

QUARTERLY NEWS DIGEST

Vol. 32, No. 3

Postal Workers Serving Postal Workers Since 1891

October-December, 2017

National Director

Wayne Maurer

Giving Thanks To The APWU



Welcome everyone to the 2017 Holiday Issue of the APW-ABA *Quarterly News Digest*. This year the APWU and the APW-ABA have experienced some pretty good high notes and some pretty bad low notes as well. The White House has made it quite clear that this administration is no friend of labor. For each and every postal worker, and especially an APWU member, that means we must be ready to fight every fight to protect our jobs and our futures. Additionally, locals throughout the country have had to deal with nonstop reversions and abolishments.

One thing that I am very comfortable knowing is that our workers are protected by the BEST labor union anywhere. APWU members and our leadership in Washington have proven that, time and time again. Whether it was the huge win in the Staples bat-

tle or one of the many national level arbitration victories the APWU has earned, we have a structure in place for continued strength and endurance.

Our leadership has effectively engaged not only our union but other labor unions as well as the community in matters that affect the working class of America. This administration took the initiative to look to our younger workers to become engaged in the labor movement within the APWU. We were very active in the elections of 2016 and although things didn't turn out as organized labor had hoped for, we made sure our voices were heard.

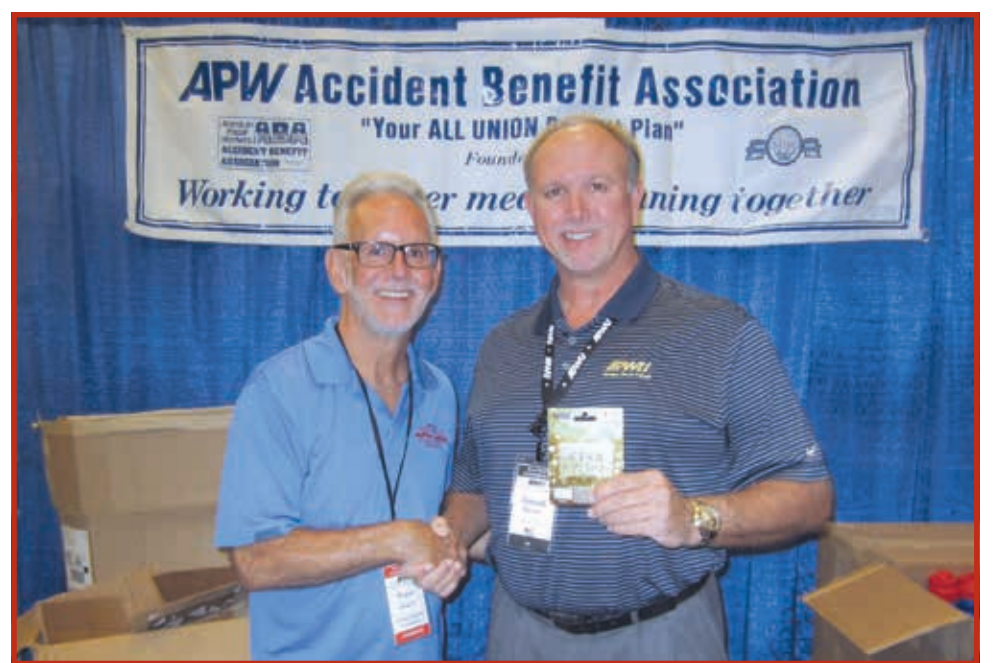
For most postal workers, protecting our jobs, wages, benefits and retirements should be a top priority. I'm blessed that at the end of a 31 year postal career I was elected to be your National Director of the APW-ABA last year. I still get the opportunity to work with and communicate with both old and new friends as I attend various local, state and national APWU events.

As always, I wish to thank the 63,000 members of the APWU who take part in one of our accident benefit plans here at the APW-ABA. In my travels I've spoken with many postal press members as well as local leaders who tell me that they have trouble reaching their membership via printed publications. I ran a contest in the last edition of our Digest asking members to reply to me, informing me if the Digest was useful.

The good news is all seven members responded saying "Yes" they found the Digest useful. The bad news is the Digest goes out to every 100% ABA state and local, ABA retirees, APWU

President of the Tampa FL Area Local, Don Barron. Congratulations to both of you.

As this year comes to a close, I wish a very healthy and happy holi-



During the recent All Crafts Conference, APW-ABA National Director presents Tampa Area Local Executive Vice President Don Barron with a \$100 gift card which Don won during the APW-ABA Editors' Survey Contest. Not pictured is former South Jersey Area Local President Thomas Woodford who also won a \$100 gift card in the same contest.

officers, the Auxiliary and multiple copies to the 100 largest locals and only seven members responded. Out of 3,400 copies of the Digest out in the field, we received only 7 responses. The winners of the contest and \$100 gift cards are retired South Jersey Area Local, NJ President Thomas Woodford and Executive Vice

day season to everyone. Along with giving thanks to my family and friends, I want to give THANKS to the APWU, for without the APWU I have no idea how the last 31 years would have turned out for my family and I. Not so good would be my guess. Take care and enjoy this holiday season.

