

# ABA NEWS DIGEST

Vol. 36, No. 2

*Postal Workers Serving Postal Workers Since 1891*

November, 2021

National Director

Wayne Maurer

## Greetings From Your National Director



Hello Sisters and Brothers of the APW-ABA and APWU. Welcome to the yearend issue of our News Digest. This is always a special time of the year for me. It calls attention to another year winding down with many holiday traditions just around the corner. I want to call your attention to how the association is doing as we see 2021 coming to an end. We continue to address and

pay benefit claims at an amazing rate. Additionally, we have worked very hard to manage our discretionary expense spending and I am pleased to announce that for a fifth consecutive year we will not see a need to raise premium rates for any of our three plans. That is right, there has not been a single increase in premiums since August of 2016. Even with the huge increase in the cost-of-living index we have positioned ourselves so that the operation can continue to run with no loss of benefits or level of service to our membership. Your Regional Directors, the home office staff and I have been committed to putting an emphasis on the importance of our revenue since my arrival which comes directly from membership premiums. I see no reason for any increase in premiums to be a topic of discussion and debate at our 2022 National Convention. With the outstanding work from APWU during the last negotiations in protecting our cola, states, locals and APWU members can all breathe a little easier after receiving

the most recent 93 cents per hour cola increase. I hope you enjoy this issue of the News Digest and have a healthy,



**Keith Richardson, Central Region Director and Vice President of the APW-ABA, sharing some down time with APW-ABA National Director Wayne Maurer after a full day of work at the APWU National Presidents Conference in Chicago, which Keith and the Chicago Area Local hosted.**

safe, and joyous holiday season with family, friends and coworkers. Included in this issue is the recognition of our two scholarship winners for 2021. I wish each of these young adults much success as they continue their education and I'm pleased that we can help these individuals with a portion of their college expenses. Thank you all for your support of the association and again I wish each of you a happy and healthy holiday season.

**EDITORS NOTE:** I would like to recognize Central Region Director Ed Brennan for his commitment to the APWABA and the APWU. Ed has recently decided to call it a day as Secretary-Treasurer of the Postal Press Association after thirty-three years of service! Ed has been an outspoken advocate for both our Union and this association and I am fortunate to have Ed as one of our national officers. Congratulations on all of your contributions to the APWU, the PPA and the APWABA.

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Southern Region Director

Larry Sorrells

Bits And Pieces

I was greatly saddened by the passing of AFL-CIO President, Rich Trumka. Brother Trumka was a tireless worker for unions and working



families in general. I had the pleasure of meeting Rich on several occasions, and I was always impressed by his friendly demeanor, dedication, and leadership abilities. He was a great speaker and never left his "blue collar"

background. He came out of the United Mineworkers Union (UMW) where he served in several union positions one of which was President of UMW.

Both of Brother Trumka's Grandfathers, his Father, and many other family members worked in coal mines. He will be missed. My sincere condolences go out to the Trumka family during this time of sorrow and healing. May God bless his friends and family.

Liz Shuler, who was AFL-CIO Secretary-Treasurer is now the AFL-CIO President as per the constitution and by-laws. Liz is a young union member who has moved up serving in many positions in the IBEW. Liz will

do a great job for working families. Liz's Father is an active IBEW member and officer of that Organization of electrical workers.

We now have a President of the USA who is proud to work with unions. Joe Biden is not ashamed of being pro-union and has proclaimed his support of unions publicly. He has already gone back on many of the anti-union policies that have plagued our brothers and sisters in other federal unions. President Biden has made, I believe, three appointees to the Postal Board of Governors. One of those is Brother Anton Hajaar who was a member of our law firm at the national headquarters. Anton represented our best interests in contract negotiations and on national level arbitrations. Anton did a great job for us as a lawyer and will do the same for

us on the Board of Governors. He is a very smart lawyer and I personally have learned much about arbitration advocacy from him.

With the pandemic still raging, please be careful and safe. Follow the advice of science and the government agencies who handle these matters of importance. Wear masks when the need is present and get vaccinated. Also clean your hands as we have been told to do by medical authorities. If we are going to err, err on the side of caution. A good friend of mine, former APWU National Officer Mike Morris, stated to me "if a person does not like masks, he surely will not like ventilators." Following the protocols is the patriotic thing to do. This pandemic too will come to pass. We have much work to do. Let's come together and work together for the benefit of all.

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# Putting Your Best Foot Forward To Prevent Slips, Trips, And Falls



I recently inquired from the staff at ABA headquarters which types of accidents and injuries were reported to have occurred most often. Without any hesitation, their response was unanimous: **Slips, Trips and Falls**. This observation is echoed by OSHA, which identifies slips, trips and falls as the most common form of employee non-fatal work accidents, making up 29% of reported accidents nationwide. Looking at information and guidelines on various OSHA websites, the following is submitted as a reminder of how we can all put our best foot forward to prevent these types of accidents.

