

The Philadelphia POSTAL WORKER

Vol. 31 No. 3

A Member of the APWU Postal Press Association

Third Quarter 2011

Local Placed Under Trusteeship



Mark Reeves,
Vice President

Hello Brothers and Sisters, I would like to start my article by thanking everyone who supported my re-election efforts during the recent local elections. I hope all had a safe and happy summer.

I started to write this article in early June 2011 with the thought in mind that we would finally have completed the election cycle and all of the campaigning and divisiveness that it creates would be behind us and that it would be time to move our local forward, together, for

the membership, regardless of what team or ticket you had chosen to run with or support.

That was in June. As I am sure all of you are aware things did not work out quite the way I had envisioned them working out. The transition apparently did not go well. The Local was placed into Trusteeship by National APWU President Cliff Guffey to protect the Local's financial assets from any civil liability due to the duly elected officers of the

Local being prevented from performing the duties of their elected positions. A Trial Board appointed by the National APWU ruled, after two days of hearings on the issue, the Local will remain in Trusteeship until the affairs of the Local are in order.

A Tale of Two Bills

This is a call to action. Every member needs to contact their Congressman and tell them you want them to support HR1351 introduced by Rep. Stephen Lynch (D-MA) and not to support HR2309 which was introduced by Rep. Darrell Issa (R-CA). It is imperative you, and your family members, call or write your Congressional representatives on this issue.

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New Election for President of the Philadelphia PA Area Local



Ron Jordan,
Judge of Election

The National APWU Election Appeals Committee (NEAC) stated, "It is the decision of the NEAC that a new election shall be run in the Philadelphia PA Area Local for the position of President

beginning with opening a new nomination process."

This decision by the NEAC is the result of a properly filed election appeal by former Local President Gwen Ivey that challenged the eligibility of President Nick Casselli to be nominated for, or to hold an elected office of the Philadelphia PA Area Local.

The Local Election Appeals Committee (LEAC) performed an investigation based on the appeal filed by Sister Ivey. As a result of the investigation by the LEAC, and based on the documents and evidence reviewed during that investigation, the LEAC found Brother Casselli was not eligible to hold elected office due to a violation of Federal Labor Law and so ruled.

President Casselli was informed of the LEAC's decision and he properly filed an appeal of the decision to the

National Election Appeals Committee of the APWU.

The NEAC issued a decision on Brother Casselli's appeal in a letter dated August 31, 2011. The letter stated, "After careful review of all documents and evidence provided, the NEAC denies Brother Casselli's election appeal in its entirety. The Local Election Committee decision letter dated July 9, 2011, outlined in part the reason for its decision, stating, "Brother Casselli is hereby declared ineligible [to hold office]. Upon review of the documents and evidence, the NEAC finds that a rerun election should be held. We find Brother Casselli is ineligible to hold union office until April of 2012, and we find that permitting him to be on the ballot was improper and an error in the nominations process."

Based on the decision of the NEAC President Casselli was removed from the office of President of the Philadelphia PA Area Local APWU.

Nominations for the office of President shall take place at the September General Membership Meeting on Thursday, September 15, 2011. □

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The opinions and views expressed in this paper are those of the writer and do not necessarily represent the opinions of the Editor or the Executive Board of this Local.

Send all communication to the Editor at the above address or via e-mail to editor@phillyapwu.com.

Articles must be submitted by the second Thursday of the month. They must be typed. Letters must be signed. Name withheld upon request.

Visit our web site at
www.phillyapwu.org

Trusteeship

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Both of these bills address the dire financial situation of the USPS, however, one of them carefully considers all aspects of what has caused the financial problems of the USPS and provides sound solutions to those problems, the other bill does not address the root causes of the financial problems of the USPS and would result in the closing of many Post Offices and an attack on the collective bargaining rights of postal employees.

The financial problems of the USPS are caused in part by a major drop in mail volume. However, the measures the USPS has already taken to reduce the workforce and increase productivity have gone a long way in addressing the drop in volume. If a drop in volume was all we were dealing with we would be doing just fine. What is causing our billion dollar losses is not the drop in mail volume but rather a result of accounting issues the USPS cannot correct without action by Congress.