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In Memory Mark Hennessy

With a heavy heart I regret to report the passing of Mark Hennessy. Mark will be sorely missed throughout the APWU and APW-ABA families. Mark was the President of the Tri-County First Area Local #3800 located in Swarthmore, PA. He passed away at the age of 79 on October 30, 2017 after a lengthy illness. Mark was President of Tri-County for more than 30 years and was instrumental in enrolling the members of the local in the APW-ABA 100% organized program back in 1988. Mark is survived by his loving wife Virginia. I've had the pleasure of knowing Mark for the past 32 years, attending several membership meetings as both a friend and APW-ABA representative. Mark was an amazing advocate for APWU members. I ask everyone to keep Mark and his family in their prayers.

— Wayne Maurer

Vice President

Jenny Gust

Giving Thanks!

On September 6, 1620 a group of Puritans from England set sail on a ship called the Mayflower. They arrived in the New World after 65 days, settling in a town called Plymouth in what is now Massachusetts. The first winter was so harsh that only half of the group survived. The following Spring several Indians came into the town and helped the Pilgrims plant corn and other crops. The harvest was very successful and the Plymouth Colony's Governor, William Bradford, decided to throw a celebratory feast and invited the Indians to join in. It was a day of thanksgiving.

In the early days of the United States a "day of thanksgiving" was called for many different events. In 1817 New York state officially adopted a yearly Thanksgiving Day and

some other states followed suit. Most celebrated in November. In the mid-1800's a magazine editor mounted a campaign to make Thanksgiving a national holiday. In 1863 Abraham Lincoln proclaimed that Thanksgiving would be the last day in November. After the Civil War, Congress made Thanksgiving a national holiday. And in 1939 President Franklin Roosevelt moved it up one week, but much of the national did not like that, so Thanksgiving was made the fourth Thursday in November.

Of course in our time, Thanksgiving is known for the food as it was back in the early days. Turkey, dress-

ing or stuffing, corn, cranberries plus way more than the settlers could ever imagine! Also it is known for football and parades! And of course don't forget that it is the official start of the Christmas shopping season!

No matter how you decide to celebrate on Thanksgiving, most people do remember to give thanks and show gratitude for not only the meal but for what they have.

So after watching a parade and some football and eating the best meal of the year, what will you give thanks for? Probably not first on the list, but still very important, will be your job, your union and perhaps even the benefits your union provides. One of those benefits is the

Accident Benefit Association. You did know I would get to the ABA somehow, right? You are the reason there is an ABA! Because no matter how careful you are, accidents will sometimes happen. And when you have an accident the ABA will step up with some extra money to help you out. We are 100% union and we pay more benefits at less cost than any other program. We are here for you 24/7 - 365 days a year! Make sure to check to see if you have coverage through your local – many local's are 100%! If your local isn't, ask why! It is a great program and benefit! For more information you can check out our website, www.apw-aba.org or call 1-800-526-2890. I hope you all have a wonderful Thanksgiving and Happy Holidays!



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Proudly Serving Members Since 1891

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The Phone Call Your Family Never Wants To Get – And How To Help Deal With It



It has often been noted that life is unpredictable and fragile, meaning that there are no certainties, even with the best laid plans and precautions. Recognizing this fact, we are all aware that there are many insurance companies out there that offer various levels of protections, all founded on the realization that adverse events, such as accidents, can strike anyone at any time and without warning. Over 100 years ago the founders of the ABA banded together to establish benefits exclusively for Postal Workers and their immediate family members who might suffer from accidents. Today, as members of the ABA you are covered against accidents that may happen either on-the-job or off-the-job.

Unfortunately, many of our members, especially those who are members of 100% ABA locals (i.e. APWU locals that pay for their ABA membership each pay period) may not realize they have this coverage. So, it is very important for these members to be reminded of their ABA membership on a regular basis. And, along with these reminders, members should contact the ABA (800-526-2890 or APW-ABA.org) to update their beneficiaries on their accidental death benefit plan.

