

ABA News Digest

Vol. 39, No. 1

Postal Workers Serving Postal Workers Since 1891

Spring, 2024

National Director

Wayne Maurer

2024 APW-ABA Convention Call



Welcome to the APW-ABA News Digest 2024 Convention Call edition. In this edition of the APW-ABA News Digest, you will find the Scholarship Contest guidelines and application, our notice on APW-ABA officer elections which are held in conjunc-



Ed Brennan receiving his Lifetime Achievement Award by ABA National Director Wayne Maurer at the 2022 ABA Convention.

tion with our National Convention this July, and our official Convention call. These are all very important matters within the association.

While I'm excited about our 2024 schedule of events and our promising future, I'm devastated by the loss of one of our Central Region Directors, Edward J Brennan. Ed passed away February 7th at the age of 87.



EDWARD J. BRENNAN
June 9, 1936 – February 7, 2024

He served as a board member of this association since 2002 and received a lifetime achievement award at our 2022 National Convention. Ed spent his entire postal career and life advocating for the APWU the APW-ABA and their memberships. While serving on our Board of Directors, he was also active within his local as well as



ABA Vice President & Central Region Director Keith Richardson together with Central Region Director Ed Brennan.

serving the APWU PPA as Secretary-Treasurer for many years. Ed always put the bigger picture in focus and never once put any self-serving interests ahead of the interests of the union members he served and worked with. Of course, the sun is going to rise each day moving forward but in my opinion our lives will be just a little less full without Ed. Ed was a good friend and an outstanding board member and will be sorely missed by all who knew him. Thank you, Ed!



Ed enjoying the Chicago Cubs game while attending the 2014 APWU Convention.

2024 ABA CONVENTION

The ABA National Convention will convene on Monday, July 15, 2024 at 6:00 P.M. at the Huntington Place Convention Center, in Detroit, MI.

Registration will begin on Friday July 12, 2024 at the ABA Registration Booth, where credentials must be presented no later than two hours prior to the start of the APW-ABA National Convention.

ARTICLE 7 ELECTION OF DELEGATES AND OFFICERS

Section 1.

- (a) The members of the respective Locals or State ABA organizations shall use procedure that is consistent with ROBERTS RULES OF ORDER to elect delegates to the ABA Convention. The names of delegates should be received by the home office in New Hampshire prior to June 1st of the Convention year.
- (b) Delegate's credentials must be presented at the ABA Registration Booth no later than two (2) hours prior to the scheduled start of the ABA National Convention.

Section 2.

- (a) The membership of the National Convention shall be composed of the Board of Directors and registered delegates. An eligible MAL may petition their state organization to gain delegate status to the National ABA Convention.
- (b) Each Local or State shall be entitled to representation at the National Convention on the following basis:
- | | |
|---------------------|-------------|
| 3 to 75 members | 1 delegate |
| 76 to 150 members | 2 delegates |
| 151 to 300 members | 3 delegates |
| 301 to 500 members | 4 delegates |
| 501 to 750 members | 5 delegates |
| 751 to 1000 members | 6 delegates |

and for each additional 250 members or major fraction thereof in any Local or State, one additional delegate is authorized, with a maximum of twenty delegates for any single Local or State. For the purpose of calculating the number

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P.O. Box 120
Rochester, NH 03866-0120



2024 ABA CONVENTION

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of delegates a Local or State shall be entitled to at the APW-ABA National Convention, the date of March 1st of each convention year shall be used for membership numbers to determine the number of delegates entitled each Local or State organization.

Section 3. The President, National Director, and Regional Directors shall be elected for a term consistent with the schedule of the American Postal Workers Union National Convention. All nominations for office by members must be in writing and sent via US Postal Service mail to the National Director's office at: APW-ABA, PO Box 120, Rochester, NH 03866 and must be received after March 1st , but no later than close of business on April 15th of the election year. All nomination letters of intent must be signed and state the office the member wishes to be a candidate for. There

will be no nominations excepted after 4:00pm EST April 15th and he/she must be a member in good standing on the date the letter of intent is received by the APW-ABA Home Office. Any candidate who wishes to withdraw from consideration for office must follow the same procedures used for nominations and said withdraw must be received by May 15th of the election year. As the first order of business, the National Director will read all the names and offices of the candidates seeking elective office. The election of officers shall be the last order of business of the Convention prior to the Installation of Officers.

(a) A candidate for the office of President or National Director, must be a member in good standing in the Association and shall be elected by delegates present and voting.

(b) A candidate for the office of Regional Director shall be a member in good standing in the Association

within the Area he or she seeks to represent and shall be elected by the delegates representing that Area.