The biggest culprit to our multi-billion dollar losses the past three years

is the \$5.5 billion payment the USPS is mandated by law to pay to pre-fund future retiree health benefits. This payment is a result of the 2006 Postal Accountability and Enhancement Act (PAEA). Let me be clear, this pre-funding mandate requires the USPS to fully fund health benefits for the next 75 years, meaning USPS is funding this plan for future employees who aren't even born yet. No other public or private employer is mandated by law to make these payments or pre-fund future retiree benefits, only the USPS. If not for this payment the USPS would not have posted losses over the past three years but would rather have turned a \$600 million profit.

The other accounting issues causing the loss of funds to the USPS is the manner in which payments into the two retirement systems, Federal Employee Retirements System (FERS) and Civil Service Retirement System (CSRS), have been calculated. This has caused the USPS to overpay into FERS by \$6.8 billion and into CSRS by \$55 to

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General Membership Meeting

**Thursday, October 20, 2011
7:30 p.m.**

**864 Main Street
Darby, PA 19023**

Shuttle Service from Lindbergh
to the
Union Hall Available

Following Meeting: November 17, 2011

Light Refreshments Will be Served

No Meeting in December

It's That Time of Year - APWU Scholarships



**Stacey
Franklin,
Treasurer**

Hello brothers and sisters! It's that time of the year for APWU members to obtain as much financial assistance as possible to help your children or grandchildren in funding their education.

Every year the APWU rewards 10 students with a scholarship that can be used to attend a four-year undergraduate program at any college or used to receive certification (technical, industrial, or vocational) at any vocational school. Recipients are selected based on academic performance, and they must be

the child or grandchild of an active or retired APWU member.

The Hallbeck award is used toward a four-year academic program at a college or university of the students' choosing and each recipient will receive \$2,000 per year for up to four years of study. There are 10 students selected for this award, one male and one female recipient from each of the five APWU regions (Central, Eastern, Northeast, Southern, and Western).

The Vocational award is used to receive certification for a specialized skill or trade and each recipient will receive up to \$3000 (\$1000 annually) for eligible programs that can be of a nine month to three-year duration.

The scholarships are open only to high school seniors. Interested applicants can only apply for either the Hallbeck or Vocational scholarships, not both. You can view or download a copy of the application by visiting the National APWU website at www.apwu.org. The APWU must receive completed applications by March 15, 2012.

Union Plus Scholarship

The Union Plus Scholarship Program was created by the AFL-CIO and awards scholarships to union members and their families to attend college, trade, or technical schools. The awards range from \$500 to \$4000. Union Plus also offers college prep test discounts, educational rebates, and National Labor College scholarships. Any member of the APWU can apply for this scholarship in conjunction with any other scholarship opportunities. Your APWU membership entitles you to participate in this program and many other programs and discounts offered by Union Plus. Union Plus also offers APWU members a free scholarship search that contains a database of more than 3,700 scholarships. Visit the website www.unionplus.org to view all available discounts or to download a copy of the scholarship application. All applications must be postmarked by January 31, 2012.

Pennsylvania AFL-CIO Scholarships

Our Local is also affiliated with the PA AFL-CIO and that entitles you to apply for this scholarship opportunity as well.

The PA AFL-CIO offers an essay scholarship that is divided into three categories: Graduating High School Seniors, All Post-Secondary Students, and affiliated Union Members Attending an Accredited Institution. First place

awards \$2000, second place awards \$1000, and third place awards \$500. You can view or download a copy of the application by visiting the website www.paafclcio.org. All applications must be received by January 31, 2012.

You can only apply for one of the APWU scholarships, either the Hallbeck or Vocational awards, but in addition to your APWU selection, you can also apply for the Union Plus and PA AFL-CIO scholarships. Any member that is interested in receiving an application can visit any of the websites listed above or you can contact the Treasurer's office and copies will be mailed to your current address.

COPA

The Committee on Political Action (COPA) fund uses our donations to support candidates for public office who stand up for postal workers. The COPA fund has the potential to affect the outcome of important congressional races.

In these times we need as many members of congress that we can get to not only support postal workers, but to stand up and preserve our jobs. Representatives like Darrell Issa, Republican Congressman representing California's 49th District and the Oversight and Government Reform Committee Chairman, is trying to do the exact opposite. He has placed a bulls-eye target on postal workers as if we are on his dart board. Within hours of being elected in November of 2010, one of his first public statements to the press was that there are too many post offices and too many postal workers. He started in 2010, laying the foundation for his anti-postal agenda and now he is trying to build a platform of privatization, brick by brick.