Speaking of updates, it is extremely important that all members keep – at a minimum – a list of the following necessary information available to immediate family members in the tragic event they receive a phone call or other notification that you have been involved in an accident:

- Your Health Plan forms (Name, ID Number, Address, and Phone Number of your primary health plan provider), as well as any secondary insurance plans you may have
- A copy of your Medical Directives, in the event you are unconscious or otherwise unable to respond to medical providers
- A copy of your Power of Attorney
- A copy of the name(s) of your Medical Advocate(s), with the necessary information needed to make medical decisions on your behalf

Let me repeat, these should be the MINIMUM number of documents you should have on-hand and available to family members. Whether you keep these in a desk drawer, file

cabinet, or downloaded on your computer is up to you, but make their whereabouts known and available to your family or close friends. Just a quick tip, if you keep such documents in a safe deposit box, chances are that the bank or credit union will be closed at the time of the accident. And, as personal experience has shown, the time to search for these documents is not after your family receives notice of your involvement in an accident.

I recently received such a phone call at 1:30 am on a Saturday morning. Seems that a distant relative that lived alone and without children had fallen at a community center and had hit her head. Initially it appeared that she was ok and had provided my name and phone number as her nearest relative . . . just in case. Unfortunately, the initial diagnosis quickly changed, and she had slipped into a coma, as her brain had shifted due to the fall. The phone call I received was from a doctor in the emergency room of a hospital informing me that she was in a coma and needed to have brain surgery. Seems that she had listed me as her contact and the doctors needed authorization to proceed with the surgery. What?! Coma . . . brain surgery . . . What were her wishes? Well, they were unknown, as there were no documents on which to rely. Long story short, the brain surgery was successful, but what followed was over three weeks in an Intensive Care Unit, with other phone calls between visits regarding breathing tubes, then feeding tubes . . . all decisions that would have been much easier if there had been a documented list of wishes.

Somehow this entire scenario reminded me of the song “Send in the Clowns”. Remember how in the circus they would send in the clowns between dramatic acts to provide comic relief, or when there was a tragic accident under the big top to distract the audience? That, plus the song reflects on the ironies of life. The line that I particularly remembered while all of this was going on, making decisions for an individual who couldn’t speak for herself, was:

*Just when I’d stopped opening doors,
Finally knowing the one that I wanted was yours,
Making my entrance again with my usual flair,
Sure of my lines ...
No one is there.*

Oh, and although, as I noted above, life is unpredictable and fragile, so too is it complex. Thankfully, against all medical odds, my relative pulled through. Guess the doors I opened with the medical decisions I had to make were hers too.

But, it could have turned out otherwise, and it would have been very difficult to have figured out what her wishes would have been regarding her estate. Some of those considerations would have involved entering her house, which has a security system; code unknown. And, for those who might think that security codes and ICE (In Case of Emergency) phone numbers were on her cell phone, well that was also locked; again, code unknown.

With that in mind, I hope all of our members will go to APWU.org and type in Vital Papers in the upper right corner under “Advanced Search”. The APWU Retirees Department developed a booklet identified as Vital Papers, which is primarily designed to serve as a retirement records organizer. Moreover, it is an extremely important document for all members to utilize.

Vital Papers has been designed to

assist our members in the organization of pertinent records such as, but not limited to, beneficiary forms, medical directives, wills, DD214, and power of attorney. In so doing, it will assist family members, friends, legal guardian(s), power of attorney, medical advocate, and survivors with the necessary information needed to make decisions on behalf of APWU members and/or to execute their estate.

Upon completion of all pertinent information, members are urged to be sure to put this booklet in a safe place with all supporting documents, and most importantly, advise trusted relatives, legal representatives and/or a friend where it can be located.

The APWU Vital Papers booklet will help assure that your wishes are known and adhered to. It will also ease some of the burden on your loved ones in the event they ever receive “The Phone Call”.

In solidarity.

Richard Phillips Receives Lifetime Achievement Award



APW-ABA President and former Tampa Areal Local APWU President Richard Phillips received the Lifetime Achievement Award during the recent Florida State Educational Seminar held in Tampa. Pictured with Richard are members of the Tampa Area Local along with APWU National Officer Pat Davis-Weeks.



APW-ABA President and former Tampa Area Local APWU President Richard Phillips is accompanied by family members along with Lifetime Achievement Award presenter, Tampa Area Local APWU President, Mike Searle.

Northeastern Region Director

Scott Hoffman

We Are In It – It Is Here

Dear Sisters and Brothers.

We are in it. It is here. The battle lines have been clearly drawn. If you haven't noticed it, go directly to the morgue; you are dead. The Postal Service has declared war on its employees and customers. Their staffing proposals are decimating the work force and the service we are here to provide. Across the country, the Service has cut nearly every position that became vacant. They are abolishing occupied positions at an alarming rate. The Service is claiming we are sick, so they will cut down on the medicine. We are starving so the solution is less food. Then they will ask you to buy into this philosophy. They will ask you to lay down your arms, and trust in their leadership and direction. They will throw some fancy bar graphs at us, a few pie charts, all showing that the way to prosper is to cut! The way back somehow involves slashing.