Section 4: Regional Directors: Two (2) Regional Directors shall be elected from each of the five ABA Regions:

- 1. Northeast Region:** Maine, New Hampshire, Vermont, Massachusetts, Rhode Island, Connecticut, New York.
- 2. Eastern Region:** Pennsylvania, New Jersey, Delaware, Virginia, West Virginia and Maryland
- 3. Southern Region:** North Carolina, South Carolina, Georgia, Florida, Alabama, Mississippi, Louisiana, Texas, Tennessee, Arkansas, Puerto Rico, Virgin Islands.
- 4. Central Region:** Kentucky, Ohio, Indiana, Illinois, Michigan, Minnesota, Wisconsin, North Dakota, South Dakota, Iowa, Oklahoma, Missouri, Kansas, Nebraska

5. Western Region: Montana, Idaho, Washington, Oregon, Alaska, Wyoming, Colorado, New Mexico, Arizona, Utah, Nevada, California, Hawaii, Pacific Islands

Section 5. Any candidate for National Office who receives a majority of votes cast at the Convention for said office shall be declared elected. No write in votes will be valid.

Section 6. When there are two or more candidates for National Office and the two candidates receiving a majority of the votes cast for such offices result in a tie on the first ballot another election shall be held immediately. These two candidates engaged in a tie shall be voted upon as candidates for such office in the second election, and the candidate with the majority of the votes shall be declared elected.

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Honorariums

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National Director
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Michael B. Ganino, Jr.
National Director
Emeritus (2012)

David E. Daniel
National Director
Emeritus (2016)

Timeline For Scheduled APW-ABA Events In 2024



Brothers and Sisters.

As I write this article, the upcoming 2024 ABA National Convention and other scheduled events are quickly approaching. Here are some relevant provisions of the *APW-ABA Constitution* that establish important dates for upcoming ABA events:

CONVENTION NOTICE

(Ref: *Article 8, Section 1.*)

The *APW-ABA Constitution* states that the National Convention shall convene in the same month and years as the American Postal Workers Union Convention. This year the APWU Convention will be held one month earlier than in past years. As such, the APW-ABA Convention will be held in **Detroit, Michigan**, during the evening of **Monday, July 15th**.

Furthermore, our Constitution states that at least one hundred twenty (120) days prior to the biennial session of the National ABA Convention this association shall publish in the Official Publication of the ABA, a notice stating the time and place of the National Convention. This information shall be sent to every ABA Local and State Association This edition of the APW-ABA tabloid satisfies that requirement.

RESOLUTIONS

(Ref: *Article 8, Section 1.d*)

Not later than June 1st – Resolutions must be submitted for the ABA Convention prior to June 1 of the convention year. The author of the resolution is required to send resolutions to the office of the National Director (Wayne Maurer, National Director, APW Accident Benefit Association, P.O. Box 120, Rochester, NH 03866) in duplicate.

Resolutions may also be submitted by delegates to the APW-ABA convention, as long as a copy is available for each delegate in attendance. However, resolutions submitted after the report of the Constitution Committee will not be considered nor acted upon.

DELEGATE CREDENTIALS

(Ref: *Article 7, Section 1*)

Not later than June 1st – The members of the respective Locals or State ABA organizations shall use procedure that is consistent with *ROBERT’S RULES OF ORDER* to elect delegates to the ABA Convention. It shall be the duty of the Local or State President or Secretary to furnish a certified list to the ABA Home Office in New Hampshire **prior to June 1st**, showing the names of the delegates and alternates to the ABA National Convention. These credentials will be used to entitle delegates to be seated as a delegate at the National APW-ABA Convention.

IMPORTANT: Please note that credentials for each Delegate must be presented at the ABA Registration Booth at the National Convention **no later than two (2) hours prior to the scheduled start of the APW-ABA National Convention**. In past years Delegates to the ABA National Convention have shown up with their credentials in hand just prior to the beginning of the Convention and have been denied admittance.

IMPORTANT: QUORUM (Ref: *BYLAWS, Section 1*) Twenty-five per-

cent of the delegates registered and present at the ABA convention shall be necessary to constitute a quorum, provided there shall be **not less than fifty (50) in number present**.

ELECTIONS – NOMINATIONS FOR OFFICE

(Ref: *Article 7, Section 3*)

After March 1, but no later than close of business on April 15 – All nominations for office by members must be in writing and sent via U.S. Postal Service mail to the National Director’s office at APW-ABA, P.O. Box 120, Rochester, New Hampshire 03866. All nomination letters of intent must be signed and state the office the member wishes to be a candidate for. There will be no nominations accepted after 4:00 p.m. EST, April 15 and he/she must be a member in good standing on the date the letter of intent is received by the APW-ABA home office.

(Ref: *Article 7, Section 4*) – The National Officers of the ABA consist of the Board of Directors, and is comprised of the following:

- Resident full-time National Director
- President
- Ten (10) Regional Directors, with Two (2) Regional Directors elected from each of the five ABA Regions. NOTE: A candidate for the office of Regional Director must be a member in good standing in the Association within the Area he or she seeks to represent and shall be elected by the delegates representing that Area.

