

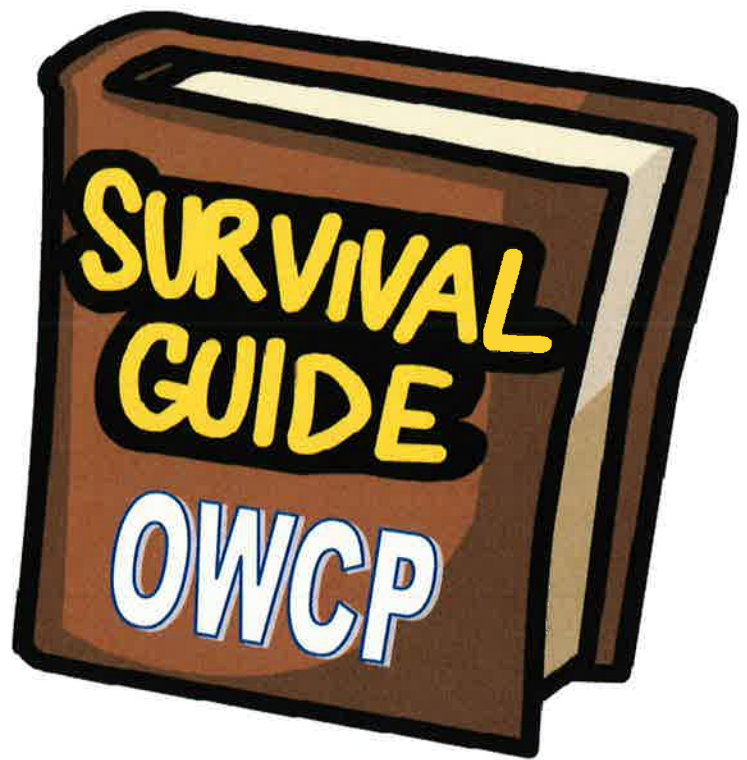
The official publication of Milwaukee, WI Area Local APWU, AFL-CIO

APRIL 2017

Volume 39 Issue 4

What To Do When Injured At Work -SPECIAL EDITION-

Bob Wood's



Milwaukee Wisconsin Area Local

Big Bend	Brookfield	Burlington	Butler	Cedarburg	Cudahy	Darien
Delafield	Delavan	East Troy	Elkhorn	Elm Grove	Franklin	Fredonia
Germantown	Grafton	Greendale	Hales Corners	Hartford	Hartland	
Jackson	Kewaskum	Lomira	Milwaukee	Menomonee Falls	Mequon-Thiensville	
Muskego	Mukwonago	New Berlin	Oak Creek	Oconomowoc	Oakfield	
Okauchee	Pewaukee	Plymouth	Port Washington	Salem	Slinger	S. Milwaukee
Sussex	Wales	Walworth	Waterford	Watertown	Waukesha	Whitewater



**Paul McKenna
President**

As some of you know, Milwaukee APWU Vice President Bob Wood retired on March 31st, 2017.

Bob has a long history of serving the Milwaukee Membership for many years. He started his Postal Career in April 1984 as a machine operator on the old BCSs. Shortly after beginning his career, Bob started his union career as a steward working in automation and held an Executive Board position as Automation Director before becoming Vice President under President Ed Peters.

In 1993 when President Peters retired, Bob ran for President against Robbie Youngbluth, but lost that election. Even though he lost, Bob remained active in the union for years after that in various roles. Then in 1997, I successfully ran for President and Bob continued in his union career as a steward and helped members in workers compensation issues.

In 2001, Bob ran against and beat me for the President position and remained President for two years until I again challenged Bob for the job and was re-elected President. At this time in both of our careers, I don't think there was much love between us, but over the years we put aside our differences and worked together to im-

A Bit Of Milwaukee APWU History

"From all of us at the Milwaukee APWU, we would like to thank Vice President Bob Wood for his 30 plus years of dedication ..."

prove the working conditions of our members. Throughout the years, Bob continued to be active in the APWU.

In 2005, Mark Ferrari was Vice President and decided to run against Local Business Agent Dale Enk. Mark won that position and Bob Wood was elected to Vice President. He has held that office ever since. Over the years, Bob became more passionate with helping our members when they were injured at work.

He became more involved in Worker Compensation claims for our members who were having troubles getting their claims approved. Bob has become "the expert" on Injury Compensation claims within the Milwaukee Area Local. Ever since Bob announced his retirement concerned members have been asking, "Who is going to do Injury Compensation now?"

No one in the Local can fill Bob's shoes (at this time) when it comes to Injury Compensation so we have worked out a temporary solution. Bob will be available at the hall every Monday morning to continue to help those who have suffered from work related injuries.

The Hi-Lites staff has also included "Bob Wood's OWCP Survival Guide" within this month's Special Edition of the Hi-Lites. This "Survival Guide" is a collection of

many different articles that Bob has written over the years regarding Workers Compensation. We hope that it will be a helpful resource and point you in the right direction if you are ever suffer from a work related injury.

All of us within the Milwaukee Area Local would like to thank Vice President Bob Wood for his 30 plus years of dedication to his union family. Now its time for Bob to spend time with his family and enjoy a long well deserved retirement.

Thank you Bob!



Telephone Directory

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Greg Becker
South Sectional Director

In my years as a Steward in the Milwaukee Area Local, I have frequently been told by Station and A.O. Clerks that they are hesitant to request a Steward because management will find out and make their days difficult. As a Clerk, I understand how this intimidation tactic works at some Stations and A. O.'s.

The Clerk feels that once the Steward/Union is requested, their Supervisor will let them know that "they shouldn't have gotten the Union involved!" If management retaliates in any way in response to your request, their action could lead to another grievance and/or to a National Labor Relations violation of Section 7 or 8 of the National Labor Relations Act.

On many occasions, Clerks have informed me that their supervisor has discouraged them from requesting a steward by telling the Clerk that they don't need the Steward/Union and that the Supervisor will take care of the Clerk's problem/question. This is a clear violation of the contract!

If a clerk requests a Union Steward, Management must contact the Union/ Steward to arrange for that Clerk to consult with his/her Steward in a timely manner.

You Have A Right To A Steward

"...it is always advisable to request a Steward if you believe that your rights have been violated. "

Sometimes, the Supervisor will demand to know the details of why the Clerk is requesting a Steward. Clerks are not obligated to tell the Supervisor any more than a "general nature" reason for their request. Responses such as problems with "wages," "hours," or "working conditions" should be sufficient to satisfy the "general nature" requirement. No further explanations may be required under the contract.