Now I admit I don't have a business PhD, but making yourself less accessible, unable to meet established commitments, and generally making it more difficult to do business with, does not seem to be a pathway to success. It is clear we the people must save the Service; save it from itself, Congress, and big business that would love to get their hands on our work, which begs the question, why would highly successful business leaders want to get their hands on a failing industry? Answer is, they wouldn't.

Private business is not a charitable enterprise. It does not take a genius to see through the bull...! The Service's business model turns a hefty profit. The way the Service sells the public, public officials, and the media, we are not turning profits is by incorporating our pre-funding mandates to pay for retirements and health benefits 75 years into the future as part of our

business expenses. It isn't. It is a mandate written into a bill passed by Congress in 2006. A mandate requested by . . . the Postal Service. It paves the way to mislead the public, bust the largest Federal Union, and turn over a public service to corporate interests. If you don't believe me, then do a little homework. The end game is privatization.

None of what is happening around you is an accident, or the plan of a

rides to the coward bosses who won't speak out. If the line supervisors, managers, and postmasters dared utter what they tell us in private, then we would be that much closer to restoration; staffing would be sufficient to accomplish our commitments.

If the union, its members, and management on the floor merely spoke up and documented the truth, upper management could not get away with

bership that their doom and gloom predictions will be self-prophetic. Of course, if you convince enough people to do nothing, then nothing will be accomplished.

It is time to step up. Grieve any/all bargaining unit violations and cross craft transgressions. Protecting our work is paramount. Grieve and report any corner cutting that bypasses or violates the handbooks and manuals. Document delayed mail. By doing these things, we create evidence, documents, and realities that refute upper management's fallacy that everything is just right in regard to staffing and service commitments.

Attend rallies that are being held to bring attention and information to the public as to the correlation of cuts to degraded service. Make calls to the elected officials when asked. This puts pressure on lawmakers to enact legislation favorable to the survival of the Postal Service. We all have a role to play. It is time to fulfill that role. If we don't, our day to day work life will become miserable, and the service we dedicated our work lives for, will be taken away and it will be a protracted painful type passing. You will become the face of a failing public service, instead of the epitome of a vibrant, necessary institution who, despite upper management's deceit and propaganda, is still the most trusted government agency in the eyes of the public.

Since this is an A.B.A. publication, my rant should include a safety component, so here it is. Short-staffing leads to rushing; rushing leads to mistakes; mistakes lead to injuries. Don't be the fool running around, trying to make up for management's deliberate negligence. Work at the speed necessary to do the job properly, and keeping yourself intact.

In Union Unity.



raving lunatic! It is not isolated to your little part of the world. It is prevalent. It is everywhere. Now, what are you going to do about it? Hopefully we have all come to the conclusion that involvement is necessary. Don't listen to the boss who will try to convince you to play along nice because it's not his idea; he didn't want to do it, he's a nice guy, don't make it harder on him. If we can see the damage to the operation, then so can he.

At what point is someone complic- it? When you see and know that something is wrong and harmful, then your obligation is to speak up. No more free

the fraud they are perpetrating. But instead, line management cowers, remains silent, and leaves the fight to us. No more free passes to the cowards. Don't listen to those that blame the union. I would need a brain sample from anyone that thinks that the staffing proposals, excessing, reversions and abolishment's are the creation of, or are condoned by the union.

Don't listen to the naysayers who will preach futility, because anyone preaching futility is merely trying to justify their own inaction, lack of fortitude. They hope their defeatist rhetoric will infect enough of the mem-

Northeastern Region Director

David E. Daniel

Celebrating Each Other's Joy

Happy Thanksgiving to all: Merry Christmas, Happy Chanukkah and Makar Sankranti. EID Greetings, Happy Kwanzaa, joyful Omisoka, Enjoy a jubilant Yule, Saturnalia and Boxer Day. May the feast of the Epiphany lead you to a peaceful and prosperous new year: Be that 2018 or 5778 (Hebrew) or the Year of the Dog (Chinese).

There is so much to celebrate this time of year. However and whatever you and your family celebrate, may it be joyful, peaceful, safe and shared with all of those who you love. A Jewish friend of mine once told me that the Chanukkah card I had sent him was a tremendous joy to him because it was so unexpected. Do the unexpected, share the joy of the heritage and culture of those who are not "just like" you.

More than that, celebrate the joy of those around you throughout the year,

every day. Show your friends and co-workers that you are glad for them when they get a raise, or promotion, when their kid graduates, gets a scholarship, makes the team, wins the spelling bee or scores the winning points. Celebrate the little things which are so big in the lives of those around you. In a time when it seems that there is no news except bad news, create good news by celebrating each other's joy and spreading many random acts of kindness. And, the best of these acts are done anonymously.