1. **Northeast Region:** Maine, New Hampshire, Vermont, Massachusetts, Rhode Island, Connecticut, New York.
2. **Eastern Region:** Pennsylvania, New Jersey, Delaware, Virginia, West Virginia and Maryland
3. **Southern Region:** North Carolina, South Carolina, Georgia, Flori-

da, Alabama, Mississippi, Louisiana, Texas, Tennessee, Arkansas, Puerto Rico, Virgin Islands.

4. **Central Region:** Kentucky, Ohio, Indiana, Illinois, Michigan, Minnesota, Wisconsin, North Dakota, South Dakota, Iowa, Oklahoma, Missouri, Kansas, Nebraska
5. **Western Region:** Montana Idaho, Washington, Oregon, Alaska, Wyoming, Colorado, New Mexico, Arizona, Utah, Nevada, California, Hawaii, Pacific Islands

These Officers shall be elected for a term consistent with the schedule of the American Postal Workers Union National Convention and shall be elected by the delegates present and voting at the APW-ABA National Convention.

ELECTIONS

(Ref: *Article 7, Section 3.a and 3.b*)

Election of Officers takes place by the delegates in attendance at the ABA Convention

- Candidates for the positions of **National Director** and **President** shall be elected among all delegates present and voting at the Convention.
- Candidates for the offices of **Regional Director** shall be elected by the delegates representing that Area.

(Ref: *BYLAWS, Section 3, Order of Business*) – The **Election of Officers** is listed as #14, following New Business.

(Ref: *Article 7, Section 5*) – Any candidate for National Office who receives a majority of votes cast at the Convention for said office shall be declared elected. No write-in votes will be valid. Also, cross reference (*Article 7, Section 8*): The members, officers, representatives or delegates of this Association will not be permitted to vote by proxy.

Here’s hoping that by printing the above guidelines we will see a large turnout, resulting in a positive and productive ABA Convention.

2024 ABA CONVENTION

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Section 7. All National ABA officers will be installed following the completion of the election by the President of the American Postal Workers Union, AFL-CIO, or his/her designee.

Section 8. The members, officers, representatives or delegates of this Association will not be permitted to vote by proxy.

Section 9. Each delegate and each member of the Board of Directors shall receive one vote. Members of the Board shall be allowed to vote for the Director of their respective Region.

Section 10. The President of the Accident Benefit Association shall establish an election committee, no member of which shall be a candidate for election while serving on such committee. The election committee shall be responsible for conducting the election. Prior to the acceptance

of the election committee report any candidate who feels aggrieved in connection with the election shall file an appeal with the election committee at the ABA Convention. Where the Committee finds merit in an appeal, it shall report its findings to the President who will report to the delegates. The delegates shall act on the findings of the Committee.

(For the purpose of this Article the term “election” shall include nominating procedures.)

ARTICLE 8 NATIONAL AND LOCAL MEETINGS

Section 1. The National Convention shall convene in the same month and years as the American Postal Workers Union Convention, at a time and place to be named by the Board of Directors, provided a National Convention is held at least once every four (4) years. Special sessions of the ABA National Convention may be

convened upon call of the President, subject to the approval of two-thirds (2/3) of the Board of Directors.

(a) At least one hundred twenty (120) days prior to the biennial session of the National ABA Convention this association shall publish in the Official Publication of the ABA, a notice stating the time and place of the National Convention. This information shall be sent to every ABA Local and State Association, not later than April 10th of the Convention year.

(b) At least sixty (60) days prior to any special session of a National ABA Convention, the National Director will notify all ABA affiliated locals and State Organizations of the time, place, and purpose of the special session.

(c) It shall be the duty of the Local or State President or Secretary to furnish a certified list showing the names of the delegates and alternates. These certified credentials shall be furnished to the ABA Home Office no later than June 1 of the Convention year and it

is to be used to entitle them to be seated as a delegate at the National ABA Convention.

(d) Resolutions must be submitted for the ABA Convention prior to June 1 of the convention year. The author of the resolution is required to send these resolutions to the office of the National Director in duplicate. This shall not prevent the submission of resolutions by delegates at convention as long as a copy is available for each delegate in attendance. Resolutions submitted after the report of the Constitution Committee will not be considered nor acted upon.

Section 2. The President shall meet between each non-convention year at the home office of the Organization, with the National Director. In addition, the Constitution Committee shall review the Constitution and make recommendations to the next convention to conform with such state and federal regulations as required by law.

Northeastern Region Director

Scott Hoffman

PMG Going Full Bore On USPS Destruction

Hello, Sisters and Brothers:

I would like to start out by extending my condolences to the family and friends of Ed Brennan. There is not much I can say that hasn't already been said, but I am compelled to point out that it is not likely we will see a person of his character again in our lifetimes, and certainly not in this organization. He was a man of his word, and delivered those words often dressed in humor, yet he was never afraid to say what was needed to be said, popular or otherwise.

