



THE SPRINGFIELD RIFLE

EDITOR: DIANA KIRKLAND | ASSOCIATE EDITOR: JESSICA DEL NEGRO

APWUSAL.ORG SEPTEMBER 2018

Your Voice Counts

Our country is in turmoil right now. We are divided on almost every front. Whether it is kneeling at games, a woman's right to choose what to do with her body, health care and how it is funded, our rights to organize, collective bargaining, the list goes on and on. What gets lost however is the fact that we can agree to disagree without biting each other's heads off and threatening bodily harm. Somehow divisiveness has taken over and turned this country upside down. It seems that gone are the days when we could sit down and look at both sides of the discussion and work things out. Is it all just a lost cause? When will civility and common decency make a comeback? It's time that cooler heads once again prevail. The word UNION in and of itself signifies unity. The ability to come together in spite of our differences. To work toward a common goal. Diversity is the spice of life, but unity is the very glue that can and should hold this very delicate fabric we call life together. Local 497 unite, stand tall. Stand proud. Stand Union Strong. Together we can overcome any obstacle that might fall in our path. Let's stand as one. Together, let's make our voice count!

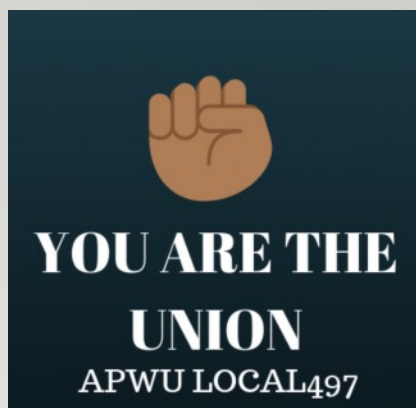
In Solidarity,
Diana Kirkland
Editor



Oops, I Forgot My Wallet

We all have that one friend, you know the one I'm talking about. The one that always shows up at the barbecue empty handed, but leaves with a couple of plates of food. Or the one that somehow manages to leave their wallet home when going out for a night on the town. Or how about this one, I forgot to stop at the ATM. There is always someone not willing to carry their own weight. The same thing goes for union scabs. First one at the table, eats the most, drinks the most, but somehow unwilling or unable to carry their own weight. In order to make this a fair fight for better wages, better work conditions, decent affordable healthcare we need to stand as one. Let's have that discussion with the freeloaders. The fight is ours collectively. It's only fair that we ALL pitch in.

Diana Kirkland
Editor



Research and Education Director

Editor Diana Kirkland challenged us to submit an article detailing what we planned to accomplish during our terms. I thought that's easy, I just want to do the job outlined in the Local Constitution.

As the Research and Education Director it is my hope to be able to make a new steward's job easier by giving them the tools to be able to do the job effectively. The training I received was to watch a twenty-minute video, I was given a log book along with the contracts. I was now a steward. Doing my first grievance was terrifying; here is paperwork I had only filled out as a grievant. I did not know what was needed in the package or where to find it. I was lucky two stewards from a different craft helped walk me through the process.

Becoming a steward is not easy for anyone. There is no magic formula to instill knowledge into anyone, but as a steward you are expected to know. The most important part of being a Steward is not to know everything but where to go to find the answer when you need it.

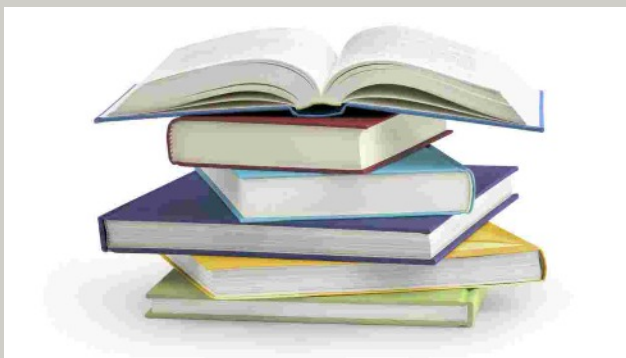
The Postal Service is constantly changing the handbooks and manuals. These changes are usually not advertised so keeping on top of these changes is another function. Over the past year the postal service has changed two manuals completely and made changes to individual portions of others. This too should be part of the job.