Perhaps, more importantly, stand up for your neighbors, friends and coworkers who are wronged. Don't look the other way from the homeless and needy. Do something, get involved, volunteer, contribute. Stand up for someone who needs help. Be the "Shop Steward" for someone who can't defend themselves. Crazies, radicals and just plain mean people are be-

ing encouraged by the leaders of the times to be hurtful to those who are different. Resist the times, make a difference, change the status quo. Lead by example and show your world that we are better than our leadership.

Your Accident Benefit Association has stood up for you and your predecessors for over 125 years. As a member of the ABA you are protected against injury on and off the job. Stand up for your fellow APWU members by making sure that they are protected by the ABA.

Make a motion at your next union meeting to provide coverage for every local member by becoming a 100% local. Your local saves 40% over the individual membership price when it pays ABA dues for all local members. If your local is already a 100% local, resist any effort to discontinue that membership. When the local provides this coverage it is

giving a member centered benefit to all members, even those who never use the grievance procedure or attend meetings. It is a tangible answer to the question "what does the local do for me". It is also your number one recruiting tool for new members because there is no waiting period. Signing up in the local means immediate ABA coverage. Additionally, many locals passed an earmarked dues increase for ABA membership. To use that money for anything else may be illegal. Supporting your membership with 100% ABA coverage is one way to stand up for your fellow members who may be injured in the future. It is extremely inexpensive for the local and it can make the financial difference between survival and disaster for an injured member. Again, Celebrate Each Others Joy and create joy around you.

In Union Spirit.

Eastern Region Director

David Dunkle

I Love The APW-ABA

Hello Brothers and Sisters. I love the ABA because it has helped so many across our great land since 1891. I'd rather do business with an organization run by retired and current APWU postal workers I know understand my needs better than other companies.

None of us know what the future will bring, but one thing is for sure, a company run by postal workers is going to design plans that helps postal workers more than any other company because former and current postal workers running the APW-ABA understand your needs.

The American Postal Workers - Accident Benefit Association (APW-ABA) comes from very humble beginnings in 1891. It was incorporated on December 12th 1898 and originally named the "National Association of Railway Postal Clerks."

It was started by several Railway Mail Clerks who had very dangerous jobs hanging out of trains attaching mail sacks to hooks as the train moved. As a result of the extra ordinary danger, no company wanted to insure them, so they started the "National Association of Railway Postal Clerks."

On September 5th, 1972 the organization's name was changed to the APW-ABA which has paid out millions in claims and remains solvent today even after the great recession we went through with former APW-ABA National Director Dave Daniel steering our company path during those uncertain times.

My local is a 100% APW-ABA local with the **Advantage Plan**. The Advantage Plan is the better plan because it pays out more when an employee gets injured accidentally which helps us sign up new members with greater frequency when they find this out. If

with 24 dollar a day pay outs for up to an entire year if you have the Advantage Plan when you're completely off work due to an accident resulting from external causes.

Brothers and Sisters, if you're tired of your local spending money on par-



you have ABA coverage and your local does not and you want to get the reduced rates 100% APWU Organizations enjoy, you can simply go to your local APWU meeting and make a motion to join the ABA Advantage, Value or other plans. If it passes, your President will only need to call our great staff at the APW-ABA headquarters in New Hampshire and soon you and all your local brothers and sisters will enjoy not only the reduced rates, but the good feeling you'll get knowing that your motion caused others to be covered like yourself for an accident

ties or other things that some, but not all can enjoy, then you should consider what I believe is a wiser use of your funds that helps all local members rather than some. If you put your thinking cap on, you can probably figure out where money can be diverted from one local activity to pay for a APW-ABA benefits.

By joining you'll not only help your members, but you'll help the APW-ABA grow larger and stronger which could result in additional reductions in your premiums as we reach different levels of growth.

PLEASE JOIN THE ABA !

The following articles written by me are based on experience and particular fact circumstances in individual case(s) and should not be relied upon for all situations because each case can have different mitigating circumstances. In short, you should never solely rely on info in my article(s) before taking an action. You should always confer with your Union steward or attorney about all the facts in your case and let them decide the best course of action to take related to any issue.

ACT OF GOD Situations

All USPS Career employees that include, Fulltime, Part-time and Part-time Flexible employees have a right to Administrative Leave due to an "ACT OF GOD" situation. **Acts of God situations involve community disasters such as fire, flood, or storms. The disaster must be general rather than personal in scope and impact. It must prevent groups of employees from working or reporting to work.**

An employee has a right to administrative leave if they or their steward can prove the above underlined elements.

Groups can be defined as: At least 2 employees in 2 post offices in a district area or at least 2 employees in 2 different sections, categories or crafts in one office.

Further, the snow or flooding or fire, etc. must be a community disaster. The disaster must be general rather than personal in scope and impact.