Supervisors also cannot require you to divulge confidential information that you would tell your Steward. If management asks, inform them that your Steward will divulge what he/she deems necessary at the Step one meeting of the grievance procedure. Then let your Steward know that your Supervisor is demanding to know information that he does not have a right to know.

Furthermore, if you are requesting a Steward in regard to a health related issue, management would be violating the law by requesting to know the diagnosis or prognosis of your medical condition.

A Clerk must never divulge any diagnosis (what's medically wrong) or prognosis (probable course of an illness) to someone in management.

Only health professionals have a right to know (when warranted) and can see medical documentation that includes a diagnosis or prognosis.

FMLA certifications do not require a diagnosis or prognosis because management personnel have a right to request your FMLA certification.

The role of a Union Steward is to investigate whether a grievance exists in regards to wages, hours, or working conditions in accordance with the National Agreement, Handbooks and Manuals, and the Local Memorandums of Understanding. Members should always request a Steward whenever a question and potential grievance over wages, hours, and working conditions develop at your Post Office.

- ◆ In summary, it is always advisable to request a Steward if you believe that your rights have been violated.
- ◆ Never allow your contractual rights to be minimized by any management personnel or allow your supervisor to make the determination if you need a Steward.
- ◆ Additionally, never give information on your medical diagnosis or prognosis to anyone other than the medical professionals.

And most important, if you are ever called into a meeting with management that you feel could possibly lead to discipline, you should state the following which is known as your Weingarten rights: "If this meeting could in any way lead to me being disciplined or terminated, or affect

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my personal working conditions, I respectfully request that my Union representative, officer, or steward be present at this meeting." Upon your request for a steward, management must arrange for you to be represented by a Steward or terminate the meeting. Do not participate by answering questions until your steward is present. You may ask to meet privately with your Steward before the meeting takes place. If you have any questions about this article or any other topic, contact me at 414-530-3449. Thank you.



Jeff Worden
Vice President

On April 28th of every year the unions of the AFL-CIO unite in observance of "Workers Memorial Day". It's the date set aside to remember those who have been injured or killed from "on the job" accidents.

Each year more than 700,000 workers are injured or killed due to work related hazards. The union continues to fight for safer work places and the enforcement of current regulations that govern work place safety.

Worker's Memorial Day, however, should be more than a day of remembrance; it should also be a time to renew our fight for strong safety and health protections. It is important that we stand firm to enforce the current safety and health rules for ALL workers.

Especially since the Trump administration has already repealed Execu-

tive orders governing workplace safety. It has also proposed a draconian budget that will defund other workplace safety offices like OSHA.

Former (Ret) APWU National President William Burrus stated "Workers Memorial Day is an opportunity to focus on reducing the toll of job injuries and deaths and on keeping good jobs in America".

This year the theme for Workers Memorial Day is; "SAFE JOBS SAVE LIVES-OUR WORK IS NOT DONE."

While the Milwaukee Area Local union hall has been the headquarters for this event for many years, this year the prayer vigil will commensurate at Our Lady Of Lourdes Church.

The church is located at 3722 S. 58th St (near the corner of 60th and Forest Home). The prayer/vigil services will start at 4:00 pm.

A dinner, with guest speakers, will be held at the Milwaukee County

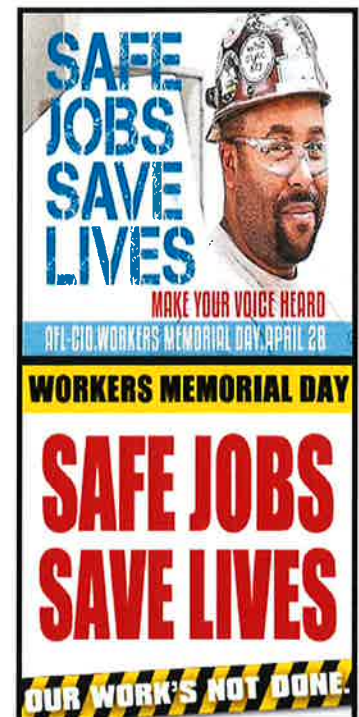
Workers Memorial Day

"...this year the prayer vigil will commensurate at Our Lady Of Lourdes Church"

Labor Council (which is located at 633 S. Hawley rd.) immediately after the prayer vigil service.

If you have any questions you may call the Milwaukee County Labor Council at (414) 771-7070 or the union hall at (414) 273-7838.

Take Care.





Chris Czubakowski
North Sectional Director

Now that American taxpayers are on the hook to build an 18 billion dollar wall along the Mexico Border (was anyone so naïve to believe otherwise), I can't help but wonder how many border state construction companies that employ illegal workers will be given our tax dollars to build it.

My guess would be most, if not all, as a vast underground labor network permeates the skilled trades of that region. Thus, illegal workers will end up building a wall to keep out illegal workers in what could end up being one of the most expensive examples of irony that the world has ever known.

Recent polling reveals a huge divide in public opinion regarding this issue. While more than 65 percent of Americans oppose building a wall, a recent Quinnipiac University poll found that more than 79 percent of Trump voters still strongly support it. And while more than three quarters of Trump voters continue to pine for this promised action, many of them may have more in common with border state construction companies than are willing to acknowledge.

What needs to be acknowledged is that most Americans, including

A Colossal Orange Hued Paradox

“...America has an illegal employer problem NOT an illegal immigrant problem.”

Trump voters, derive personal wealth and savings by directly or indirectly tapping into an underground labor market which exists and flourishes because of their own demand. Simply put, too many businesses exploit illegal labor (for profit) and too many consumers are willing to purchase goods and services from those same businesses (for savings).

Whether you've enjoyed a slice of Palermo's Pizza or hired a certain contractor to renovate your home, your consumer decisions have likely led to the employment of an illegal worker.

And while the consumer decisions most Americans wittingly or unwittingly make fuel the engine of this underground labor market, it is the Trump supporter who continues to make up a disproportionate cross section of Americans who conveniently ignore the broken system while simultaneously demonizing the workers caught up in it.

A colossal orange hued paradox exists between reality and their rage that I believe makes them incapable of seeing the actual forest through the trees - That America has an illegal employer problem NOT an illegal immigrant problem.

How did we get to a point where illegal employers continue to knowingly hire workers without any fear of reprisal or punishment? The an-

swer goes back to Ronald Reagan and conservative ideology that has used the law of supply and demand to break the American middle class.