## What Does Slips, Trips, and Falls (ST&F) Mean?

First, let's look at **slip hazards**, which are the result of too little friction or a lack of traction between the footwear and the floor surface or where a defect in the flooring causes people to lose their footing. Some examples of this at work and at home include, people spilling drinks, leaving mopped floors wet and individuals or employees bringing in the rain via their footwear or wet umbrellas. An area with high volumes of traffic is especially prone to this as it is harder to prevent.

## Common Causes of Slips

- wet or oily surfaces.
- loose or unanchored mats or equipment.
- flooring or floor surfaces that do not have the same level of traction in all areas.
- weather hazards (ice, rain, etc.)

Second, there are **trip hazards**. OSHA identifies a trip as the result of a foot striking or colliding with an object, which causes a loss in balance, and usually a fall. According to one OSHA website, studies show that 66% of falls occur on the same level as a result of slip or trip. Trips can also be a result of poor housekeeping, such as not having proper storage for wires and stock or equipment. This usually means something is blocking pathways and is therefore likely to prevent safe passage for employees at work or individuals at home. Uneven and sloped surfaces can also cause trips due to the inconsistent nature of the flooring.

## Common Causes of Trips

- Poor lighting.
- Uneven floor surface.
- Uncovered cables.
- Clutter.
- Obstructed view.

Finally, there are **fall hazards**. Fall hazards can occur at any height, whether it be from a ladder or through an open manhole. Moreover, stairs or ledges can lead to potential falling accidents if they are not clearly visible. And, while falls from elevated locations, such as ladders, to lower levels represent the greatest danger, even falls on sidewalks and in hallways can cause serious injuries like bone fractures. Moreover, the relatively new hazard of walking while distracted, such as when using a handheld electronic device, also increases the risk of injury.

Hazards that present themselves and result in these accidents have a great many causes – whether at work, at home, or just being out and about doing our daily tasks - but measures can be taken to mitigate the risk of slips, trips and falls. The good news is that many of these injuries can be prevented by following the OSHA walking-working surface regulations and adopting safe work practices. Efforts to prevent slips, trips and falls can be made by the following prevention strategies.

## Good Housekeeping

- Clean spills immediately.
- Sweeping or mopping debris away from floors.
- Keeping walkways clear.
- Cover cables that cross walkways.
- Keep working areas well lit.

## Flooring

- Replace or remove damaged floor surfaces.
- Install mats where applicable.

## Footwear

- Appropriate anti-slip footwear should be a required piece of on-site personal protective equipment.

**OSHA regulates slips, trips & falls under Subpart D, "Walking-Working Surfaces."** These requirements apply to all general industry workplaces. It also covers all walking and work surfaces within these workplaces regardless of operations, including floors, aisles, stairs, ladders, platforms, roofs, etc.

Under these regulations, employers are required to identify and evaluate slip, trip and fall hazards and provide appropriate personal protective equipment, conduct regular and periodic inspections and maintenance of all walking and work surfaces in their workplace, and provide training enables employees to recognize the haz-

ards of falling and the procedures to be followed to minimize these hazards.

**REPORTING UNSAFE CONDITIONS IS EVERYONE'S RESPONSIBILITY.** Perhaps the most

*Union insist on ... correction of unsafe conditions."* Every employee on the workroom floor should put their best foot forward and act as the union's eyes and ears when it comes to identifying unsafe working conditions. The



important thing postal employees can do to prevent unsafe working conditions and resulting accidents is to utilize the provisions of **Article 14 – SAFETY AND HEALTH**, that has been negotiated into the Collective Bargaining Agreement. This language clearly states, *"It is the responsibility of management to provide safe working conditions in all present and future installations and to develop a safe working force."* It further states, *"The Employer and the*

procedures for reporting these deficiencies and demanding corrective action - including the Local Safety and Health Committee as well as the filing of grievances - are spelled out in Article 14. Simply stated, the greatest assistance employees can make to correct unsafe and unhealthful conditions is to generate a written report to management ... and be sure to get a signed and dated copy to provide to your union representative.

## The ABA Is In Great Hands

Wayne Maurer,  
APWABA National Director

Dear Wayne,

Intimately aware of the pitfalls that present themselves as a former officer for 40 years culminating with six (6) years as first Assistant National Director & National Director. I want to congratulate YOU and the entire APWABA BOD's for your hard work & dedication improving on the voluntary benefits offered to our members.

Maintaining a viable membership when considering the APWU's membership decline is nothing short of fantastic.

Reviewing the Annual Funding Notice gives me great joy in the financial strength of the association. As I recall during my tenure, we hovered in the mid-sixties to low seventy percentile in our funding attainment % now NINETY-TWO % which is simply amazing.

Since leaving office I've never felt the need to submit an article for the Quarterly Digest but do so now so please share this with the BOD and membership via our newsletter.

My great pride in your work knows no bounds & the membership should know that their association is in great hands.

Every APWU member should take full advantage of our great UNION benefit that has provided voluntary benefits over this our third century.

Again, congratulations to you for leading our association to greater heights in these troubling times. Thanks also to our contractors especially Steve Brown for his financial investment acumen.

Both Patty and me send our best to all.