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Eastern Region Director

Sherry C. McKnight

Heart Attack & Stroke Warning Signs

Greetings, my name is Sherry C. McKnight from the Baltimore Francis "Stu" Filbey Area Local, where I'm currently the local president. It is my pleasure to inform you of my appointment to the vacant Eastern Region Director position. I'm excited and geared up and ready to work with an awesome group of unionists. I encourage all members to continue to support the ABA and its benefits.

Heart Attack and Stroke Warning Signs

Know the Warning Signs? It could save your life.

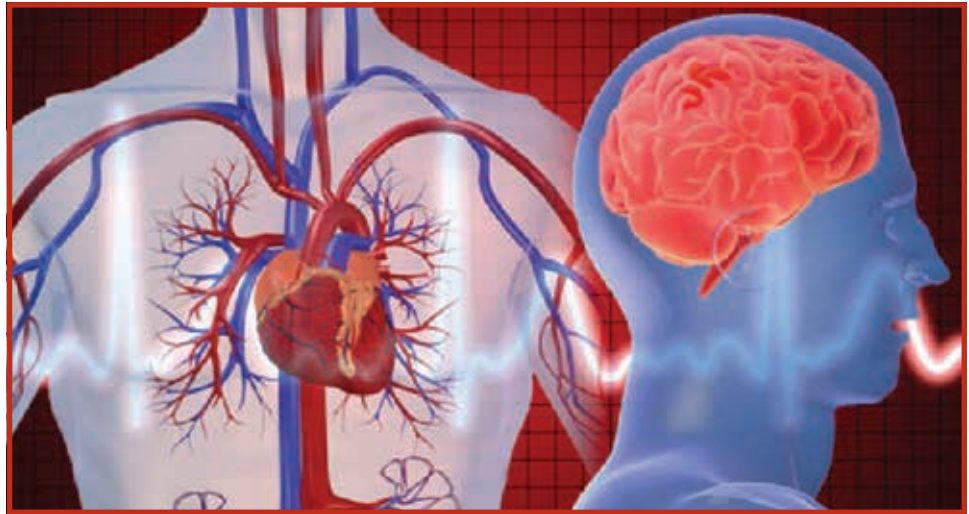
Some heart attacks are sudden and intense, but most of them start slowly, with mild pain or discomfort. Here are some of the signs that can mean a heart attack is happening.

1. Chest discomfort. Most heart attacks involve discomfort in the center of the chest that lasts more than a few minutes, or that goes away and comes back. It can feel like uncomfortable pressure, squeezing, fullness or pain.
2. Discomfort in other areas of the upper body. Symptoms can include pain or discomfort in one or both

arms, the back, neck, jaw or stomach.

3. Shortness of breath. This may occur with or without chest discomfort.

4. Other signs. These may include



breaking out in cold sweat, nausea or lightheadedness.

As with men, women's most common heart attack symptom is chest pain or discomfort. But women are somewhat more likely than men to experience some of the other common symptoms, particularly shortness of breath, nausea/vomiting and back or jaw pain.

Stroke Warning Signs

1. Sudden numbness or weakness of the face, arm or leg, especially on one side of the body

2. Sudden confusion, or trouble

speaking or understanding

3. Sudden trouble seeing in one or both eyes

4. Sudden trouble walking, dizziness or loss of balance or coordination

5. Sudden severe headache with no known cause

For Stroke, also note the time when the first symptom(s) appeared. If giv-

en within 3 to 4.5 hours of the start of symptoms, a clot-busting drug may improve the chances of getting better faster.

Dial 9-1-1 FAST

Heart Attack and Stroke are life or death emergencies- every second counts. If you suspect that you or someone you are with has any symptoms of heart attack or stroke immediately call 9-1-1 or your emergency response number so an ambulance can be sent. **DON'T DELAY GET HELP RIGHT AWAY!**

F=FACE: Ask the person to smile. Does the face droop?

A=ARM: Ask the person to raise both arms. Does one arm drift downward?

S=SPEECH: Ask the person to repeat a simple phrase. Does the speech sound slurred or strange?

T=TIME: If you observe any of these signs, it's time to call 9-1-1.

To reduce the risk of heart attack and stroke, start by learning the risk factors. Understand the risk factors, the more risk factors you have, the higher your overall cardiovascular disease risk.

Southern Region Director

Kenyon Beasley

It's Better To Have And Not Need Than To Need And Not Have

Greetings and salutations to everyone. We here in the Southern Region sincerely wish each and every one of you a safe and happy Holiday season. This is the time of year where we all take reflection and appreciate the interactions of family, friends, and associates and commit ourselves to be better versions of who we are. This mental commitment is the first step, and with follow-through comes action. As an organization (local), what better way to exercise this commitment, to our membership, than to take an action that provides coverage for the mishaps that sometimes occur in life? It



seems that every other week the news channels are filled with some tragedy that has befallen an unexpected victim. One such incident happened this past All Craft Conference which was held in Las Vegas. Soon thereafter, in New York another occurred. We can never shield our membership from all of life's misfortune, but we absolutely can try. Becoming a 100% ABA local is one of those ways to try. For minimal cost you get a maximum return of ensuring some sense of security and well-being regardless of what may occur. After all, it's better to have and not need that to need and not have.