President Reagan's primary motivation for granting amnesty to 3 million illegal immigrants in 1986 was based on corporate desire to depress worker wages, destroy unions and weaken the Democratic Party.

Reagan realized that the best way to accomplish this was to flood the United States with labor in order to drive down its cost. He was correct in his assumption as the surge of labor associated with amnesty led to massive union busting and lower wages in many sectors including construction and agriculture.

The amnesty bill also, for the first time in history, imposed penalties on businesses that knowingly hired or employed illegal workers. Unfortunately, Congress ended up watering down the sanctions in this part of the bill at the behest of big business. This pandering led to endless loopholes in the final law.

These endless loopholes have allowed illegal employers to skirt the law and exploit illegal workers by various means ever since. Some illegal employers provide them with fake work documents while others mask their crimes by designating them as independent contractors

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(under the law employers are not obligated to check the immigration status of any independent contractor). Most also pay their illegal workers under the table at rates far below the minimum wage.

Over the last three decades, the Chamber of Commerce and other conservative groups have sought to further manipulate the supply of labor to bust unions/depress wages in order to acquire even more financial gains for their benefactors; companies, shareholders, and CEOs. Their successful lobbying efforts have maintained a status quo of lax enforcement so there continues to be no disincentive for employers to hire illegal workers. This has allowed businesses to actively attract even more illegal labor to the United States. In fact, the number of illegal immigrants living in the United States has soared from an estimated 5 million in 1986 to 11.1 million today. Ronald Reagan would be proud.

In order to solve the illegal worker problem one must accept a basic premise; as long as American businesses are willing to illegally employ workers NOTHING will keep them out of our country. **President Trump could easily call on Congress to pass legislation that would jail any CEO or business owner who employs illegal workers. Once signed into law, millions of illegal workers would have no choice but to leave the country due to a lack of work.** Unemployment rates would drop, wages would rise, unions would thrive and the American middle class would grow.

This scenario, however, is nothing more than pie in the sky. In fact, President Trump's absolute silence regarding illegal employers reveals that he is cut from the same cloth as those who have previously capitulated to the establishment on this issue. His own capitulation to the status quo prevents him from solving the illegal worker problem in a practical manner along a righteous path. Furthermore, it creates a political liability for him because it exposes him as being beholden to Wall Street and the oligarchs he promised to fight.

Thus, in order to deflect attention away from that political liability, Trump has torn a page from the corporate playbook of history and has deceitfully led Americans down an unjust path of bigotry, fear and hate. This tactic is meant to divide workers and manipulate us into blaming our financial ills on "opportunistic greedy job stealing illegals" when, in actuality, we are being fleeced by the morally bankrupt and wealthiest among us.

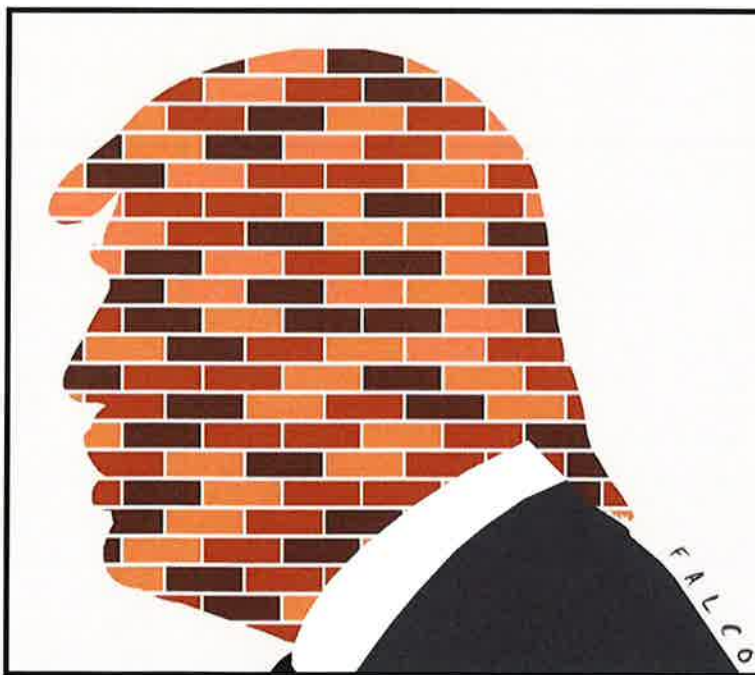
Trump's unjust path ends at the base of an impractical 18 billion dollar wall that is born of his own political expediency and is to be financed by proposed cuts to our medical research, infrastructure and community development grants. In the end it will do nothing to stem the flow of illegal workers and will only serve as grim reminder to future generations of a bleak time in America when white nationalism and corporate greed sought to coerce us into unfounded hysteria.

Many Trump voters who support building a wall will continue to be caught up in that hysteria. Some will even continue to rage about "Bad Hombres" stealing American jobs with one breath while boasting about savings on home renovation projects (from illegal employers) with another.

I will continue to scratch my head and remind them that if their rage was real they would be protesting and boycotting those businesses instead of patronizing them.

Until this happens, I have no choice but to call them out on their hypocrisy, their misplaced outrage and their illogical support for an impractical wall. You should too.

After all...you can't truly be free if your freedom is predicated on your boot being on someone else's neck.



BAD TRUMP: President Breaks Vow to Use U.S. Steel in Keystone Pipeline

by: Joseph Curl

President Trump pledged that the Keystone and the Dakota Access pipeline would use U.S. steel "or we're not building one." Apparently, he meant that he's just fine with the pipeline being built without America steel.

Trump issued an executive order Jan. 24 to move forward with the controversial pipeline, which was held up by Barack Obama for all of his eight years in office. The 1,200-mile Keystone pipeline would channel oil from Canada to refineries on the Gulf Coast, while the Dakota Access line would move North Dakota oil to Illinois for refining.

But now the Trump administration is saying that the president's vow to use America steel applies only to "new" pipelines, according to White House spokesman Sarah Sanders. "Since this one is already currently under construction, the steel is already literally sitting there; it would be hard to go back," Sanders told reporters on Air Force One on Friday.

But of course there's more. "That sharp reversal now paves the way for the use of a stockpile of steel manufactured in Canada by a subsidiary of Evraz, a company in which Russian billionaire Roman Abramovich owns nearly a one-third stake. Abramovich, estimated to be worth \$8.9 billion, who ranks No. 151 on Forbes list of the 500 wealthiest people in the world, has longstanding personal and political ties to Russian President Vladimir Putin, whom President Trump has repeatedly praised.