Yours in union solidarity,  
Michael B. Ganino, Jr.  
APWABA National Director, Emeritus

Northeastern Region Director

Scott Hoffman

# Once Again At The Crossroads

Dear Sisters & Brothers.

Here we are once again at the crossroads of our contract. The old one has expired, the new one yet to be determined. Talks did not yield an acceptable product. Our contract is not an easy one to negotiate. It is massive, despite the fact that large portions remain relatively or exactly the same. The craft articles can be difficult since we have four; all with their own nuances, and sometimes they intertwine. You have to be careful something for one does not have a negative effect on another. A subtle tweak in a work rule change, can have unintended consequences, so extreme care and foresight is necessary. Communication and the expertise of those we have placed via election is paramount. In our union the crafts are separate, and we elect officials who we believe have the expertise in that particular field mandated to negotiate. A concept similar to the medical profession. You have obstetrics, internists, oncologists, dentists; on and on. Those are people who have overall knowl-

edge and experience, yet are specialists on that topic. Our union is set as such. That's why your primary care physician does not do your heart surgery, dentistry, or knee operation. Our national constitution mandates this parallel concept. While the National President & DIR have overall general expertise and maybe some in a particular craft, they are not suited to be the final word, unless and until they have incorporated the advice, strategies, and offerings of the true experts in the final product. My hope is that the ultimate signers and lead negotiators of any negotiated contract have done just that. I don't want my dentist calling the shots on my heart surgery. Our National President has strayed from this sound concept before, let us hope that lessons have been learned. The economic package is always the most difficult. In a contract as large as ours, which the Dept. Of Labor has acknowledged is the largest to be negotiated this year of any entity, industry, or union; a mere penny turns into tens of millions of

dollars. A percentage, into hundreds of millions. We have our hired economists, and the Service has theirs. As someone who has been on multiple Rank & File Committees, and attended every session of the contract arbitration last go round, you see how polar opposite the parties are. I wish every member could truly see what the Service thinks of us. They can't and don't hide it at these hearings. We are lazy, unskilled, overpaid, and are the problem with the Postal Service. The union on the other hand makes reasonable comparisons to other professions, and articulates well our true value. However, anyone thinking they are truly appreciated by the employer is sadly mistaken. The Service thinks they show all the appreciation you deserve in the form of your paycheck. Do not expect more. While everyone should agree that a truly negotiated agreement is in both party's best interest, then we must be ready, willing and able to fight. This is what we did last time, and the final product was infinitely and indisputably

superior to that which was offered up by our lead negotiator and National President in tandem with the Postal Service. The bright side was not only did we fare better at arbitration, but it affirmed our constitutionally mandated system of checks and balances. So while I truly hope for a balanced reasonable contract that is negotiated and sent out to the membership for ratification, if that is not the case, the Rank & File committee should do its job as they did last time and reject it. Then we go fight for what we deserve in arbitration. Either way we stick together, keep fighting on the workroom floor, keep the pressure up politically, and most importantly don't blink in the face of our enemy. After all, we won the overall fight last time. In the meantime the old contract terms remain in effect and life continues in the workplace with our protections in place. Enjoy the approaching holiday seasons, enjoy your family, and friends, but keep the fight burning in your hearts. In Solidarity.

## 2021 APW-ABA Scholarship Recipients

Honoring *Thomas Hartos, Michael Tosches & Eugene Johnson*

### *Tess Caroline Sergent*



Tess Caroline Sergent is a 2021 graduate of Paintsville High School. Tess, a Kentucky Governor's Scholar, was class salutatorian, served as student body co-president, captain of the varsity cheerleading team, national honor society chapter secretary, and was a member of the future problem solving team, best buddies club, community problem solving team, powder puff football team and drama club. Tess loves the arts and has performed in professional and community theatre productions since she was a child. As a performer of "the classics" Tess has received awards at the state level. Tess

helps care for her homebound grandmother, works at a local medical spa, and has taken on community challenges such as flooding clean up. In her free time, Tess loves thrifting, working out, and watching documentaries and musicals. Tess will be majoring in Music Education/Vocal Performance this fall at Morehead State University. Tess is the daughter of Jaime Sergent, Lead Sales and Service Associate, at the Paintsville Kentucky post office.

Mr. Wayne Maurer  
American Postal Workers  
Accident Benefit Association  
P. O. Box 120  
Rochester, NH 03866

Dear Mr. Maurer:

Thank you and the American Postal Workers Accident Benefit Association for choosing to invest in me and my future. I am honored to be

selected as a 2021 Michael Tosches/Tom Hartos/Eugene Johnson Memorial Scholarship recipient. This scholarship is invaluable to me and will help ensure my dreams come true.

This fall I plan to attend Morehead State University and pursue a Bachelor's Degree in Music Education/Vocal Performance. The financial assistance this scholarship provides will allow me to concentrate more time on my studies without the burden of college expenses.

Once again, thank you for the vote of confidence. I am committed to my education and am now one step closer to achieving my goals thanks to the Michael Tosches/Tom Hartos/Eugene Johnson Memorial Scholarship.

