller and seconded by Mike Burke. Motion carried at 12:20 pm.

Members Present: Mike Burke, Glenn Staudinger, Jerry Kemmer, Chris Salinas, Meri Kay Chase, Dwight Slaikou, Chuck Konig, Dave Knebel, Nancy Hemesath, Cindy Miller, Bill Rice and Paulette Woods.

Secretary Michael J. Burke

Steward Director's corner.....



Cindy Miller



HELP WANTED

Donations for COPA... We're only \$800 away from our goal, but we're running out of time! As you know Cary Atkinson re-donated the hot air balloon ride back to the local, so we can raffle it off again at the Nov. meeting. We only have until mid Dec. to reach our goal. We want to shave that beard!

I recently received an email on attitude that I like to share with you. I know I'm repeating myself, but some people just don't get it the first time...

ATTITUDE

The longer I live, the more I realize the impact of attitude on life. Attitude, to me, is more important than facts.

It is more important than the past, than education, than money, than failures, than circumstances, than successes, than what other people think or say or do.

It is more important than appearance, giftedness, or skill. It will make or break a company... a church... a home. The remarkable thing is we have a CHOICE every day regarding the attitude we will embrace for that day. We cannot change our past... we cannot change the fact that people will act in a certain way. We cannot change the inevitable.

The only thing we can do is play on the one string we have, and that is our attitude... I am convinced that life is 10% what happens to me and 90% how I react to it.

And so it is with you... We are in charge of our Attitudes.

See you at the meeting

Vice-President's Report



By: Kim Karol



I just wanted to share my opinion regarding FMLA and the Postal Service. Recently I have been working with members regarding the Postal Service's rejection of their request for protection under FMLA. What I have discovered is that many of us, myself included, have been drawn down a slippery slope by the Postal Service that eventually could prevent anyone from exercising their rights under the law. I am writing this article in hopes of providing our members with enough information to stop this trend.

This law was written to provide protection to the employee when an unforeseeable, serious medical condition affected their ability to maintain a regular work schedule. It is all about your rights, not the other way around. According to the law an employer may request that the employee provide medical documentation to provide enough evidence to the employer that the situation warrants protection under the law.

It is not an automatic requirement under the law. If you are asked to provide medical evidence of the "serious health condition" and your health care provider signs a document that provides the Postal Service with all the required information under the law, the Postal service can not require any additional information. The law allows your health care provider to determine whether or not the condition qualifies as FMLA. If you are an "eligible" employee, and you provide "a complete certification signed by the health care provider, the employer may not request additional information from the employee's health care provider." (825.306). Stop jumping through unnecessary hoops that only justify someone's job in Des Moines. The law is pretty clear- if you are eligible and the doctor says you qualify- it is a done deal.

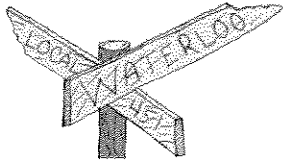
Where we have gotten caught up in a down ward spiral towards the loss of these protections is when the Postal Service challenges your documentation. The law provides the employer with the right to make two determinations; if an employee is "eligible" for protections under the law, (You must be employed for a period of 12 months, and actually provided 1250 worked hours to be considered eligible); and whether or not the certification provided by the employee is valid. If the Postal Service challenges the validity of the documentation then they only have one option- send you for a second opinion at their expense. The validity of the certification doesn't mean they don't like the doctor's answer. It means whether or not they believe the claims that the doctor makes on your certification are correct. We need to quit giving them the power to reach beyond the law's limitations.

In order to protect your rights you must know what they are and what is expected of you. Then don't let anyone or anything prevent you from exercising your rights under the law. If requested you must provide medical certification that you or a "covered" family member are experiencing a "serious health condition". This certification must provide the employer with the information outlined in the law, specific to the "serious health condition" reported by the employee. (If you use the APWU Certification Forms all legal elements are included.) It is your responsibility to assure that your doctor completes the certification- answers each question, and signs the certification. You must submit the documentation requested within the time allowed, or make a good faith effort to provide the documentation. Once you submit the completed certification it is unlawful for the employer to interfere with your ability to exercise your right to the protections under the law.

I am not a lawyer, so please seek professional council if you believe your rights are being infringed. Or, the opinion stated above is not the position of the union or any other officer of this local. I have simply been researching this issue and wanted to share the conclusions that I am making regarding the information that I have gathered.

Respectfully submitted

Kimberly Karol



The Corner Stone

AMERICAN POSTAL WORKERS UNION
WATERLOO LOCAL #451
P.O. BOX 387
WATERLOO, IA 50704

RETURN SERVICE REQUESTED

Union Meeting

Nov. 19th @ 11am

THE OTHER PLACE

3904 Lafayette Rd
Evansdale, IA

Waterloo Local #451 Officers

President - Dwight Slaikeu	Trustees - Dave Knebel
Vice-President - Kim Karol	Vacant - Open Seat
Steward Director - Cindy Miller	Vacant - Open Seat
Secretary - Mike Burke	Editor - Chris Salinas
Treasurer - Glen Staudinger	

ALL OPINIONS ARE THOSE OF THE WRITER
AND NOT NECESSARILY THOSE OF THE
OFFICERS AND MEMBERS OF THE WATERLOO
LOCAL #451

NON-PROFIT ORGANIZATION
U.S. POSTAGE
PAID
Cedar Falls, IA
Permit Number: 41



2005 COPA DRIVE

GOAL	\$6000
	\$5202

**WE ARE ONLY \$798 AWAY
FROM MAKING THE GOAL!!**

**LET'S MAKE IT TOO THE TOP
AND REMOVE THOSE BEARDS!!**

★ APWU COPA APWU ★

**LET
YOUR
VOICE BE
HEARD**

★ APWU COPA APWU ★

DISCLAIMER

Contributions or gifts to COPA are not deductible as charitable contributions for federal income tax purposes. COPA will use the contributions it receives for political purposes, including making contributions to candidates for federal, state, and local offices, and addressing political issues of public importance. Contributions to COPA are voluntary. More or less than the suggested amount may be given, and the amount given or the refusal to give will not benefit or disadvantage the person being solicited. Federal law requires political action committees to report the name, mailing address, occupation, and employer for each individual whose contributions aggregate in excess of \$200 in a calendar year.