Trump said he took his time prepping the executive order and said he had a discussion just as he "was getting ready to sign. "I said, 'Who makes the pipes for the pipeline?' 'Well, sir, it comes from all over the world, isn't that wonderful?' I said, 'Nope, it comes from the United States, or we're not building one.' American steel. If they want a pipeline in the United States, they're going to use pipe that's made in the United States."

Well, never mind on that. We'll use Russian steel. So much for promises.

Donald Trump boasted repeatedly about his order that pipelines must use "materials produced in the United States." Like everything with Trump, he lied...

MEMORANDUM FOR THE SECRETARY OF COMMERCE
SUBJECT: Construction of American Pipelines

The Secretary of Commerce, in consultation with all relevant executive departments and agencies, shall develop a plan under which all new pipelines, as well as retrofitted, repaired, or expanded pipelines, inside the borders of the United States, including portions of pipelines, use materials and equipment produced in the United States, to the maximum extent possible and to the extent permitted by law. The Secretary shall submit the plan to the President within 180 days of the date of this memorandum.

"Produced in the United States" shall mean:

(i) With regard to iron or steel products, that all manufacturing processes for such iron or steel products, from the initial melting stage through the application of coatings, occurred in the United States.

(ii) Steel or iron material or products manufactured abroad from semi-finished steel or iron from the United States are not "produced in the United States" for purposes of this memorandum.

(iii) Steel or iron material or products manufactured in the United States from semi-finished steel or iron of foreign origin are not "produced in the United States" for purposes of this memorandum.

The Secretary of Commerce is hereby authorized and directed to publish this memorandum in the *Federal Register*.

**Evraz Steel,
a Russian
subsidiary,
will provide
24 percent of
the steel for
the Keystone
XL pipeline.**



Marvin Rivera
West Sectional Director

Hello, my name is Marvin R. Rivera. I have recently been elected as your new West Sectional Director. I want to thank the people who have supported me in my campaign, and also all the members who voted for me.

I would also like to thank Mike Schepp and Bryon Holland for being first class opponents and running clean campaigns.

How The West Was Won

"I want to thank those who have supported me in my campaign, and all the members who voted for me. ."

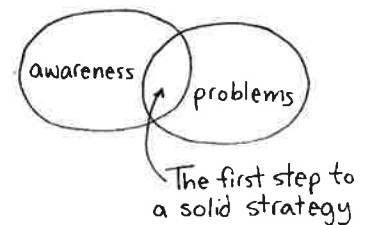
During the next few weeks I will be traveling to all the offices in the West Sectional to introduce myself to all the members at those offices. The new number to contact me will be (414) 430-0044.

I will make myself available to members at the main plant as well as the members in the West Sectional.

I will continue to file the 204B cases as well as the "one person to a machine" grievances as I have done in the past (along with any others that may need to be filed in the Main Plant).

I will also ensure that the members' rights within the West Sectional are not being violated. Remember that you are my eyes and ears at these offices, so I will need your help to ensure the National and Local Agreements are upheld.

*Again,
thanks to all the members
for their votes.*



APWU Activists Get Out The Vote

APWU Milwaukee Area Local Members Kathleen Walczak, Trent Canady, Marvin Rivera and Jeff Worden phone bank at the Wisconsin AFL-CIO in support of union endorsed candidates running in the April 4th, 2017, Spring Election.

If you or someone you know would like to participate in a future phone bank with the AFL-CIO please contact APWU of WI Legislative Director Chris Czubakowski at 414-273-7838



AMERICAN POSTAL WORKERS UNION, AFL-CIO MILWAUKEE AREA LOCAL

PROUDLY ANNOUNCES OUR FIFTEENTH SCHOLARSHIP YEAR

Two (2) \$500.00 Scholarships will be awarded

- * The John Akey Memorial Scholarship
- * The Milwaukee Area Local Scholarship



RULES AND GUIDELINES

1. This scholarship application is offered to current graduating high school seniors.
2. The applicant must be a child, stepchild or legally adopted child of a current active member in good standing or of a deceased member of the Milwaukee Area Local.
3. The local's Recording Secretary will verify member's eligibility before any application will be considered for an award.
4. The scholarship recipient must attend an accredited college, university or vocational technical school of their choice leading to a two year or four year certificate or degree.
5. Winners must be accepted into an accredited school within 4 months of naming the winners.
6. When the recipient notifies the Milwaukee Area Local Treasurer that he/she will be accepted, the Treasurer will send (to the school's business office) a check in the school's name. The scholarship will be paid directly to the educational facility.
7. In the event that the student does not attend or drops out, any monies refunded must be returned to the Milwaukee Area Local.
8. Students can win the scholarship only once.
9. The application and the completed essay, must be received by **May 17, 2017** in order to be considered for an award.

The winners will be notified by **May 22, 2017**.

Disputes concerning eligibility must be made to the scholarship committee and the decisions of the committee will be final.



Scholarship entries sent through the mail should be directed to the below address.
Please enclose the **completed application** along with the **required essay** to:

APWU Milwaukee Area Local
c/o John Miceli
417 N. 3rd St.
Milwaukee, WI 53203

AMERICAN POSTAL WORKERS UNION, AFL-CIO MILWAUKEE AREA LOCAL

ESSAY INFORMATION:

The completed essay must be attached to:

1. A one-page cover sheet showing the student's name, address, phone number, name of graduating school and the name of the parent who is a union member. **Do NOT put your name on the essay.**
2. All applicants must submit an essay. This year the students will be required to write an essay that answers the following question;

How has the APWU improved the lives of Postal Workers?

3. Essays must be typed written and double spaced. Essays must be 500-700 words in length.
4. The Scholarships will be awarded primarily on the basis of the essay's worthiness, clarity, and originality.

OFFICIAL SCHOLARSHIP APPLICATION

APPLICANT INFORMATION:



Scholarship applicant's name: _____

Telephone # _____

Home Address: _____ City _____ State _____ Zip _____

I will graduate from _____ High School, located in _____ (city)
in _____ (month and year).

I will attend _____ (college, university or vocational school)
in _____ (city and state). I will be enrolled for the _____ (term)
of _____ (year).