Gratefully,  
Tess Caroline Sergent

### *Andres Mackliff*

My name is Andres Mackliff from Tampa, Florida. I graduated Cum Laude from Sunlake High School and have participated in multiple clubs during my high school years such as Interact club, LEO club, national science honor society, varsity soccer team and others.

I will be heading to the University of South Florida to pursue a major in Cybersecurity and Business.

Thank you so much to the APW ABA for the scholarship awarded to me and for wishing me the best in my future.



Eastern Region Director

David Dunkle

# ABA For Retirees Who Are More Likely To Have An Accident Due To External Causes As They Get Older

If you had ABA Benefits before retirement, you are still eligible for ABA benefits after retirement. I'm retired and have the ABA Advantage Plan for my wife and myself. We each pay 78 bucks a year for the benefit because the KYOWVA Area Local that I belong to is a 100% ABA local. If I didn't belong to an ABA 100% local, my yearly payment would be slightly higher at just 93 dollars per year, which is still chump change when you consider the potential benefits if an accident occurs.



As you get older, your eyes and mobility get worse for many. As a result, you're more likely to have a vehicle accident, slip in the snow or on ice or not see that grandchild's toy on the floor, falling over it. Right when you need it most, some retirees fail to continue or never get the cost-effective ABA Advantage Plan coverage which pays 24 dollars per day, up to a maximum of 365 days.

So, I urge all of you thinking about retirement to get on board with the ABA.

## Saving a Preference Eligible Veteran's Job Using a Double Jeopardy and/or Constructive Discharge Argument

Saving a Veteran's job by taking a Double Jeopardy position, if the USPS put an employee off work more than 14 days on emergency procedure found in article 16.7 of the CBA or some other procedure the Veterans' Preference Act becomes relevant. Using the Veterans Preference Act, (VPA), an attorney, an MSPB administrative law judge and the pertinent parts of the APWU-USPS Collective Bargaining Agree-

ment (CBA) you have a chance of winning a case that otherwise may seem insurmountable. Let me explain:

Veterans who are considered preference eligible veterans have special rights beyond those in the CBA. Preference Eligible, (PE) is defined as having at least one year of military service and an honorable discharge. The Veterans Preference Act allows PEs to file a grievance or with the Merit Systems Protection Board in disciplinary situa-

Once this situation exists it opens the door for a DOUBLE JEOPARDY argument should the USPS try to bring a removal action related to the PE disciplinary situation. The USPS is notorious for using article 16.7 emergency procedure to put an employee into a limbo status for many days, sometimes more than 14 days either due to their stupidity or to harass the employee or some other skullduggery.

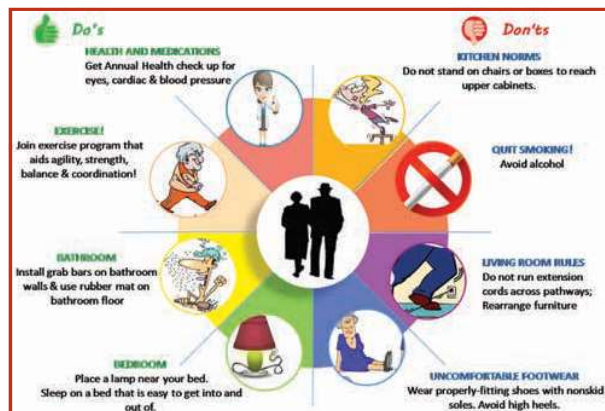
One might believe it is a simple case to win and surmise all you have to do is achieve the more than 14 day scenario and include the VPA in their grievance, but it is not that simple because arbitrators do not have a right

other document(s) to prove the PE has been in a non-pay status more than 14 days. Instruct the attorney to contact a MSPB Administrative Law judge with the evidence and simply ask them to determine if this constitutes a Suspension as defined in the MSPB. Once the Judge comes back with an answer or yes, it is a suspension, then the Double Jeopardy presents itself for consideration in a case.

Now, sometimes all this takes a long time, so the earlier you get started the better. Attorneys are intelligent about what they know, but may not know anything about the VPA. So, you might have to give them a little guidance on what you are trying to achieve. You should try and delay your grievance as long as you can either by extending time limits or taking time limits close to their limit. If you find you have to go to step 2 with the case make all the arguments relevant by citing VPA and suspension and double jeopardy and the fact you are waiting on an Admin Law Judge decision related to whether or not the more than 14 days off was a suspension as per VPA. This gets the decision into the arbitration if it comes after the local grievance process. This should defeat any claim by USPS to bifurcate the hearing by claiming the Admin Law Judge decision is new evidence.

While at step 2 you should also raise a constructive discharge argument in case the double jeopardy argument doesn't pan out.

Every case has its own quirks and jerks, so while this may not be the exact process you have to take to get from A to B, it is certainly good guidance from a former APWU Eastern Region Arbitration Advocate who has applied it 3 times in my life and won each time. Good Luck and I wish you all Happy Holidays and a happy New Year. Keep up the GOOD FIGHT.



tions. The VPA declares a suspension exists when the employer, (USPS) puts a PE in a non pay status for more than 14 days. So, if a PE's time clock rings or other documents prove the PE is in a non-pay status more than 14 days and it is due to a disciplinary action whether called emergency placement, emergency procedure or some other name, it is a suspension under the VPA.

to interpret the VPA as this can usually only be answered by a MSPB Administrative Law Judge. So, with this said, you will need to at least follow the process to give your PE a fighting chance.