He spoke from the heart and always came from the position of the good of the body. Whether it be the APWU or the ABA. His motives could never be challenged as he was always coming from the protection of the organization and/or its people. God bless, you will be missed.

What also will be missed is a public Postal Service. The current Postmaster General is going full bore on its destruction by way of his 10-year



plan. That does not mean we have 10 years to save it. We must act now. We already see that local management are cowards. They will risk involvement in scan falsification, deliberate delay of mail, deliberate short staffing making the full scope of our service commitments impossible, bullying and retaliation for anyone daring to speak truths, rather than stand up and expose upper management's false claims and destructive acts.

So, it's on us. We are on the inside. We see firsthand the destruction and

we know how to expose it. We just need to do it. All hand's on deck. You see committed mail left behind. You see passport appointments scheduled in advance canceled on the spot due to lack of staff. You see facilities not cleaned properly or with the required frequency. You see mail no longer dispatched at the end of the day, meaning it's automatically one day later on its way. We see that the Service is systematically removing infrastructure to weaken the system. We see a Postmaster General who makes his fortune in the trucking aid logistic business, creating scenarios that now require additional trucking to be sub-contracted out, all the while obliterating service. We see them withholding trucks that are not "full" until they can be filled. Those are decisions made in the trucking industry but cannot be made in a public service industry. What kind of bus service would it be if buses were held until they were full? The 6:00 pm bus won't leave until

7:00am when it gets filled? How is that bus/public transportation service? We need to expose their lies, their distortions. We need to inform the public, by all means available, that the public Postal Service is being stolen out from under their feet, while the Service sings a soft lullaby that everything is and will be ok. We need to alert the public. Involve family and friends. Involve elected officials. Start locally, then go to Congress. But do not hope this will pass or it's just folly. It will not and is not. It is a purposeful plan meant to destroy that which can't be replaced once gone and broken. It is well designed.

Look in the mirror. Push back starts there. We can and will win if we all report, grieve, and expose reality. The public needs to know. Go forth and fight and those in positions of leadership who remain inactive and silent have exposed themselves. They've got to go, too. Let's go people! Time to save the public Postal Service, our jobs, jobs for the working class and voting rights by mail to push back on suppression. Every now and then you hit a crossroad. Which way are you going? I'm taking the one where the fight is. See you there.

Northeastern Region Director

Dana Coletti

The Benefits Of Pets

Have you ever considered getting a pet? A cuddly little puppy or perhaps a kitten? Perhaps a bird or even fish can be a good pet in the home. There are many benefits to pet ownership. At a young age, children who own pets learn a sense of responsibility and cultivate habits that will benefit them later in life. The presence of a pet in the home can also benefit children in many other ways. Early exposure to pets in infants has shown lower rates of allergies and other risk factors for asthma. A pet can also become a source of comfort and expression for children as they develop at a young age. In addition, the companionship and bond building a pet can bring to a child's life will develop for a lifetime. Producing stronger social skills and better social interaction is another benefit that pets bring to children's lives. Caring for a pet can bring a bet-

ter sense of worth and accomplishment to a child as well.

The benefits of pet ownership are not reserved for children alone. Owning a pet has a host of benefits for people of all ages. Many pets will increase an owner's overall activity rates. Tossing a toy or taking your pet for a walk is a good source of exercise for people of all ages. Even a small amount of activity daily can be beneficial to overall health. Stress relief is another key factor in pet ownership. Pets are proven to lower cortisol levels in adults. Cortisol is a byproduct of stress and being around animals/pets can significantly reduce those levels. Less stress can equate into longevity and better quality of life. In addition to lowering stress,



blood pressure levels typically are considerably lower comparably in people who own pets. Often, pet owners adjust their lifestyles with pets equating

in healthier living. Senior citizens also greatly benefit from pet ownership. In the US, over half of all adults over the age of 50 have at least one pet. Pets can provide emotional and social support for our older Americans. Pets may re-

duce stress, loneliness and add to the quality of life of older Americans. The human/animal bond benefits us in so many areas. A home with a pet is a healthy and happy home.

There are many ways to obtain a pet, adoption is a method that benefits all involved. Local shelters are often inundated with good pets looking for a home and it is a great way to find an addition to your family. They have all breeds and come in all shapes and sizes to fit your family's needs. Some shelters have elderly and senior pets for our older Americans who may need a companion that has less demanding physical and activity needs than younger animals. Obtaining a shelter animal is a great way to add to your family and to help the community as well.