Parent/Legal Guardian's Name _____

Signature of Student Applicant _____

Local Business Agent Tweaks New Website

Milwaukee Area Local 3

APWUMILWAUKEE.ORG

APWU

American Postal Workers Union, AFL-CIO

Proudly representing postal workers for over 100 years

Local Business Agent, Mark Ferrari, spends an afternoon tweaking the Local's new website. The website contains information and vast resources meant to assist APWU members with various questions and issues. Take a few minutes to check out the Milwaukee Area Local's new website:

<http://www.apwumilwaukee.org>



2017 APWU Scholarship Deadline Extended

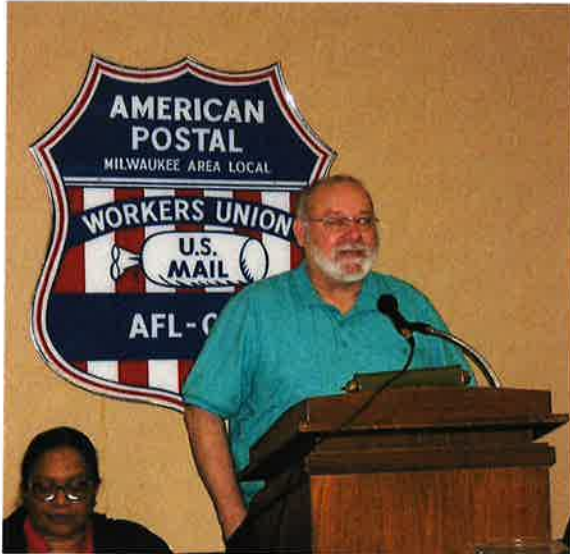
APWU Web News Article 03/29/17

The deadline for the submission of applications for the E.C. Hallbeck academic scholarship (\$8,000 over a four-year period) and vocational scholarship (\$3,000 over a three-year period) has been extended to May 31, 2017, APWU Secretary-Treasurer Liz Powell has announced.

Applicants must be the child, grandchild, stepchild, or legally adopted child, of a current, retired, or deceased APWU member and a senior attending high school or other secondary school. "Don't miss out on this benefit of union membership," Powell said.

A brochure [PDF] and application forms for the E.C. Hallbeck scholarship [PDF] and the vocational scholarship [PDF] can be found on the APWU webpage. (apwu.org)

2017-2019 MILWAUKEE AREA LOCAL EXECUTIVE BOARD



Wisconsin's own APWU National Maintenance Director Steve Raymer swears in our local's new officers at the March General Membership Meeting.

The new Executive Board pictured above (left to right) :

Glenn Griggs/Customer Service Director, **Chris Czubakowski**/North Sectional Director, **Jim Arneson**/Maintenance Director, **John Miceli**/Treasurer, **Marvin Rivera**/West Sectional Director, **Paul McKenna**/President, **Karen White**/Recording Secretary, **Kim Smukowski**/Mech Manual Director, **Larry Brown Jr.**/Automation Director, **Jeff Worden**/Vice President, **Mark Krueger**/MVS Director, **Greg Becker**/South Sectional Director, **Mark Ferrari**/Local Business Agent

Director West Sectional

Marvin Rivera 157
Mike Schepp 111
Byron Holland 107

*** The remaining candidates ran unopposed in each of their respective races.



Election Results



(Election Results Given By Election Committee Member Rick Bystra)

LABOR'S LADEL



Play Ball... Brewers Opening Day



Homemade Cracker Jack

Prep Time: 15 minutes

Cook Time : 50 Minutes

Total Time 1:35 Minutes

Ingredients

11 Cups of Popcorn

1 Cup Spanish Peanuts

1 1/4 Cups Brown Sugar

1/4 Cup Dark Corn Syrup

1 Teaspoon Kosher Salt

Directions

1. Preheat oven to 250 degrees F (120 degrees C). Spread popcorn in the bottom of a large, deep roasting pan. Sprinkle peanuts over the popcorn.

2. Combine brown sugar, butter, corn syrup, and salt together in a saucepan over medium-high heat. Cook, whisking constantly, until sugar and butter are melted and sauce is thick and caramelized, 2 to 3 minutes.

3. Pour caramel sauce over the popcorn and peanuts and stir to coat popcorn and peanuts completely, scooping any peanuts and caramel that fall to the bottom of the roasting pan.

4. Bake in the preheated oven, stirring occasionally, until caramel and popcorn are crisped, about 45 minutes.

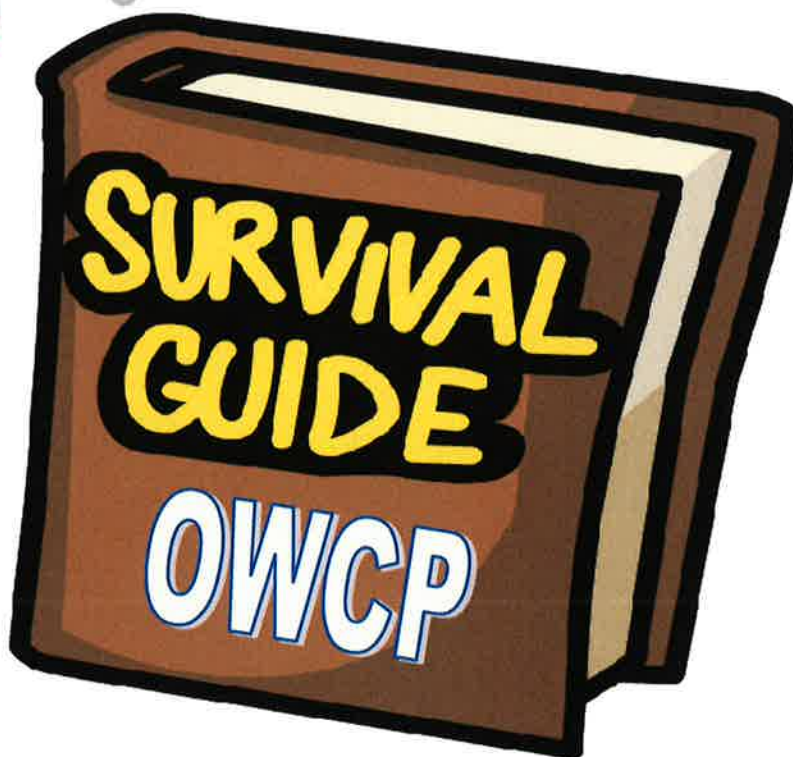
5. Turn popcorn out in a single layer on a sheet of parchment paper to cool completely.

Tip: Parchment can be used for easier cleanup/removal from the pan.

**The Hi-Lites Staff Predicts The Brewers
Will Win 12 In A Row!!!**



Bob Wood's



“The greatest gift that you can give your family is a healthy you.”