Working with new stewards has also been a personal learning process. I watched others in this role and thought, wow this needs to be done or that should be done to make the process better. Not assuming anything of the individual's skill set was my first lesson. Giving someone information without knowing they can use it, makes it useless. Most if not all manuals are in electronic format so some computer skills are necessary. This was my latest lesson, since the person used a computer I assumed they knew what to do with thumb drives drive they were given, not once taking into consideration that not everyone has the same skill set and ability to use computers.

Over the next three years I hope to be busy passing on knowledge and skills to a lot of those who will become the leaders of this local. It is my goal to change this office to one of strength for the membership.

In Solidarity,

Pete Mooradd



Dear Brothers and Sisters of Local 497,

I'd like to take the opportunity to welcome Diana Kirkland as the Editor of The Rifle, our Local's long-standing paper. She brings energy, ideas and the will power to produce a paper you'll want to read. The success and interest of our paper, unique to our workplace issues, requires the participation of all our members. If submitting an article is not your forte consider providing her issues or ideas you would like explored or discussed in these pages. No editor can fulfill this alone.

The position as Secretary of Local 497 entails many duties and responsibilities. First and foremost is recording the minutes of the three meetings our Local conducts each month. These meetings are defined by either our Local Memorandum of Understanding (LMOU), or the Local's Constitution and Bylaws. There is the general Membership Meeting held on the third Thursday of each month, the Executive Board meeting held monthly on various dates, and the Labor/ Management meeting held on the second Wednesday of each month. Recording the minutes of Membership meetings serves two purposes. First it documents and preserves the spending of our Local's treasury. No money can be spent without some form of authorization. When the authorization has been approved I document the who, how and why that was done. This provides legal requirements for the Department of Labor and explanation if a member inquires why an expenditure was made. There are no secret spending sprees with our money. Regarding the different forms of authorization is subject for another article. Recording of the minutes also provides an historical record of the Locals activities. The minutes from the first Membership meeting and Executive Board meeting to present are held at the Berkshire office for a member to review. This becomes a research tool when a member may want to amend our Constitution and Bylaws, learn why specific language was entered into the Constitution and Bylaws, and provide a record of the myriad of issues the Local addresses. I am responsible for keeping the Local's Constitution and Bylaws current. The Constitution and Bylaws provide the structure of how the Local is operated and must be adhered to in order to ensure consistent application and transparency for the membership. When an amendment is proposed I ensure the process is completed properly including any language changes to the Constitution and Bylaws. Copies of your Constitution and Bylaws are available online and at both offices. Additional duties include preparing agenda for meetings, maintaining the bulletin boards at the BMC and providing the 65 area offices our Local represents with the same information posted in the plant. Generally, this includes meeting notifications, informational material, any communication deemed necessary by the President or Executive Board. Each spring I update and provide information for the various scholarships available to our members and their children. Upon ratification of our (national) Collective Bargaining Agreement our Local leadership conducts meetings with management for negotiations on the LMOU. I am a member of the negotiating team and record activities of the meetings, develop proposals, counter proposals and draft final language for inclusion in the LMOU.

In closing this Local is very active for its members on many fronts, those seen and behind the scenes. As I near the end of my 30-year involvement with the Local I love I have concerns for the complacency and "let someone else do it" sentiments towards becoming involved with the Local. While being a member is admirable its continued success relies upon deeper action.

In Continued Solidarity,

Stu Kibbe

Recording Secretary



Coconut Squares



By Paul Norman



I was in the restaurant business for a few years before coming to work at The Post Office. I've always enjoyed cooking, and for years would bring in baked goods to be shared with my coworkers. I received a lot of compliments for this particular recipe which was passed down to me by my grandmother. It must be at least 100 years old and is quite easy to make. I hope you enjoy it!