Southern Region Director

Kenyon Beasley

10-Year Plan Seems More of a Mandate

Greetings Sisters and Brothers and welcome to the year 2024. The southern region, as well as others, is and has been suffering the fallout from the Postmaster General's 10-year plan. After countless questions from Headquarters APWU and Locals across the country, all to no avail, this 10-year plan seems to be more of a mandate than a plan. Texas, Georgia, Michigan, and other states are experiencing extreme

mail delays not seen since The Great Postal Strike of 1970. If you recall, this was when the Federal Government, because of Postal workers striking, declared a National Emergency and deployed the National Guard to perform the duties of Postal employees. In addition to the current mail delays, after what seems like a rate increase every year for the last 4 years, the USPS has just recently announced a loss of

2.1 billion dollars, doubling the losses of a year ago. Where is the promised improvement of service to American public? Where is the improvement of service to the Service itself? Is the name of the mandate (Ten Year Plan) an inference that there will be little or no improvement for 10 years? With the speed and scale of the implementation of this mandate (Ten Year Plan), the APWU is being presented with a very large

challenge. We can rise to the occasion. Since 1970, along with our Sisters and Brothers in other Labor organizations and the American public alike, we have continuously fought back and pressed forward against plans and mandates that were detrimental to obligation of the Post Office as described in the United States Constitution. The task at hand is no more or less of a challenge than what we've already faced.

Eastern Region Director

David Dunkle

Special Tribute To Edward J. Brennan, Jr.

Central Region Director

American Postal Workers Accident Benefit Association

Ed Brennen was born on June 9, 1936, and died February 7, 2024. The 87 years Ed was alive, he spent most of it dedicating his life to the Union. He was part of the Great Postal Strike of 1970 achieving better pay, rights and benefits for Postal Workers, then and after. He was Secretary-Treasurer for the National Postal Press Association for many years. He fought against right-to-work laws that are taking rights from all Americans in the work force. When I came to the APW-ABA and became a Director, Ed Welcomed me in. I'm ashamed to say I don't know how long he was a Central Region Director for the APW-ABA, but I've been Eastern Region Director for about 11 years and to the best of my knowledge, Ed was a Board member for at least 10 years before my arrival. I will always love the things Ed Brennen brought to the table and how he supported the Union(s), so others could have more. Ed was most definitely the embodiment of a true Union Activist, loyal to the core. I loved Ed and I hope I can bring the kind of service Ed brought to the APW-ABA members far into the future. I figure Ed is up there dancing with the other angels and while he will be missed, his legacy shall live on. Farewell old friend.



the American Postal Workers Accident Benefit Association (APW-ABA) which has paid out millions in claims and remains solvent today even after the Great Depression and more recent Recession.

Brothers and Sisters, if you're tired of your local spending money on parties or other things that some, but not all can enjoy or benefit from, then you should consider what I believe is a wiser use of your Local's funds that helps all local members rather than just 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 an APW-ABA benefit plan(s).

One of the great benefits for 100% local members is the local pays premiums for all member(s) including those that are in a no-pay status. On average this is only about 3% of your total membership, but this is insignificant when you consider what a great incentive tool this is to attract new members. More recently, it was proposed that we raise our benefits while keeping the premiums the same. At the 2022 APW-ABA Convention, the proposal passed, and benefits were increased without raising the cost. Just another great benefit of belonging to the APW-ABA

It's easy to become a 100% ABA Local and get discounts on our plans. Simply make a motion at your local union membership meeting, vote, and pass the motion, and once it passes by majority or two-thirds vote, you will then only need to send a copy of the minutes of the meeting where the motion passed, to both the APWU National Secretary-Treasurers office and to the APW-ABA Home office.

PLEASE CONSIDER JOINING!

Articles written by me are based on experience and particular fact circumstances in individual case(s) and should not be relied upon as advice 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 for you to take related to any issue.

ABA AND OWCP CLAIMS

In the past 2 years I have helped many members with ABA and OWCP questions because sometimes the 2 become intertwined when an employee is injured on the job due to an accident related to external causes. I thought now would be a good time to go over some things we sometimes forget or maybe don't know.

• You are not required to claim your ABA claim payments as income

on your OWCP form.

• Normally, the first 3 days of Continuation of Pay (COP) or Compensation must be charged to annual, sick or LWOP, unless your doctor on the original report or possibly later report explains your permanent or partial disability is going to be in duration of longer than 14 days. Section 8117(b) of the FECA law states:

A Postal Service employee is not entitled to compensation or continuation of pay for the first 3 days of temporary disability, except as provided under paragraph (3) of subsection (a). A Postal Service employee may use annual leave, sick leave, or leave without pay during that 3-day period, except that if the disability exceeds 14 days or is followed by permanent disability, the employee may have their sick leave or annual leave reinstated or receive pay for the time spent on leave without pay under this section.

• If an employee gets injured at work due to external force during a period of 24 hours or less an OWCP claim should be filed on form CA-1 and qualifies as a COP situation and the employee should get up to 45 calendar days of normally straight time pay, less the 3 days mentioned above, unless your doctor has said your disability will exceed 14 days.

• If an employee has a medical problem that occurs over a period of more than 24 hours related to or aggravated by their employment a claim should be filed on form CA-2. No COP is authorized in these situations and the employee must follow up with form CA-7 to start compensation. During the interim period while waiting for Compensation to start the employee can use annual, sick or LWOP and if they use annual or sick leave, they can buy it back using the CA-7 or other related forms.