What To Do When Injured At Work

by: Robert Wood

By the time you read this Article I will be retired from the United States Postal Service. It has been my honor and a pleasure to have served the members of the American Postal Workers' Union since 1988. I have been retained by the Union Membership for a period of (6) six months to deal with OWCP issues and hopefully will be able to train someone to take my place with OWCP. Any members that need assistance with injuries that are worked related I will be available on Mondays of each week. In order to schedule an appointment or have me return a call, please contact the Union Hall Monday thru Friday between the hours of 8:00am and 4:30 pm @ (414) 273-7838. In an effort to leave you with as much basic information concerning work related injuries and what you need to do I leave you with the following:

The first part is a **"TRAUMATIC INJURY"**

A Traumatic Injury is defined as a wound or other condition caused by external forces including physical stress and strain. The injury should be identifiable as to time and place of occurrence and member(s) or function of body part affected. Further, it must be caused by a specific event or incident or series of events or incidents **within a single work shift.**

To report a traumatic injury the employee or someone acting on his or her behalf must file a **Form CA-1**, Notice of Traumatic injury. An employee is entitled to receive **Continuation of Pay, or COP**, for up to 45 calendars days on account of wages loss due to disability and/or medical treatment after a **Traumatic injury**. This will be paid provided you check the box indicating your preference to receive COP on the CA-1. The intent of this provision is to avoid interruption of pay while the case is being adjudicated. COP is not considered compensation and is therefore subject to all regular deductions. Once entitlement to COP ends, you must then apply for compensation by completing **Form CA-7** or use leave.

The Postal Service does have the right to object to paying COP which is called a controversion of your claim. The supervisor may controvert a claim by completing the indicated portion of Form CA-1 and submitting detailed supporting information to OWCP. Even though a claim is controverted, the Postal Service **must continue your pay unless at least one of the following conditions apply:**

- A. The disability is a result of an occupational disease or illness
- B. The employee comes within the exclusions of 5 U.S.C. 8101 (1) (B) OR (E) (which refer to persons serving without pay or nominal pay, and to persons appointed to the staff of a former President.
- C. The employee is neither a citizen nor a resident of the United States, Canada, or the territory under the administration of the Panama Canal Commission (i.e., a foreign national employed outside these areas);
- D. The injury occurred off the employing agency's premises and the and the employee was not engaged in official "off premises" duties;
- E. The employee caused the injury by his or her willful misconduct, or the employee intended to bring about his or her injury or death or that of another person, or the employee's intoxication was the proximate cause of the injury;
- F. The injury was not reported on a form approved by OWCP (usually Form CA-1) within (30) thirty days of the injury;
- G. Work stoppage first occurred more than (45) forty-five days after the injury;
- H. The employee first reported the injury after employment was terminated;
- I. The employee is enrolled in the Civil Air Patrol, Peace Corps, Job Corps, Youth Conservation Corps work study program, or other group covered by special legislation.

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With that the second part is the **“OCCUPATIONAL DISEASE”**

An Occupational Disease is defined as a condition produced in the work place over a period of time that is longer than one workday or shift. It may result from systemic infection, repeated stress or strain, exposure to toxins, poisons, or fumes, or other continuing conditions of the work environment. Examples of some of the more common injuries that are seen at the Postal Service include Carpal Tunnel Syndrome, Tendonitis, and Back injuries.

If you feel you have an injury that could be work related you first want to consult with your doctor and get his opinion. There are numerous questions that your doctor must answer before you file.

A report must be obtained from your doctor that includes the following information:

- A. Dates of examination and treatment**
- B. History given by you (You will give a detailed description of your job to your doctor).**
- C. Detailed description of findings**
- D. Results of all diagnostic tests**
- E. Diagnosis**
- F. The clinical course of treatment**
- G. Physician's opinion as to whether the disease or illness was caused and/or aggravated by the employment, along with an explanation of the basis for this opinion. (Medical reports that do not explain the basis for the physicians opinion are given very little weight in adjudicating the claim.)**

Upon receiving this medical report if it is your doctor's opinion that your injury was caused or aggravated by your employment you will then proceed to file a claim with your supervisor. To report an occupational disease the employee or someone acting on his behalf must file a **Form CA-2**, Notice of Occupational Disease and Claim for Compensation.

If there is time lost from work due to an Occupational injury an employee is **NOT** entitled to receive Continuation of Pay. If disability is sustained as a result of an occupational disease injury, the employee must forward a completed Form CA-7 to the employing agency. The claim should be filed within 10 days after pay stops or when the employee returns to work, whichever occurs first.

CHOICE OF PHYSICIANS:

If a CA-1 was filed? The employee is entitled to select the physician who is to provide treatment. The provider must meet the definition of “physician” under the FECA and must not have been excluded from payment under the program. Physicians employed by or under contract to the agency may examine the employee at the agency's facility in accordance with OPM regulations. However, the employee's choice of physician must be honored, and treatment by the employee's physician must not be delayed for the purpose of obtaining an agency-directed medical examination.

If a CA-2 was filed? The employee will choose the physician

CA-2a: Notice of Federal Employee's Recurrence of Disability and claim for Pay/Compensation.

There are 2 instances where you might need to fill out a CA-2a.

Recurrence of disability – an employee's inability to work, after return to work, that is caused by the spontaneous change in the employee's medical condition and is related to a previous injury or illness without intervening injury or injury or new exposure.

Upon returning to work you have an injury that you believe to be the same as your previous injury and you are unable to work, the first thing you need to do is see your doctor. Have your doctor make the determination of your medical condition. You will need a report from him that includes the following information:

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- A. Dates of examination and treatment**
- B. History given by you (You will give a detailed description of your job to your doctor).**
- C. Detailed description of findings**
- D. Results of all diagnostic tests**
- E. Diagnosis**
- F. The clinical course of treatment**
- G. Physician's opinion as to whether the disease or illness was caused and/or aggravated by the employment, along with an explanation of the basis for this opinion. (Medical reports that do not explain the basis for the physicians opinion are given very little weight in adjudicating the claim.**

If it is the opinion of the Doctor that the injury is a recurrence of your previous condition, you will then fill out the CA-2a and submit it to your supervisor and submit the medical report to the Health Unit making sure you get a date stamped copy for your records.

If your initial Disability was for a Traumatic Injury and you have a Recurrence of that Disability you would be eligible for any balance to the 45 days of entitlement to COP not used during prior periods of disability provide that:

- a. You completed Form CA2-a and elect to receive COP
- b. OWCP did not deny the original claim for disability
- c. The disability recurs and you stop work within the 45 days of the time you first returned to work following the initial periods of disability.
- d. Pay has not been continued for the entire 45 days.