As soon as possible, have the PE or spouse or their power of attorney get an attorney the Union can work with. Provide attorney with some form of proof like time clock rings or

Northeastern Region Director

Dana Coletti

# The Road To Good Health

The clock is ticking. Time passes us all by and we aren't getting any younger. There is no debating that the makeup of the APWU and the entire USPS workforce is aging. In 2016, 35,000 of the over 220,000 APWU members were between the ages of 18 to 35. That is a mere 16% of the workforce. The rest are considerably older. Over 85% are over the age of 41 and the average overall age is 51.7 years old. As the workforce continues to age, what can be done to keep fit and stay healthy? There are only twenty-four hours in a day. In an age where there never seems enough time to get everything done, how can you find the time to stay healthy? The answer is not as complicated as it seems.

Often our lives are so busy that it seems impossible to carve out an

hour or two per day for the purpose of working out and exercising. While in an ideal world it would be great to find this kind of time in but many of us fail to do so. The good news is that it is possible to improve your health in as little as 30 minutes of exercise per day. It doesn't take an expensive personal trainer or a trip to the fitness club either. All it takes is proper footwear that is comfortable and fits well. Research shows that walking for 30 minutes a day can improve cardiovascular health and reduce overall body mass. Elevating your heart rate by walking briskly will benefit your health greatly. Some of the benefits are increased lung capacity and overall heart fitness. Many people

also see significant weight loss and increased energy.

They key to taking advantage of these benefits is consistency. Establish-



ing a routine is critical in the commitment to better health and well-being. Whether it is first thing in the morning, on your lunch break or after supper, establishing the time for a 30-min-

ute walk each day will pay dividends into the future for you and your family. Finding a partner to walk with you can help to make this a routine. There are walking clubs that you can join if you have a hard time finding someone to walk with. Also, taking the family dog for a brisk walk is a great way to break the monotony that walking, and exercise can bring. It will benefit both you and your four-legged friend.

We spend most of our lives working hard to enjoy life in our golden years. Healthy living and longevity go hand in hand. Make the most of your time here. Prepare for your retirement by starting to live healthy today. Get out there and start walking and get on the road to good health.

Eastern Region Director

Sherry C. McKnight

# Let's Talk About Cancer

Greeting Brothers and Sisters.

Hope this article finds you all in good health. Anyone who thinks fallen leaves are dead has never watched them dancing on a windy day. Let's say bye to summer and welcome fall.

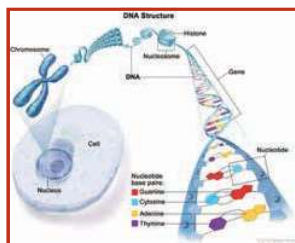
Cancer is a large group of diseases that can start in almost any organ or tissue of the body when abnormal cells grow uncontrollably, go beyond their usual boundaries to invade adjoining parts of the body and/or spread to other organs. The latter process is called metastasizing and is a major cause of death from cancer. A neoplasm and malignant tumor are other common names for cancer.

Cancer is the second leading cause of death globally, accounting for an estimated 9.6 million deaths, or one in six deaths, in 2018. Lung, prostate, colorectal, stomach and liver cancer are the most common types of cancer in men, while breast, colorectal, lung, cervical and thyroid cancer are the most common among women.

The cancer burden continues to grow globally, exerting tremendous physical, emotional and financial strain on individuals, families, communities and health systems. Many health systems in low- and middle-income countries are least prepared to manage this burden, and large numbers of cancer patients globally do not have access to timely quality diagnosis and treatment. In countries where health systems are strong, survival rates of many types of cancers are improving thanks to accessible early detection, quality treatment and survivorship care.

## The Definition of Cancer

Cancer is a disease in which some of the body's cells grow uncontrollably and spread to other parts of the body.



## How Does Cancer Develop?

Cancer is caused by certain changes to genes, the basic physical units of inheritance. Genes are arranged in long strands of tightly packed DNA called chromosomes. *Credit: Terese Winslow*

Cancer is a genetic disease—that is, it is caused by changes to genes that control the way our cells function, especially how they grow and divide.

Genetic changes that cause cancer can happen because:

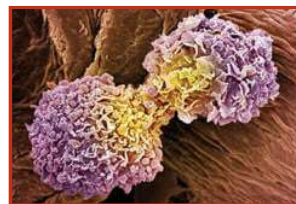
- of errors that occur as cells divide.
- of damage to DNA caused by harmful substances in the environment, such as the chemicals in tobacco smoke and ultraviolet rays from the sun. (Our Cancer Causes and Prevention section has more information.)
- they were inherited from our parents.

The body normally eliminates cells with damaged DNA before they turn cancerous. But the body's ability to do so goes down as we age. This is part of the reason why there is a higher risk of cancer later in life.