• Compensation is paid at a rate of 66 and 2/3% which equates to 66.6666667 of an employee's regular average pay if they're single or 75% if married. An employee can also receive a lump sum scheduled award payment in addition to other compensation or COP after the doctor declares they have done all they can do medically, and the employee has lost all or part of mobility in part of their body or they have lost a body part related to or aggravated by their employment.

Normally Compensation is paid

based on an employee's average salary over the past 12 months, but like COP there are different calculations for unusual situations. COP is based on what an employee's average or fixed salary was in the past 12 months prior to injury date, but because there are situations outside the 12-month period, for example, the employee is a PTF or PSE or the employee has not worked 12 months yet, there are several different ways to calculate an employee's pay. Section 8114(d) of the FECA law breaks these different ways of calculating how COP will be paid and it states:

(d) Average annual earnings are determined as follows:

(1) If the employee worked in the employment in which he was employed at the time of his injury during substantially the whole year immediately preceding the injury and the employment was in a position for which an annual rate of pay--

(A) was fixed, the average annual earnings are the annual rate of pay; or

(B) was not fixed, the average annual earnings are the product obtained by multiplying his daily wage for the particular employment, or the average thereof if the daily wage has fluctuated, by 300 if he was employed on the basis of a 6-day workweek, 280 if employed on the basis of a 5 1/2 -day week, and 260 if employed on the basis of a 5-day week.

(2) If the employee did not work in employment in which he was employed at the time of his injury during substantially the whole year immediately preceding the injury, but the position was one which would have afforded employment for substantially a whole year, the average annual earnings are a sum equal to the average annual earnings of an employee of the same class working substantially the whole immediately preceding year in the same or similar employment by the United States in the same or neighboring place, as determined under paragraph (1) of this subsection.

(3) If either of the foregoing methods of determining the average annual earnings cannot be applied reasonably and fairly, the average annual earnings are a sum that reasonably represents the annual earning capacity of the injured employee in the employ-

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I LOVE THE APW-ABA

Brothers and Sisters, I truly love the APW-ABA, and you, the member, and have enjoyed representing members in New Jersey, Washington D.C., Maryland, Pennsylvania, Virginia, West Virginia and Delaware and I look forward to representing you in my next term as APW-ABA Eastern Region Director.

I love the ABA because it has helped so many across our great land since 1891. Personally, I'd rather get my accident benefit coverage from an organization run by retired and current APWU postal workers who I know understand my needs. I also believe in helping my own before helping others.

The American Postal Workers-Accident Benefit Association 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 rolled along. As a result of the immense 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

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Eastern Region Director

David Dunkle

continued from page 5

ment in which he was working at the time of the injury having regard to the previous earnings of the employee in Federal employment, and of other employees of the United States in the same or most similar class working in the same or most similar employment in the same or neighboring location, other previous employment of the employee, or other relevant factors. However, the average annual earnings may not be less than 150 times the average daily wage the employee earned in the employment during the days employed within 1 year immediately preceding his injury.

(4) If the employee served without pay or at nominal pay, paragraphs (1), (2), and (3) of this subsection apply as far as practicable, but the average annual earnings of the employee may not exceed the minimum rate of basic pay for GS-15. If the average annual earnings cannot be determined reasonably and fairly in the manner otherwise provided by this section, the average annual earnings shall be determined at the reasonable value of the service performed but not in excess of \$3,600 a year.

(e) The value of subsistence and quarters, and of any other form of remuneration in kind for services if its value can be estimated in money, and premium pay under section 5545(c)(1) of this title are included as part of the pay, but account is not taken of--

- (1) overtime pay;
- (2) additional pay or allowance authorized outside the United States because of differential in cost of living or other special circumstances; or
- (3) bonus or premium pay for extraordinary service including bonus or pay for particularly hazardous service in time of war.

• Many employees believe they do not have an OWCP claim if a preexisting medical problem flares up while working or it is related to working for their employer, but these thoughts are misguided. The FECA plainly states that if your medical problem **is related**

to or aggravated by your employment and you prove it through your doctor's comments on OWCP forms that you will qualify for Compensation.

• Workers Comp will only pay your medical bills related to a work-related injury if your claim is approved and the doctor is recognized as your attending physician. This is usually the first doctor that initiates your CA-20 form. Workers' comp will also pay for visits to other doctors, but only if your attending physician refers you to another doctor. If you don't get a referral from your recognized OWCP attending Physician OWCP will not pay that doctor's bill and you will be responsible for payment.