Preheat oven to 375°

Ingredients

Crust:

- 1 cup of flour
- ½ cup of butter (1 stick)
- 2 tbsp of confectioner's sugar

Coconut Mix:

- 2 eggs
- 2 tbsp of flour
- ¾ cup of coconut
- ¾ cup of chopped nuts
- ¼ tsp of salt

Mix flour, butter and confectioner's sugar as if you were making a pie crust. Put in a small oblong pan (11' x 7 ½) or double the recipe for a 9x13 pan. Bake until light brown around the edges for 10-15 minutes.

Combine the rest of the ingredients in the order given. Mix well and place on the previously prepared crust (while still warm)

Bake at 375° for 25-30 minutes. Cut into squares when slightly cooled.

Makes 24 squares



Lack of Exercise Can Boost Cancer Risk

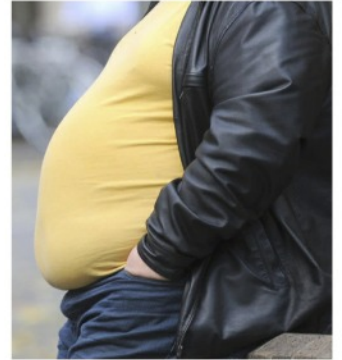
Few Americans know that inactivity can increase the risk of colon, breast and other types of cancer, a new study finds. An analysis of survey responses from 351 people revealed that while many knew a sedentary lifestyle increased their risk of heart disease (63.5 percent) and metabolic problems such as diabetes (65.8 percent), only 3.4 percent were aware it also adds to cancer risk.

The review also found low awareness that inactivity increases the risk of respiratory diseases (3.4 percent) and gastrointestinal conditions (0.9 percent). The study was published Aug. 9 in the *Journal of Health Communication*. "Many people know that not getting enough physical activity can increase your chances of having heart problems or getting diabetes. However, few people realize that inactivity can also raise their chances of getting other diseases," lead author Erika Waters said in a journal news release.

Waters is an associate professor of surgery at Washington University in St. Louis. Researchers blamed public health campaigns that emphasize the benefits of exercise on heart health and weight control without noting that inactivity increases the risk of cancer. They called for greater public education about the link between exercise and cancer risk.

More information: The U.S. National Cancer Institute has more on physical activity and cancer. -- Robert Preidt

SOURCE: *Journal of Health Communication*, news release, Aug. 9, 2018
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My friends, it is solidarity of labor we want. We do not want to find fault with each other, but to solidify our forces and say to each other: ' We must be together; our master are joined together and we must do the same thing.'

" Mother Jones



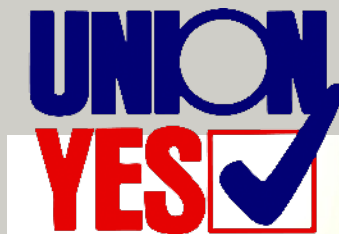
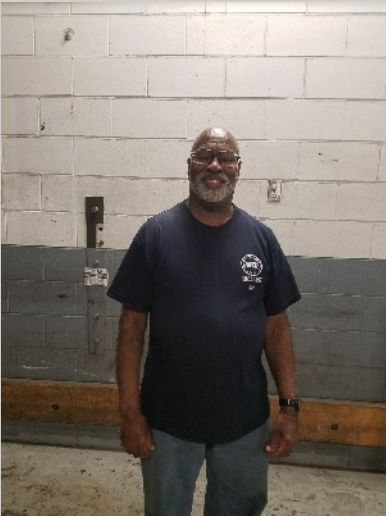
US MAIL IS NOT FOR SALE!

By Diana Kirkland



Across the country Postal Workers have been holding rallies to let the current administration know that the US Mail is not for sale! From Oakland to Augusta, in Pittsburgh and Long Island just to name a few. On Monday October 8, Postal Workers rallied at 140 sites across the nation. The White House is attempting to reform the USPS without evidence that we are no longer capable of providing the services that we have been providing for the past 200+ years.

The United States Post Office was created on July 26, 1775 and became The United States Postal Service on July 1, 1971. During this time we have provided services not only here in the United States, but worldwide. According to a Gallup Poll released in January 2018, The USPS has once again ranked #1 of all government agencies. Which begs the question, 'why fix what's not broken?'. We deliver 40% of the world's mail while receiving no funding from taxpayer dollars. This fight has not only been taken up by The American Postal Workers Union. We stand in solidarity with The National Mail Handlers Union and The National Association of Letter Carriers. Together we can win this fight!