Rep. Issa states that the Postal Service has out of control labor costs and excess infrastructure, and that something must be done now to avoid an expensive government bailout.

Congressman Issa has no problem making statements in reference to the USPS being wasteful when it comes to labor expenses. However, he makes no mention to the public that the \$82 billion that the USPS has overpaid into the Civil Service and Federal Employee Retirement Systems not only caused the agency to be placed into this bleak financial situation but the excess money that was paid by the USPS is used to subsidize other federal agencies' pensions, which should have been funded by taxpayer dollars, as stated by Senator Tom Carper (D-DE).

Rep. Issa's statements intentionally mislead the public to the conclusion that since we are a government agency we rely on taxpayer dollars to operate. The public, fearing that their taxes will be raised to support the USPS, will then jump on his anti-postal worker bandwagon thus driving us closer down that dark road of privatization. Rep. Issa's deceptive tactics is one of the reasons that prompted our National President, Cliff Guffey, to air a commercial informing the public of the truth about how the postal service operates.

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Employee Rights During Investigations by Inspectors or OIG Agents.



Gene Chieffo,
Director of
Industrial
Relations

removal.

Investigations by postal inspectors or OIG agents usually concern alleged employee misconduct in the workplace, but they also may relate to alleged violations of the law that could result in criminal charges. Whenever inspectors or OIG agents seek to interrogate an employee, the matter should be treated very seriously. Employees should always assert their right to assistance from a union representative. It is also important that employees be alerted not to give oral or written statements to OIG agents or inspectors unless they first have obtained advice from their steward and/or their attorney.

Before submitting to questions employees should confer with a union representative, and ask inspectors the nature of the investigation. If the investigation potentially relates to a criminal offense, the steward should advise the employee to immediately inform the postal inspectors or OIG agents that he or she wishes to consult with an attorney before proceeding.

Even when employees are told that what they say won't be used against them, if the matter under investigation is criminal in nature, the steward or the employee should advise the inspectors or OIG agents that the employee wishes to contact an attorney.

Under no circumstances should an employee sign any form or make any statement until he or she has consulted with an attorney. Even if an employee's statement isn't used, the employee may be charged in a criminal proceeding.

Keep in mind that inspectors and OIG agents are seeking information that is likely to lead to discipline and/or criminal charges. It is important to have a steward present to provide advice and to actively assist employees during an interrogation. The steward should attempt to clarify the facts, and assist the employee in articulating an explanation. If the steward discovers that the employee is under arrest or is a suspect in a crime, or if the steward believes that the employee may be a subject of a criminal investigation, he or she may appropriately advise the employee to remain silent and refuse to sign any statements or forms until he or she has consulted with legal counsel.

Usually, visits by postal inspectors or Office of the Inspector General (OIG) agents are unannounced. They often catch employees by surprise, and sometimes cause them to panic. Our stewards

and officers are doing an excellent job of defending union members, but this article should remind employees of their rights. After all, when you exercise your rights to the fullest, you help protect yourself the most. And unfortunately, postal inspectors and OIG agents have persisted in conducting overly zealous investigations that have resulted in employees being wrongly accused and issued a notice of re-

The Courts and CBA Rights

Employees should become familiar with their rights under applicable provisions of the Collective Bargaining Agreement (CBA), and with landmark court decisions that come into play during workplace interrogations, such as the Weingarten ruling and the Garrity and Kalkines warnings.

Article 17.3 of the CBA states in part, "If an employee requests a steward or Union representative to be present during the course of an interrogation by the Inspection Service, such request will be granted" and the postal service has acknowledged that this requirement applies equally to the OIG.

The right to assistance from union representatives during investigatory interviews was upheld by the U.S. Supreme Court in 1975 in *NLRB v. J. Weingarten Inc.*, 420 US 251. The Weingarten rule affords an employee a right to representation during any investigatory interview that he or she reasonably believes may lead to discipline. I can't stress this point enough, employees must request union representation since management, postal inspectors or OIG agents are not required to notify them of their right to representation.

The Weingarten decision specifically provides that an employer must choose among three options once an employee requests union representation: (1) grant the request and delay questioning until the union representative arrives; (2) deny the request and end the interview immediately; or (3) give the employee a choice of (a) having the interview without representation; or (b) ending the interview.