Central Region Director

Edward J. Brennan

A Christmas Present All Of Your Members Can Appreciate

Once again, we have arrived at the time of year that we have to examine our financial status and prepare for

our income and other factors. And, of primary importance, what can we afford to do that will benefit ALL of



the upcoming year. We need to prepare a budget to govern our spending for the year as compared with

our members and their families. With all our members in mind we have to consider the best use of their

money. With recent changes in the Postal Service and the relationship of these changes to our membership and finances, we have to be very careful to factor in the cost of grievance processing and the day to day events and benefits we give for all of our members. Is a family picnic or a Christmas party really necessary? Are these expenses really beneficial to all of our members and can all of our members attend these functions? What do we plan for our members that are from Associate Offices that are some, 75 or 100 miles away? Can they even attend Local or State meetings? What if they never have grievances? What do they actually get for their money?

When you have your Local or State meetings concerning these items, you might want to consider a Christmas present that fits all of your members' needs and can be a valuable tool for signing up new members. Perhaps you can sign up for 100% membership

in the APWU owned and operated APW Accident Benefit Association. The cost could be a part of the member's dues structure and they would all be covered by the plan 24 hours a day, 7 days a week, 52 weeks a year if accidentally injured on or off the job. What a wonderful way to show that the Local or State organizations really care about each and every one of their members by providing benefits to all.

We are all Union Brothers and Sisters and care about all of the members of our Union family. To find out about our plans or becoming a 100% Local just call the ABA Home Office at 1-800-526-2890 and one of the young ladies in the office will be glad to explain the best plan for your members along with the costs and benefits. Give your members a benefit that is all member inclusive and can be easily fit into your budget.

Merry Christmas and Happy New Year to you and All of your members.

APW-ABA Scholarship Winner

Dear Mr. Maurer:

I am so excited to be selected to receive the APW-ABA Scholarship for \$1,000. I am extremely grateful to you and gladly accept this award.

I will be attending the University of Texas at Arlington next month taking the next step in achieving my goal of a degree in Aerospace Engineering. With the price of college skyrocketing, scholarships are increasingly important in achieving the goal of graduating. The APW-ABA Scholarship will definitely ease my financial burden in this endeavor.

Again, I thank you for this scholarship to assist me in reaching my goals.

JOHN ALLEN CARPENTER

John Carpenter was born September 25, 1998 in San Angelo, Texas. He was adopted by his parents, Jim & Beth Carpenter.

John attended Santa Rita Elementary School for grades K-5. He participated in two Texas Research Institute for Young Scholars (TRIYS) projects and was awarded as a winner in one.

Upon graduating 5th grade, he received a United States Presidential Award for his educational achievement.

Glenn Junior High School afforded another TRIYS project that gave him his second win. The project was so successful that his teachers had him make a presentation to the San Angelo City Council. Junior high opened the door to John's love of music allowing him to join the band and play the French Horn.

High school began at the Central Freshman Campus for 9th grade before moving to the Central High School campus for the remaining three years. John joined the up-and-coming Central High School Mighty Bobcat Band and achieved numerous top scores in UIL and marching competitions earning a visit to the state finals . . . Central's first selection in 36 years!

The band was also selected to play during the Russell Athletic Bowl in Miami, Florida and led the 2017 National Memorial Parade in Washington, DC. John was a "Candidate for Distinguished" upon his graduation.

John has always been involved in serving others. He has participated in Meals for the Elderly for many years, gone on a service mission trip to the Medina Children's Home near San Antonio, Texas, and gone to Honduras with his youth group at church. John also worked as a trail crew member at camp Glorieta near Sante Fe, New Mexico, twice for a 2-week period improving hiking trails while living out on the mountains.

Additionally, John has also earned the rank of "Life Scout" in the Boy Scouts of America.

Central Region Director

Keith M. Richardson

Tips For Reducing Stress

With the hectic life that most people lead in today's world, reducing stress has become a vital skill. With work stress, school stress, family stress, teen stress, parent stress, and a whole host of other kinds of stress continually knocking on the door, it has become vital to manage stress in order to keep up with everything that needs to be done. Though reducing stress is difficult, it can be done with a little effort and a little dedication to improving yourself.