Each person's cancer has a unique combination of genetic changes. As the cancer continues to grow, additional changes will occur. Even within the same tumor, different cells may have different genetic changes.

## When Cancer Goes Beyond Your Breast

If your doctor told you that your breast cancer has spread to other parts of your body, it's at a more advanced



stage than if it's only in your breasts. How far it has spread is one of the things your doctor will consider when they tell you the "stage" of your cancer. It's considered "metastatic" if it has spread far from your breasts. Every case is different. For some women, it becomes something they live with for a long time. For others, focusing on pain management and quality of life is the main goal.

## Most Common Places It Spreads



It's still breast cancer, even if it's in another organ. For example, if breast cancer spreads to your lungs, that doesn't mean you have lung cancer. Although it can spread to any part of your body, there are certain places it's most likely to go to, including the lymph nodes, bones, liver, lungs, and brain.

## Lymph Nodes



The lymph nodes under your arm, inside your breast, and near your collarbone are among the first places breast cancer spreads. It's "metastatic" if it spreads beyond these small glands to other parts of your body. When you're diagnosed with breast cancer, your doctor should check lymph nodes near the tumor to see if they're affected. The lymph system helps drain bacteria and other harmful things from your body. You might not notice symptoms if your breast cancer is in these nodes.

## Bones



When breast cancer is in your bones, pain is usually the first symptom. It can affect any bone, including the spine, arms, and legs. Sometimes the bone may be weak enough to break, but treatment often prevents that. If the cancer involves your spine, it can also cause problems with incontinence or going to the bathroom. You might also have numbness or weakness in a part of your body, like an arm or leg. That happens when there's pressure on the nerves of the spinal cord.



## Prevention

Between 30% and 50% of cancer deaths could be prevented by modifying or avoiding key risk factors and implementing existing evidence-based prevention strategies. The cancer burden can also be reduced through early detection of cancer and management of patients who develop cancer. Prevention also offers the most cost-effective long-term strategy for the control of cancer.

Modifying or avoiding the following key risk factors can help prevent cancer:

- avoid tobacco use, including cigarettes and smokeless tobacco
- maintain a healthy weight
- eat a healthy diet with plenty of fruit and vegetables
- exercise regularly
- limit alcohol use
- practice safe sex
- get vaccinated against hepatitis B and human papillomavirus (HPV)
- reduce exposure to ultraviolet radiation
- prevent unnecessary ionizing radiation exposure (e.g. minimize occupational exposure, ensure safe and appropriate medical use of radiation in diagnosis and treatment)
- avoid urban air pollution and indoor smoke from household use of solid fuels
- get regular medical care
- some chronic infections are also risk factors for cancer. People in low- and middle-income countries are more likely to develop cancer through chronic infections.

## Management

Cancer is more likely to respond to effective treatment when identified early, resulting in a greater probability of surviving as well as less morbidity and less expensive treatment.

There are two distinct strategies that promote early detection:

1. Early diagnosis identifies symptomatic cancer cases at the earliest possible stage.
2. Screening aims to identify individuals with abnormalities suggestive of a specific cancer or pre-cancer who have not developed any symptoms and refer them promptly for diagnosis and treatment.

Treatment options include surgery, cancer medicines and/or radiotherapy, administered alone or in combination. A multidisciplinary team of cancer professionals recommends the best possible treatment plan based on tumor type, cancer stage, clinical and other factors. The choice of treatment should be informed by patients' preferences and consider the capacity of the health system.

Palliative care, which focuses on improving the quality of life of patients and their families, is an essential component of cancer care. Survivorship care includes a detailed plan for monitoring cancer recurrence and detection of new cancers, assessing and managing long-term effects associated with cancer and/or its treatment, and services to ensure that cancer survivor needs are met.

SOURCE: National Cancer Institute/World Health Organization

Find out all we have to offer . . .

**APW \* ABA**

Contact us today!

Call 1-800-526-2890

or visit our website [apw-aba.org](http://apw-aba.org)

## Central Region Directors

Keith M. Richardson &amp; Edward J. Brennan



# Stay Accident Free

Greeting's sisters and brothers of the Central Region. Hoping this article finds you well. What a year 2021 is shaping up to be. With all that's going on in the world dealing with life, work, personal issues, and COVID-19, or whatever else may or may not be ailing us, we still must think about staying accident free. Accidents can come out of nowhere when we least expect them. We all must be on the look-

out to ensure that no harms come our way.

Isn't it great to know that our union, your union, provides for you very valuable coverage from the APW Accident Benefit Association, that covers you if you are hurt on or off the job due to an accident and are unable to work.

If you're an individual who has ever suffered an accident and had to file a claim and was paid ABA ben-

efits, let your coworkers know about this important coverage. If you belong to a 100% ABA local there is absolutely no cost to you other than to pay your local union dues. And thank you to all that pay into the ABA Advantage Plan for increased accident coverage.

Spread the word. The APW Accident Benefit Association is here for you. It PAYS to belong.

In Solidarity.