The Warnings

During investigative interviews with employees OIG agents may provide warnings that are based on several court rulings, including *Garrity v. New Jersey*, 385 U.S. 493 (1967) and *Kalkines v. United States*, 473 F.2d 1391 (Ct. Cl. 1973), these cases relate to the principle that public employees cannot be disciplined or discharged because they invoke their Fifth Amendment privilege against self-incrimination.

In the *Garrity* ruling, the Supreme Court concluded that because employees were coerced by the employer's threat of removal if they invoked their right against self-incrimination subsequent prosecution of the employees could not rely on statements of the employees or the "fruits" of such statements. The case now stands for the principle that using

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Local Placed Under Trusteeship

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\$75 billion. When a business overpays its obligations it seeks, and is entitled to, a refund. It should be the same for USPS and should not be denied simply because it will make Congress' books look worse. The returned money could be applied to the pre-funding requirement of the PAEA and to repay the money the USPS has borrowed from the Treasury on the \$15 billion credit line established under the PAEA.

HR1351 - The "United States Postal Service Pension Obligation Recalculation and Restoration Act of 2011" would give desperately needed financial relief to the USPS. The bill would call for the Office of Personnel Management (OPM) to recalculate the USPS payments to FERS and CSRS using updated methodology and states that if overpayments are found during OPM's recalculation, any surplus would be transferred to the USPS. This bill addresses the root causes of the financial problems of USPS and corrects them and does not attack the rights of workers to collectively bargain.

HR2309 - the "Postal Reform Act of 2011" does not address the overpayments into the FERS and CSRS retirement funds, nor does it address the \$5.5 billion per year payment requirement to pre-fund future retiree health benefits. This bill would create a commission that would order \$1 billion in post office closures the first year of its existence and \$1 billion in facility closures the second year. This commission would be empowered to unilaterally cut employee wages, abolish benefits, layoff workers, increase employee contributions for healthcare and life insurance and eliminate the right to collectively bargain for these benefits in the future.

Let me reiterate the importance that every member needs to contact their Congressman to support HR1351. Go to the National APWU web site at www.apwu.org to find out who your Representative is and how to contact them. Additionally, every member should have received a card in the mail from the National to send to their Congressman. Please put a stamp on the card and drop it in the mail, your job and your livelihood may depend on it.

Local Negotiations

At a special Executive Board Meeting conducted in July I was tasked with assembling the Local Negotiating Committee to prepare for local negotiations of our Local Memorandum of Understanding (LMOU). There are 22 specific items that can be negotiated during this time. They can be found in Article 30 of the Collective Bargaining Agreement (CBA). These items range from additional or longer wash up periods to reassignments and postings.

Our committee was comprised of the following local officers: Vice President, Director of Industrial Relations, Recording Secretary, the Craft Directors and Assistant Directors of the Clerk, Maintenance and Motor Vehicle Crafts along with Ken Prinz, NBA for the Motor Vehicle Craft, Joe Smith, National Arbitration Advocate and Jeff Renfroe, Pennsylvania Postal Workers Business Agent and Tour Two Chief Steward.

The committee started meeting in July preparing for negotiations, thoroughly reviewing our current LMOU, discussing and preparing possible proposals for discussion at the

negotiating table. The assembled committee performed an excellent job and I would like to thank them all for their time and contributions in this endeavor.

Based on the terms of Article 30 of the Collective Bargaining Agreement as well as the Memorandum of Understanding titled, Local Implementation, the Philadelphia PA Area Local has decided not to open the Local Memorandum of Understanding for negotiations. The Local was not provided written notification from the Postal Service of its intent to invoke the local implementation process prior to August 15, 2011. Due to the fact that neither party provided written notification of its intent to invoke the local implementation process prior to August 15, 2011 it is the position of the Philadelphia PA Area Local that the current LMOU shall remain in full force and effect during the term of the 2010 Collective Bargaining Agreement. □

Scholarships

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We cannot afford to continually have members of Congress like Rep. Issa be the voice of postal workers. It is more crucial than ever that we garner as much support as we can to ensure that when the public hears a voice speaking about postal workers, their voice sounds like our voice. You can make a lump sum donation or donate as little as \$1 a pay period through PostalEASE automatic payroll deductions. A COPA donation is like purchasing job insurance. We encourage you to donate to COPA to protect your investment, your job; and for as little as \$26 a calendar year this is probably the least expensive insurance you will probably ever purchase. For more information about how to donate to COPA please contact the union hall or visit our National APWU website www.apwu.org.