If the 45 days of COP has been reached or your initial injury was an Occupational Disease you can take either Annual Leave, Sick Leave or LWOP. Once you receive notice that your claim for Recurrence has been approved you will only be able to take LWOP to receive OWCP compensation.

Recurrence of medical condition – a documented need for further medical treatment after release from treatment for the accepted condition or injury when there is no work stoppage.

The same procedures identified above will need to be followed with the exception of the Leave portion.

ENTITLEMENTS and PRIOR AUTHORIZATION requirements

Once you have an approved claim you are entitled to Medical Reimbursement. Medical re-imbursement is any out of pocket money you used such as: Co-Pays, Medical Bills and Prescriptions. **Remember to keep your receipts.** Use Form OWCP-915 and follow the instructions on the back of the form.

You are also eligible to be reimbursed for all trips made to the doctor's office, hospital and physical therapy. You must keep an accurate record of each place you traveled, the dates, name and address of the facility and the total number of miles round trip. A log with dates you visited the facility is recommended for verification of your visits. Use Form OWCP-957 and follow the instructions on the back of the form.

OWCP requires that all procedures are pre authorized unless there is an emergency situation.

If your doctor is recommending surgery for your approved condition you will need to get the Authorization Request Form – general medical and have your doctor fill this out and Fax it to the number on the form.

There are separate Authorization Request Forms one for Physical Therapy / Occupational Therapy and the other for Durable Medical Equipment.

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For all the Authorization Forms there is a ACS provider Number that is required which the doctor can obtain by going to <http://owcp.dol.acs-inc/portal/main.dol> or by calling 1-850-558-1818 prior to submission of this form.

Note: Do not proceed with any procedure without confirming with your doctor that there has been prior authorization. Request a copy of the authorization from your doctor as you will need this to insure your compensation for any lost wages or other cost you may incur. Prior Authorization not only insures your pay but it also insures that the doctor will be compensated for his services.

All the Forms listed above can be obtained through your supervisor or in the Stewards' Office as well as the Union Office.

Form CA-7/20 Claim for Compensation on Account of Traumatic or Occupational Disease/Attending Physicians Report.

Compensation by OWCP for Disability (When LWOP is used)

In the case of a Traumatic Injury you would be required to file a Form CA-7 when you are unable to return to work at the end of the 45 Days of COP you will then be requesting OWCP LWOP from your Supervisor if the medical evidence shows that the disability resulting from the Traumatic injury is expected to continue beyond the 45 day period, you must obtain a CA-7 by day 30 of the COP period. You must then fill out the CA-7 and submit it to Injury Compensation Office (making sure to get a date stamped copy for your records). The form and medical is then submitted to OWCP district office by Injury Comp by day 40. If your disability is a result of an Occupational Disease and is for a short period of time lost a CA-7 is completed and the medical identifying you were unable to work for that period.

In instances of either Traumatic Injury or Occupational Disease or illness, subsequent claims of compensation for periods of disability beyond the initial period of compensation are also made on Form CA-7. It is your responsibility to submit the CA-7. If you don't fill out the CA-7 there is no way OWCP would have knowledge of your continued lost of wages. Therefore, while your disability continues:

- a. You must submit a claim using Form CA-7 every 2 weeks until OWCP tells you differently.
- b. You are also responsible for the submission of medical evidence in support of the claim. This medical can either be on the attached CA-20 which you give to your doctor or he must write a report that includes dates you were incapacitated.

In instances where the Traumatic Injury or Occupational Disease requires you to take off intermittently you will also be required to fill out a CA-7a which is a Time Analysis Sheet along with the CA-7.

Waiting Period:

There is a (3) three day waiting period before OWCP compensation begins, unless the disability extends beyond (14) calendar days. **(Remember this is calendar days not work days.)** The (3) day waiting period cannot be satisfied by using sick or annual leave: you must be in a non-pay status.

The waiting applies as follows:

- a. In the case of an Occupational Disease or illness, compensation is not payable for the first (3) days of disability, unless the disability extends beyond (14) days.
- b. In the case of a Traumatic Injury, the (3) day waiting period begins immediately after the end the 45-day COP period, unless the disability continues for more than (14) calendar days after the expiration of the 45-day COP period.

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Leave Buy-Back (when Annual or Sick Leave is used)

If you used Annual leave or Sick leave during the period after COP expired or during a period of disability due to an Occupational injury, you are eligible for buy back the leave with compensation payments. This is done by filling out the CA -7 and checking the leave buy back square. The time you are trying to buy-back must be supported by medical documentation.

- a. The buy-back must be initiated within (1) year of the return to duty, or within (1) year of the date of OWCP approved the claim, whichever is later.
- b. You are not able to buy back leave if you are being separated because of disability or other reasons and you are off the rolls of the Postal Service.

Note: Once you have an approved claim you can no longer used Sick Leave or Annual Leave and have it compensated by OWCP. Once approved you must use LWOP to receive compensation from OWCP.

SCHEDULED AWARDS:

The Permanent / Partial loss, or loss of use, of certain members and functions of the body.

Compensation Schedule: The following table shows the number of weeks payable for each schedule member if the loss or loss of use is total. If the loss is partial, the number of weeks is multiplied by the percentage. For instance if you have a loss of 10% use of an Arm you would take the 312 x .10 = 31.2 weeks of compensation.

<u>MEMBER</u>	<u>WEEKS</u>
Arm	312
Leg	288
Hand	244
Foot	205
Eye	160
Thumb	75
First Finger	46
Great Toe	38
Second Finger	30
Third Finger	25
Toe other than Great Toe	16
Fourth Finger	15
Loss of Hearing – Monaural	52
Binaural	200
Breast	52
Kidney	156
Larynx	160
Lung	156
Penis	205
Testicle	52
Tongue	160
Ovary (including Fallopian tube)	52
Uterus/cervix	205
Vulva/vagina	205

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The law does not allow for payments of a scheduled award for impairment to the back, heart or brain. However if you have a loss of use of one or more of your extremities which is caused by the condition of the back, heart or brain you may be eligible for a scheduled award.

Medical Evidence Required:

Before OWCP will consider payment of a scheduled award, the condition of the affected part of the body must have reached maximum medical improvement. Your doctor would determine that the condition has permanently stabilized. Your doctor would then determine the percentage of loss using the American Medical Association's Guide to the Evaluation of Permanent Impairment Fifth Edition and the evaluation on which the award is based must conform to the rules set forth there. *We do have copies of the Guide if you need a copy see a Union Steward and they will assist you.*

Claim and Payment:

You must file a CA-7 when submitting for a Scheduled Award. Compensation for a scheduled award is computed by multiplying the indicated number of weeks times 66 2/3 percent (without dependents) or 75 percent (with dependents) of the rate of pay.