## POINT / COUNTERPOINT

### EDITORS NOTE:

I am in receipt of a rebuttal letter from Larry Passalacqua, an APWU retiree and member of the APW-ABA since 1968 based on our records. The rebuttal letter is in response to an article authored by Larry Sorrells, one of our current Southern Region Directors which appeared in the March 2021 issue of the APW-ABA News Digest. The article dealt with the January 6 Capitol riot and the challenges to overturn the 2020 Presidential election. I will not comment on either the article written by Brother Sorrells, or the rebuttal letter authored by Brother

Passalacqua. Everyone has a right to their own views on the facts and what they perceive to be the facts, but I will say this, I have known Brother Sorrells for many years. He is an outstanding advocate for the APW-ABA and the APWU. He serves our membership in an excellent manner as Southern Region Director and I know he is passionate about our country and organized labor. On the other hand, I do not know Brother Passalacqua personally, but from his rebuttal letter I can tell he feels very strongly about our country and organized labor as well. Brother Passalacqua has quite

the resume within APWU, and the APW-ABA and I thank him for his fifty-three years of membership in the APW-ABA, some of which were as an APW-ABA officer. The only observation I will make is that Brother Passalacqua was incorrect in suspecting I would not print his rebuttal letter. That is not my style. I am not an advocate of suppressing peaceful forms

of dissent. Therefore, the following pieces are the article written by Brother Sorrells from our March 2021 issue and Brother Passalacqua's rebuttal letter printed exactly how it was received in our office without editing.

Respectfully,

Wayne D. Maurer,  
National Director APW-ABA, and  
Editor of the APW-ABA News Digest

### FROM THE DESK Of

Larry Passalacqua  
Past President- Hicksville, NY  
Past NYS APWU Secretary

A Founding Father of the Presidents Conference  
Past President and Founder of the Pueblo Area Local, APWU  
Recognized Area Local President for Attaining 100% Membership in ABA  
Past District 3 Representative - Colorado State APWU  
Retired Arbitration Advocate - Denver Region - Utilized in entire Western Region  
APWU

Date: April 17, 2021

TO: American Postal Workers, ABA  
P.O. Box 120  
Rochester, NH 03866-0120

Editorial Section:

I would like to rebut Southern Region Director Larry Sorrells' comment in our recent ABA News Digest. But first, I remember many years ago wanting to change our union name to APW was vehemently voted against by those of us at a National Convention of the APWU. I was under the impression we were a UNION of workers, supporting a UNION concept. Obviously, THAT no longer exists. SAD!

Reading the first part of Mr. Sorrells article, reminded me of how the British spoke to the colonies. First off, Mr. Sorrells needs to educate himself on the truth relative to the 'storming of the Capitol Building'. He should not rely on 'mainstream media' for his information. After investigation it was found that the extreme left infiltrated the peaceful demonstration and ignited the 'storming of the Capitol Building'; not Trump supporters. One 'charge after another' against Trump for inciting the riot were found to be non-supportive of any evidence---contrary to Mr. Sorrells' further comments that illegal voting did not take place. It was found that people from other states, counties voted twice; dead people voted, ballots came in boxes after the count and tellers went home and, it goes on. Why the Courts did not move was due to electing to select a 'blind eye'.

A dismissal case I heard in Helena, Montana initially had the same viewing from 'other APWU representatives'. Digging deeper, I discovered the true reason for Mr. Mac...dismissal. The Arbitrator, Harvey Letter, was shocked when I uncovered the real reason during the Hearing and rendered a decision never before heard of. It went to Federal Court where Arbitrator Letter's decision was upheld. It was sad to learn he died just a few days before the Court's decision came down. No brag; just fact.

Be that as it may, I suggest Mr. Sorrells should stop listening to 'mainstream media' (whose relatives are high office politicians and direct what they are to report to the general public). If you do not believe me, do your research and prove me wrong. Mr. Sorrells should look to what & who ignited the riots that were throughout this country in past recent months. The deplorable act and disrespect of N. Pelosi when she tore up the President's speech gave rise to the world that our President should not be respected...as well, any authority, law, Constitution, etc. Let's call it right! I'm not condoning what took place at the Capital Building; I'm just saying 'TELL THE TRUTH!' And, let's put the UNION back in American Postal Workers Union.

As I suspect this rebuttal will not be printed (the new American way), I am sending it to those members (past & present) on my mailing list.