2024 APW-ABA Scholarship Program

Honoring Thomas Hartos, Michael Tosches & Eugene Johnson

APW-ABA SCHOLARSHIP PROGRAM

honoring

THOMAS HARTOS, MICHAEL TOSCHES & EUGENE JOHNSON

APPLICATION DEADLINE IS MAY 15, 2024

APPLICATIONS MUST BE FILLED OUT IN THEIR ENTIRETY

NAME: _____ ADDRESS: _____

CITY: _____ STATE: _____ ZIP: _____ PHONE#: (____) _____

I will graduate from _____ High School, which is located
in _____, in _____.
(City – State) (Month – Year)

I will be enrolled for the _____ term of _____ at _____.
(Year) (School)

in _____. My father, mother or legal guardian is a member
(City – State)

in good standing in the ABA and the _____ Local APWU.
(Local name)

ABA Member's EID#: _____

ABA Member's email address: _____@_____

Student: _____
(printed name & signature)

Parent/Guardian: _____
(printed name & signature)

ALL APPLICATIONS MUST BE SENT TO:

ABA Scholarship Program • PO Box 120, Rochester, NH 03866-0120

(This section to be completed by ABA National Director)

This application has been reviewed and certifies that the above member is a member in good standing of the Accident Benefit Association.

Local Name: _____ Local #: _____ Date Recv'd: _____

ABA Nat'l Director: _____ Date: _____

2024 APW-ABA SCHOLARSHIP GUIDELINES

- 1). The scholarship announcement, application and guidelines will be mailed each year to all Local and State Presidents and ABA Board of Directors, no later than March of each year. The announcement and application will also be printed in the ABA News Digest as well as posted on the official ABA website. The deadline for returning the scholarship application will be set forth by the ABA.
- 2). All entrants must submit a completed application which will be verified by their local or state president or by the ABA home office. Properly completed applications will be entered into a drawing for a one thousand dollar (\$1,000) scholarship. Entrants must be a graduating high school senior who is the son, daughter or legal ward of a member of the ABA.
- 3). The scholarship award is limited to a one time amount of one thousand dollars, (\$1,000). Two scholarships will be awarded per calendar year.
- 4). The scholarship drawings will be held at the ABA home office no later than June of each year. These drawings will be strict "luck of the draw", meaning the entrants pulled are the winners. No preferential treatment will be given to any entrant. All applicants will be assigned a random number for drawing. The winners will be drawn from amongst all applicants and notified by certified mail.
- 5). Scholarships will be paid directly to the school that has been designated on each winners application. Each winner will also be required to submit an acceptance letter and photograph accompanied by a biography which will appear in an issue of the ABA News Digest.
- 6). The National Director will coordinate the scholarship program with the authority to settle any or all eligibility requirements or disputes that may arise.

Vice President & Central Region Director

Keith M. Richardson

Slip, Trip and Fall Prevention



Slips, trips, and falls can result in injuries with lasting effects and even death. It is important to understand how slips, trips, and falls happen, how to identify hazards, and how to eliminate or minimize the hazards.

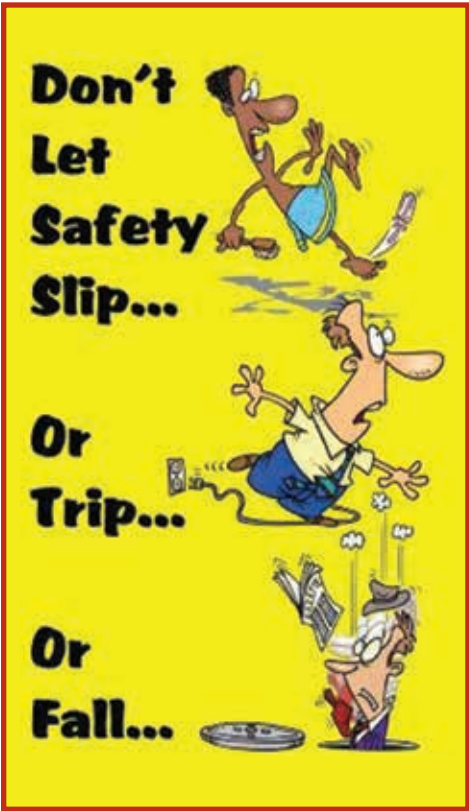
Slips happen because of a lack of friction or traction between a person's footwear and the walking surface. Common causes of slips to look for in the workplace are:

- Spills
- Hazards created from weather (e.g. puddles and ice)
- Surfaces that are wet or oily
- Loose rugs or mats

Trips occur when your foot strikes or hits an object, which causes a person to lose their balance. Common causes of trips to look for in the workplace are:

- Obstructions and clutter on the floor
 - Poor lighting (e.g. power cords, boxes, and open drawers)
 - Uneven or irregular walking surfaces
 - Wrinkled or curled up mats
- Falls can result from a slip or a trip when a person's center of gravity is shifted, and balance is lost. In addition to slips and trips, other causes of falls to look for in the workplace are:
- Obstructed view (e.g. carrying large items)
 - Not paying attention to the surroundings
 - Not using appropriate equipment (e.g. standing on a chair, or table, or other surfaces with wheels)
- Follow these tips to prevent slips, trips, and falls.
- Clean up spills immediately.
 - Install warning signs for wet floor areas (including freshly mopped floors).
 - Wear shoes with good support and slip-resistant soles appropriate for the job.
 - Remove tripping hazards in walkways, doorways, and stairs. Keep drawers and cabinet doors closed when possible.
 - Keep frequently used items in easy-to-reach areas. Obtain step stools to access items too high to reach when standing on the floor.