The first thing to do when reducing stress is to get enough sleep at night. Yes, there is always something that needs to be done and there are projects that need to be taken care of and there is always something that should get done before you go to bed and there is still one more television show to watch, but that is exactly the problem. By spending too much of the evening worrying about everything that needs doing and trying too hard to get it all done right now, you are not helping yourself. Rather, you are increasing your stress to an alarming level. If you need to get things done, then do yourself a favor and just get them out of the way before you sit down in front of the television. When they are done, then you can relax and not worry about everything that needs to get done after the show is over.

The next things you need to do are to eat right and exercise. No, it doesn't seem like taking care of physical needs with help with a mental issue such as reducing stress, but



there is a connection. After all, the brain is part of the body and when the body is working right, the brain will be more effective. By putting the right nutrients into your body, you will be feeding the brain as well as the muscles and you will be able to think clearly and concentrate more effectively. As well, when you are getting all your fruits and vegetables and whole grains, you will have more energy and be less susceptible to fatigue. After all, fatigue clouds the mind and a cloudy mind is a mind that tends to wander. And, when your mind wanders, you will not be getting things done. Thus, projects and tasks will pile up, giving you even more to be stressed about.

Additionally, exercising routinely will help you keep stress at bay. When

you exercise routinely, you are more aware when you're awake and you sleep better at night, both of which are very good for reducing stress.

This is because exercise helps you release hormones into your body that make you feel better, both mentally and physically. And this effect is not limited to the time when you are exercising. In fact, these hormones stay in your body even after you are done exercising, so that you will feel better all day. If you can, try to work out in the morning to get that hormonal burst before you begin your day. Or, if you cannot work out in the morning, at least exercise in the early evening so that you will at least have a body that will be ready for a good night's sleep and ready for the following day.

Another great technique for reduc-

ing stress is through proper time management. Let's face it, most people spend most of their day spinning their wheels as they move from one project or task to another, making them incapable of focusing on what they are doing. However, with a time management system in place, your day can be mapped out in the morning so that you are able to complete tasks one at a time. Then, with each little success, you will be able to feel the relief of knowing that there is one less thing to worry about.

Finally, you can help lower your stress levels by taking regular vacations. The best advice is to take one week off every year so that you can recharge your batteries and face the world again. By getting away and traveling, you can feel the relief of simply leaving it all behind. Getting out of the house, the city, or even the country is an excellent way of reducing stress and, when you get back, you will come back refreshed, rejuvenated, and ready to get back to the tasks of daily life.

By reducing stress, you can feel better, work better, be more sociable, and improve your health. Stress is very hard on the body and the mind, so managing it should be a priority. Thus, with a little effort, a little time, and the dedication to do the right things for yourself, you can keep your mind clear and keep yourself moving forward. Then, once you have mastered the art of reducing stress, you will also have the pleasure of not having to worry about stress.

West Region Director

Marty Schneider

Cold Weather Safety Considerations

Holiday Greetings! Whatever your creed, national origin or beliefs, this is a time to extend those feelings of joy and humanity to others. It is also the time of year to prepare for the change of seasons and the change in weather.

Recently portions of our country have experienced terribly bad weather and the ripple effect of survival and clean-up. Of course, the first thing to keep in mind after a natural disaster is SAFETY. In the US and its possessions, water, electricity and gas are utilities we frequently take for granted in our daily life. After a natural disaster it is quite another thing.

In Florida after recent hurricane Irma, a 7 year old girl lost her life because a gasoline powered generator was used in the living room of her family home. Her mother didn't know it emitted carbon monoxide and didn't have a detector. Carbon monoxide is an odorless gas that is just lighter than oxygen. It is lethal.

In Orange County Florida a day or so earlier three people lost their

lives when the same sort of generator was operated inside the house as they slept; also with no detector. Proper use of a gas powered generator requires that it be 15 feet away from the home or garage so that this tragedy does not occur. Another precaution to remember is NEVER attach a generator directly to the structure's



electrical system "unless a qualified electrician has properly installed the generator with a transfer switch" according to an OSHA Fact Sheet published in September of 2005. This could result in electrocution because the current can travel a great distance through the lines of your structure and further down the line. An em-

ployee of the power company could unknowingly begin work to restore power to the area and have a fatal result.

Educate yourself about the safety guidelines and precautions when purchasing, maintaining and operating appliances and devices that can emit harmful gas in the form of carbon dioxide. When making a major purchase of \$5000.00 or more on a furnace or even just \$1500.00 to \$2000.00 on a gasoline (or kerosene) powered generator, weigh in on springing the extra \$25.00 or so on a battery operated Carbon Monoxide Detector as a small insurance policy for family safety. Even when preparing the existing furnace for the winter a detector is a wise idea. I have one myself.

Autumn and winter bring with them a whole set of preparations to make for the season ahead. Be on the safe side; don't become a statistic. Enjoy your life, your loved ones and your home safely. Best regards for the season ahead.