*Larry Passalacqua*  
APWU Retiree ABA Member

## Let's Get Back To Civility, Thoughtfulness For Others

This past year has been a tough one in many ways. The current pandemic and the horrible discourse of American politics have caused much depression, fear, and trepidation. To top it all, 2021 started out with the January 6th "storming of the Capitol" and was followed up by forces trying to overturn the 2020 vote and ignore the will of the people. While I do not challenge the right to anyone's opinion and follow legal avenues available to them, the two aforementioned actions were an attack on the democracy of this Nation. Numerous lawsuits were filed and ran their course and were denied by the courts including the Supreme Court. These lawsuits were deemed without merit due to no evidence of fraud or other illegal actions. Even after all this, threats were made against those officials and their family members from both parties who chose to honor their oath to uphold our Constitution and the Constitutions of the respective states. To those who assisted, participated, and instigated in these treasonable and seditious actions, you should be prosecuted and held accountable by the legal system of the Country that you attacked. If you are an elected official who was involved you should be prosecuted and if found guilty, at a minimum, be branded as a person destitute of honor. We have always prided our self as a country who respected non-violent transition of government and working together after an election. THIS TIME IT DID NOT HAPPEN! I hope we have learned from this and while allowing legal differences of opinion, we come together and work together. I long for the day when this again becomes a return to norm in this country. I think some of the blame for this is due to the pandemic in that people have not been able to meet, sit down, discuss issues, and just be civil with each other. In other words, to just be friends. Another blame is on certain politicians who demand loyalty, spew hateful rhetoric, and condemn those who are different because of ideology, race, religion etc. Our diversity has been our strength and is now been used to pull us apart. Again, we need to get rid of this and get back to civility and thought for others. To those who stood up and defended our Constitution, you deserve much praise and should be awarded medals. This includes politicians, law enforcement and military personnel, and average everyday citizens. THANK YOU!

We will get through this pandemic and our other problems as these too will come to pass. However, it will take some work by all of us. So let's get to work and let's do it. We all need to think about our words and actions. It is our country, and we can fix it. God Bless Us All and our Country.

Larry Sorrells  
ABA Southern Region Director



## APWU MEMBER OWNED AND OPERATED BENEFITS AT A GLANCE

The Accident Benefit Association is easy and affordable to join. All members in good standing with the APWU and employed by the U.S. Postal Service, including associate members, are eligible to participate in the Plan. **AND**, you may also retain your ABA coverage upon retirement.

The following (3) ABA Plans are available to active and retired members and their spouses and can be obtained as a stand-alone benefit or you may combine the ABA PLUS plan with either the Value Plan or the Advantage Plan.

★ **Value Plan** – (1) \$12 per calendar day for an injury resulting from an accident that totally disables the member and requires assistance in performing normal daily life functions. (2) Lump Sum Dismemberment benefits resulting from a covered accident. (3) \$6,000 accidental death benefit for the member. (4) A \$2,000 accidental death benefit for the non-member spouse of a member. (5) A \$2,000 accidental death benefit for the members’ unmarried dependent children up to and including the age of (26).

★ **Advantage Plan** – (1) \$24 per calendar day for an injury resulting from an accident that totally disables the member and requires assistance in performing normal daily life functions. (2) Lump Sum Dismemberment benefits resulting from a covered accident. (3) \$24,000 accidental death benefit for the member. (4) A \$2,000 accidental death benefit for the non-member spouse of a member. (5) A \$2,000 accidental death benefit for the members’ unmarried dependent children up to and including the age of (26).

★ **PLUS Plan** – Enhanced accidental death benefits in incremental amounts from \$20,000 to \$150,000 which may be obtained as a stand-alone benefit or combined with the Value Plan or the Advantage Plan. If the PLUS Plan is chosen with either the Value Plan or the Advantage Plan, the higher amount PLUS benefit replaces the accidental death benefit amount of the Value Plan or Advantage Plan. **(Retirees and Spouses of Retirees are limited to a maximum of \$50,000 of PLUS Plan coverage)**

As you can see, we offer great benefits at the lowest prices:

**100% Local Member Rates**

(Local provides ABA benefit to member)

- Value Plan**           \$0.75 (per pay period)
- Advantage Plan**   \$3.00 (per pay period)

**NON-100% Local Member Rates**

(Member pays for ABA on their own)

- Value Plan**           \$1.25 (per pay period)
- Advantage Plan**   \$3.50 (per pay period)

**100% Full-Dues Cash Pay Rates**

(Retired member still paying Full Dues)

- Value Plan**           \$19.50 (annually)
- Advantage Plan**   \$78.00 (annually)

**Standard Member Cash Pay Rates**

(Retired member paying for ABA on their own)

- Value Plan**           \$2.75 (monthly) / \$33.00 (annually)
- Advantage Plan**   \$7.75 (monthly) / \$93.00 (annually)

**ABA PLUS RATES:**

- |   |  |
|---|--|
| \$20,000 - \$0.35 (per pay period) (\$9.10 annually)  | \$75,000 - \$1.13 (per pay period) (\$29.38 annually)  |
| \$30,000 - \$0.45 (per pay period) (\$11.70 annually) | \$100,000 - \$1.50 (per pay period) (\$39.00 annually) |
| \$40,000 - \$0.60 (per pay period) (\$15.60 annually) | \$125,000 - \$1.90 (per pay period) (\$49.40 annually) |
| \$50,000 - \$0.75 (per pay period) (\$19.50 annually) | \$150,000 - \$2.25 (per pay period) (\$58.50 annually) |

For more information on how to join, or to request an Application for ABA Membership, please call the ABA Home Office at 1-800-526-2890 or 1-603-330-0282. You may also visit our website at [www.apw-aba.org](http://www.apw-aba.org)