Current Mailing Address

It is very important to notify the Local whenever your mailing address changes, even if the change is only temporary. The Local mails the quarterly newsletter, correspondence to keep the members informed of various events, legislative information and the annual calendar. We want to make sure that every member receives a copy of every mailing. Sometimes, the address you have on record with the USPS may not match our database, for various reasons, and this can cause a delay or non-receipt of important information. If you have noticed that you are receiving your mail from the Local late, or not at all, please call the Treasurer's office so that your address can be updated.

In closing, I would like to thank everyone for his or her continuous support in reelecting me to the Treasurer's position. I am committed to this Local, to its' members, and to the overall improvement of our structure. There have been many changes to reduce expenses and there will be many more. This ongoing and continuous process will strengthen our foundation. We have recently faced and endured many challenges to any union's ultimate goal, which is unity, but if we remain unified we can accomplish anything together. In Solidarity! □

Clerk Craft Report



**Lisa
Heinemann,
Clerk Craft
Director**

I would like to thank all of you for your support during the election and for your continued support now. It is very hard to stand back and look at the situation the Clerk Craft is in, not only

on the national level but more importantly on the Local level. Plain and simple, the Clerk Craft has been under attack by postal management for at least the last three to six years, and in all honesty it is only going to get worse.

One of our biggest hurdles is that most sorting operations have been or are being automated. The Postal Service continues to create new machines

and tries to upgrade the old ones with the goal being to replace all manual operations. The employees taking the hits are the clerks. Management is constantly looking for ways to save money, and the fewer employees they have to pay the better.

The Postal Service is not only attacking clerks on the work floor by cutting jobs, but is also attacking postal workers in Congress. There are numerous pieces of legislation attacking postal workers, on the other hand there is legislation proposed that would help make the Postal Service solvent financially by returning the large overpayment in the pre-funding of the future retirees' health benefits. We have to educate ourselves about pending legislation and more importantly we have to take action. We have to contact our elected officials and let them know what we want them to do for us.

Management Games

No matter where the attacks are coming from the most important thing we have to do is stay together through this fight. It is horrible the way management has disrupted the employees' lives time and time again changing jobs, it seems, almost every six months. The worst thing is we know it will happen again. Management is supposed to give employees, and the union, at least six months notice when planning a change. However, management plays on a few words in the contract where it says, "whenever possible." Apparently it is impossible for management to ever plan anything that doesn't happen last minute because in the end management gives employees very short notice. Almost all of the time it is just a few days notice, and the day they issue letters to the employees is usually the day they notify the union. It is very hard to fight something you don't see coming and then, in the end, have to fight after the fact. Rest assured the union will continue to do everything in our power to fight these management actions, or inactions, by filing grievances, unfair labor practice charges and through whatever means necessary to enforce our contract and protect the rights of our members.

In Unity There is Strength

I hope that as a union we will stay united in this fight for our jobs and our livelihoods. It is very important to stay

strong through these tough times. As one of my favorite Presidents, Abraham Lincoln said, "A house divided against itself cannot stand." These words ring truer now for this Local when thinking of the current events that have taken place. We need to be unified and stand together in this fight. We have seen what happens when there is division amongst the membership and the leadership of our union. We are all entitled to our own opinions, but when it comes down to it we must stand together strong to succeed. If we don't we are destined to fail.

I will do my best to try to resolve the issues plaguing the clerk craft locally. At the Plant I have been made aware of some overtime issues, amongst other things. At the stations, safety remains a major issue in making sure that clerks are not forced to work by themselves. Staffing remains a major issue Installation wide.

OTDL Information

There Seems to be some misconceptions about how overtime is administered. First off, the only Overtime Desired List (OTDL) that does not rotate is the 10 and 12 hour supplemental OTDL, all other OTDL's rotate by seniority. Remember, you must be present and available to hear the overtime call to be eligible to work the OT; if you aren't present you are bypassed in the OTDL rotation. Once bypassed in the rotation you will not be eligible in the OTDL rotation until the list comes around to your name again. Management, not the union, is responsible for the administration of overtime, which includes making the overtime call properly and keeping track of the overtime rotation. The union is responsible for ensuring management is following the contract when it calls overtime.