GOOD TO KNOW!

WELCOME ALL POSTAL CRAFT UNION MEMBERS!
APWU LOCAL 497 HOSTS:
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SUNDAY, OCTOBER 21ST
10:00AM & 2:00PM
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 1124 BERKSHIRE AVE
 SPRINGFIELD, MA 01151

WEDNESDAY, OCTOBER 24TH
6:00PM
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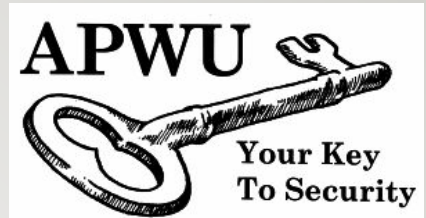
Enroll in your benefits during **Open Season**. By law, the dates for **postal** and federal **employee** health benefits enrollment **Open Season** are from the Monday of the second full work week in November through the Monday of the second full work week in December.

Questions about Open Season?
 Call us at 1-800-222-APWU (2798)
 1-800-622-2511 (TDD)
 8:30 a.m. – 7 p.m. EST/EDT
 Monday – Friday

My union card . . .

On a practical side, my union card guarantees me a decent living wage, better working conditions and time to enjoy my home and family. It shows to whom it may concern that my rights to these things are supported by many other members of my union who seek equal rights and privileges. But in addition to the practical values, my union card carries me into the thoughts and sympathies and the fellowship of thousands of other men and women facing similar tasks each work day. My card entitles me to the great fund of knowledge and experience which forms the sum total of our union. It gives me

confidence in the future, come prosperity or depression. It promotes the sisterhood and brotherhood of all members through honest work, fair bargaining, "live and let live," and just reward for all. It stands for self-support and mutual advancement . . . in brief, unending progress. In addition, it gives me social contacts with men and women of mutual interests, permits me time for cultural pursuits and spiritual thinking. I have chosen my life work. My union membership makes this work complete. —The Carpenter



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2.	\$2	\$3
3.	\$3	\$6
4.	\$4	\$10
5.	\$5	\$15
6.	\$6	\$21
7.	\$7	\$28
8.	\$8	\$36
9.	\$9	\$45
10.	\$10	\$55
11.	\$11	\$66
12.	\$12	\$78
13.	\$13	\$91
14.	\$14	\$105
15.	\$15	\$120
16.	\$16	\$136
17.	\$17	\$153
18.	\$18	\$171
19.	\$19	\$190
20.	\$20	\$210
21.	\$21	\$231
22.	\$22	\$253
23.	\$23	\$276
24.	\$24	\$300
25.	\$25	\$325
26.	\$26	\$351
27.	\$27	\$378
28.	\$28	\$406
29.	\$29	\$435
30.	\$30	\$465





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(413)543-1146



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Maria Jiminez	T2
Neil Thomas	T2
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Nancy Kenyon	T3
Tammy DeMars	T3
Don Brin	T3
Dave Bogacz	T3
Deb Roberts	T3
Diana Kirkland	T3
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Jackie Ciak	T3
Ebony Mutcherson	T1
Jim Long	T1
Deb Koscielski	T1
Emma Lucas	T1
Jermaine Norfleet	T1
Charlene Lussier	T1
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Jeffrey Laing	MSS
David Jones	T2
Stu Kibbe	T3
Michelle Sammataro	T3
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Enid Rivera	T1
Shaun Heady	T1
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Pete Mooradd	T2
Neil Thomas	Pittsfield
Andy Mayo	Agawam

MVS Stewards

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Hector Torres	T1
David Sims	T1
Dennis Reyes	T1
Tom Brown	T1
George Scott	T2-T3
Maureen Hickson	T2
Justin Lincoln	T2
Robert Burnup	T3
Gerson Carasquillo	T3
Dan Rosso	T3
Robert Hyde	T3
Adrian Piris	T3