- Utilize handrails when ascending and descending stairs.
- Utilize carts to transport large items.



- Walk in designated paths when available.
- Ensure adequate lighting is available.
- Reduce walking pace when approaching corners, intersections, or walking surface changes.
- Stay alert when walking and

address any new hazards before proceeding.

- Report identified hazards to prevent a possible injury.
- When walking on icy or slippery areas:
 - Wear shoes or boots with soles that provide extra traction. Use special care when entering and exiting vehicles. Use the vehicle for support.
 - Walk with feet spread out slightly and toes pointed outward.
 - Extend arms out to the sides to maintain balance.
 - Take short steps or shuffle for stability.

Disclaimer* The aforementioned information was obtained from Yale Environmental Health & Safety. Hope the information is useful. Stay safe.

I want to take a moment and recognize my good friend Edward Brennan. You've probably read by now that Brother Brennan passed away. Ed served this organization and the APWU for many, many years. No tasks were too large or small that he would take on. He was always on time, ready and eager to go. He would often hold court sharing memories and telling jokes. Whenever he greeted me, it was always with a robust "Hey Man!" Ed will surely be missed. Please join me in extending heartfelt condolences to Brother Brennan's family.

Until next time.

Eastern Region Director

Sherry C. McKnight

Grief and Loss



Greeting Brothers and Sisters

Hope this article finds you all in good health and embracing the vibrant start of 2024 with enthusiasm and optimism. As we navigate through this year, I want to reach out and share some very important information dealing with difficult situations.

GRIEF AND LOSS

Grief is what we experience after significant loss. Grief is not just a feeling, it's an emotional process you may go through after major loss. While it's often associated with death, you can also grieve other loss, like relationships, friendship, or even an old job or school.

Grief looks different for different people, and there is no right way, wrong way, or no amount of time to grieve. Some describe grief in a wave

intense and close together soon after a loss, then smaller and less frequent later. Others may experience a wave of grief long after a loss, out of nowhere, however it shows itself, grief can have significant impact on your mind, body, and relationships.

There are two types of grief:

Normal or uncomplicated grief: This is when the feeling of sadness associated with grief becomes easier to manage over time, doesn't affect your daily routine and you can learn to cope with them.

Complicated grief: This is when feeling sad, despite giving yourself a decent amount of time to recover, doesn't stop and affects your ability to follow your daily routines or enjoy life.

When grieving you may have a lot of feelings such as shock, despair or even relief. Typically grief is categorized in five stages:

Denial, Anger, Bargaining, Depression and Acceptance.

Related emotion, moods, and life challenges:

Anger, Sadness, Relationship issues & breakups, Guilt.

RELATED CONDITIONS

There are several mental health conditions that are connected to grief and loss. Acknowledging and working through the grieving process rather than trying to ignore your feelings

may help to prevent or reduce the effects of these.

Prolonged Grief Disorder
Posttraumatic Stress Disorders (PTSD)
Depression
Substance Use Disorders (SUD)

How should I deal with it

Experiencing a big loss can leave you feeling shocked and disoriented. It's important to give yourself time and allow yourself to feel what you feel. Don't judge yourself for your feelings. There are no good or bad emotions or a "right" way to feel. You may need to get past some intense feelings before you realize you're in the process of grieving.

Becoming aware of the grief and understanding that your unique reaction is valid is another important step:

You might not grieve in the same way as others, even for the same loss, and that's ok.

There are steps you can take and ways to get support from others to help you get through it.

THINGS TO TRY

Here are a few ideas of things you can do to help you work through grief and find acceptance:

Watch something funny.

For: Anger, Grief & Loss, Loneliness, Sadness, Relationship Issues & Break-ups

Spend some time with someone you love.

For: Grief & Loss, Loneliness, Sadness, Worry, Chronic health issues & disabilities, Relationship issues & Breakups

Try talking about it.

For: Opening up to friends & family, Trauma, Non-substance addiction, Relationship issues & breakups, Substance use

Seek out things that make you happy.

Grief & Loss, Loneliness, Sadness, Opening up to friends & family, Chronic health issues & disabilities.

Keep a routine that involves self-care.

For: Burnout, Sadness, Chronic health issues & disabilities, Workplace Issues & unemployment, Relationship issues & breakups

How to Help a Loved one:

Be there in the way they need. Show you care. Be Mindful of words. Offer specific help. Check in and listen.

What can I do now:

If you're in the process of grieving, know that while things may feel very hard right now, symptoms of grief will lessen over time. Learning more about the grieve process, taking good care of and checking in with yourself, and getting the support you need can help you rebound in the way and timeline that's best for you.