Two weeks prior to the start of each calendar quarter full-time regular employees desiring to work overtime during that quarter shall sign your name on your section OTDL; and if you sign your section OTDL you may also sign the supplemental OTDL to work OT in other sections. After the sign-up period there are only two situations in which your name can be added to the OTDL: 1) if you have been out on an extended absence and missed the sign-up period; 2) if you bid into a new section you have 10 days in which to sign the OTDL for your new section. Remember when you sign up for the supplemental OTDL you must specify the areas and skills in which you are qualified and able to perform work.

I ask that members first bring any issues to the union steward in your area. If it seems that your issue is not being addressed or you cannot locate a steward please contact the union hall and we will make sure your issue is addressed. I look forward to both representing and working with our membership, where together as one united union we will make progress on all issues facing our union membership.

Stand tall! Stay strong! Stand united in solidarity! □

Philadelphia PA Area Local Election Results

Below are the results from the 2011 Philadelphia PA Area Local Election of Officers. These results do not reflect the outcome of any election appeals that were filed.

President:

Gwen Ivey	446
Nick Casselli	469

Vice President:

Mark K. Reeves	468
Larry C. Henderson	430

Director of Industrial Relations:

Eugene Chieffo, III	451
Byron Murdaugh	437

Treasurer:

Stacey R. Franklin	419
Olivia Silva	377
Blair Lawrence	108

Recording Secretary:

Regina Fuller	435
Linda Gargon	467

Sergeant-at-Arms:

Charles Pinkney, Sr.	470
John J. Mckeown, Jr.	412

Trustee:

Gerald Patterson	414
William O. Leopold, Jr.	376
Phyllis Wade	169
June Cohen	396
Sandra Tsaras	404
James Harrell	307
Janet Butler	318
Clarissa Roberts	96

Clerk Craft Director:

Mike Evangelist	299
Lisa Powell Heinemann	346

Assistant Clerk Craft Director:

Laurence C. Love	337
Kim Dixon	305

Maint. Craft Director:

Kenneth Lester	72
Bob Wells	78

Assistant Maint. Craft Director:

Robert E. Austin (Muhammad)	78
Jonathan Diaz	72

Motor Vehicle Craft Director:

Wilbert T. Weems	69
Joe Brydges	48

Asst. Motor Vehicle Craft Dir.:

Greg Jackson	110
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Tour 1 Lindbergh

Chief Steward:

Debbie (Connie) Lee	107
Lamont Burroughs	27

Tour 2 Lindbergh

Chief Steward:

Jeff Renfroe	66
Joe Curtis	39

Tour 3 Lindbergh

Chief Steward:

Debbie Newsome	35
Nancy Rolling	101

NE Philadelphia Stations

Chief Steward:

Dennis Sullivan	77
Cynthia Heyward	27

NW Philadelphia Stations

Chief Steward:

Miguel A. Afanador	13
Percy D. Goldsby	8

Central & South Philadelphia Stations Chief Steward:

Tabitha Parr	9
Connie Faison	13

West Philadelphia Stations

Chief Steward:

Atiyah Ivey	41
Cherl Clayborn	21

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Employee Rights During Investigations by Inspectors or OIG Agents.

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the threat of discharge or any other substantial economic penalty against public-sector employees during an investigation of potentially criminal matters is coercive, and any consequent disclosure is inadmissible in a criminal trial.

The Kalkines case dealt with a federal employee who refused to answer questions based on his Fifth Amendment rights. The Court held that although the employee could not be discharged for invoking this right, "a government employer is not wholly barred from insisting that relevant information be given; the public servant can be removed for not replying if he is adequately informed both that he is subject to discharge for not answering and that his replies, and their fruits, cannot be employed against him in a criminal case."

In other words, employees who are given immunity from prosecution should not expect to rely on their Fifth Amendment rights as justification for refusing to answer questions; if they decline to answer questions, the government may discipline them for failing to cooperate with the investigation. Of course, such discipline is subject to appeal through the grievance procedure.

When an OIG agent presents an employee with a Kalkines warning - which allegedly conveys a grant of "use immunity" - it is appropriate to ask for the name of the U.S.

Attorney who authorized the grant of "use immunity." In the absence of corroboration that such immunity was actually granted, a steward may advise the employee to not sign the Kalkines Warning until he or she has consulted with legal counsel.

The most important thing to remember when you are questioned by postal inspectors or the OIG is that you have the right to request a union representative. No one should face an Inspection Service or OIG interrogation without the assistance of a union representative or a private attorney. APWU representatives are trained to assist employees in these circumstances. □