Note: You cannot collect a scheduled award at the same time as you are receiving wage-loss compensation for the same injury. Although you can collect a scheduled award at the same time as you are collecting Regular Retirement or Disability Retirement from either OPM or Social Security.

Decision:

When issuing a scheduled award, OWCP will notify you as well as the Postal Service of its length (in number of weeks or days), the date it starts (the date of maximum medical improvement), the pay rate on which benefits are computed, and the compensation rate. They will also send you a copy of your appeal right should you disagree with their

FORM CA-16 Medical Treatment Authorization

When injured at work and need immediate medical attention the Postal Service should give you a CA-16 to take with you for the Provider to be paid for his/her services. The following is something you may want to keep and provide to the doctor should you be injured and are not supplied with a CA-16.

MEDICAL AUTHORIZATION TIPS FOR PROVIDERS:

When an injured worker presents with a Form CA-16, No authorization is needed for:

- Office visits and Consultation
- Labs
- Hospital services (including inpatient)
- X-Rays (including MRI and CT scan)
- Physical therapy
- Emergency services (including surgery)

Please do not call ACS for authorization if you have a CA-16—The CA-16 is the authorization

When an injured worker presents with a Form CA-16, The CA-16 DOES NOT COVER:

- Non-Emergency Surgery
- Elective Surgery
- Home Exercise Equipment, Whirlpools, or Mattresses
- Spa/Gym Membership
- Work Hardening Programs

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Authorization request must be submitted for these. What requires authorization? Whenever treating a DOL employee, use website (<http://owcp.dol.acs.com>) to determine if the procedure requires authorization. If you don't have web access, call 850-558-1818 to speak with the representative or call the Interactive Voice Response (IVR) system at 866-335-8319 to determine if authorization is needed. Certain procedures require prior authorization—For example surgery, physical therapy, occupational therapy and some Durable Medical Equipment (DME).

Authorization Levels:

Level 1: Procedures do not require authorization (for example, Office Visit, MRIs, Routine Diagnostic Test)

Level 2: Procedures can be authorized by ACS- often over the phone with ACS

Level 3/4: Procedures require authorization by a Claims Examiner but initiated via fax from Provider to ACS.

Level 5: This is covered if total expenditure limits are not exceeded and on closed cases if the date of service is prior to the case closure date.

How to submit an Authorization Request

1. Online at <http://owcp.dol.acs-inc.com>
2. Fax completed Authorization Request Template to 800-215-4901 – faxes in other formats will be returned and not processed.
3. Mail Authorization Request to:
P.O. Box 8300
London, Kentucky 40742-8300

Authorization Request Templates

Available in pdf format at <http://owcp.dol.acs-inc.com>

Click on Forms and Links

Select FECA

Information requires for Authorization Request

Claimant name
Claimant case number
CPT or HCPCS code(s)
Specific body part to be treated
Requested date of service
Appropriate supporting documentation
Provider name and Provider Number / ID

Information required for Physical Therapy and Occupational Therapy Authorization Request Claimant name

Claimant Case number
Requested CPT code(s)
Specific body part to be treated
Prescription from attending physician
Treatment plan
Frequency and Duration of Services
Provider name and Provider Number/ID

Information required for DME Authorization Request

Claimant name
Claimant case number
CPT or HCPCS code(s)
Prescription from attending physician
Duration of services
Rental or purchase price for each item
Appropriate supporting documentation
Provider name and Provider Number/ID

Authorization Request will be returned if...

The case is closed

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The claimant cannot be found
The date of injury is missing for claimant with multiple cases
We are unable to determine what service is being requested
Any of the following are missing:
 Prescription when required
 Rental or Purchase Price, when required
 Frequency and Duration

Timeframes for Completion

Within 3 business days, the authorization will be in the system, forwarded to claims examiner for review, or returned
All spinal surgery and many other surgery authorizations require District Medical Advisor (DMA) review – anticipate 30 days
In some instances, additional development of the claim by the Claims Examiner is needed to approve or deny an Authorization Request. Case complexity, claimant responsiveness, Employing Agency responsiveness, Provider responsiveness and other factors impact the timeline for authorization.

Notification of Authorization Status

If the authorization is approved, the requesting provider receives a letter in the mail.
If the authorization cannot be approved, the requesting provider receives a letter in the mail.
If the authorization cannot be approved at this time because further development by claims examiner is needed, the requesting provider receives a letter in the mail.
If the authorization is formally denied, the injured worker receives a letter in the mail.
Use <http://owcp.dol.acs-inc.com> to check authorization status

A Final note about Authorizations...

Submitting a request does not guarantee approval
Bills for authorized services must meet specifications and requirements to be processed and paid.

When filing a Work Related Claim, What is management's responsibility?

20 CFR 10.110 - What should the Employer do when an employee files a notice of traumatic injury or occupational disease?

(a) The employer shall complete the agency portion of the CA-1 (for traumatic injury) or CA-2 (for occupational disease) no more than 10 working days after receipt of notice from the employee. **THE EMPLOYER SHALL ALSO COMPLETE THE RECEIPT OF NOTICE AND GIVE IT TO THE EMPLOYEE, ALONG WITH COPIES OF BOTH SIDES OF FORM CA-1 or CA-2.**

ELM 544.12 – CONTROL OFFICE OR CONTROL POINT RESPONSIBILITY

The control office or control point is responsible for completing Forms CA-16 and CA-17 (see 545.21 and 545.53), Control office and control point supervisors are responsible for reviewing all claims for accuracy and completeness and for forwarding claims and related documents to OWCP within the prescribed FECA time frames. Control points at major postal installations may be given authority by the control office to manage and submit claims directly to OWCP. The control office or control point **must** advise the employee whether COP will be controverted and whether it will be interrupted. **THE CONTROL OFFICE MUST PROVIDE THE EMPLOYEE A COPY OF THE COMPLETED CA-1 OR CA-2 AND ALL CORRESPONDENCE BETWEEN THE POSTAL SERVICE AND THE TREATING PHYSICIAN.**

HANDBOOK EL 505 3.6 ASSISTING THE EMPLOYEE IN REPORTING AN INJURY AND MAKING A CHOICE OF COP OR LEAVE – Supervisor

Upon receiving the completed CA-1 from the employee, do the following:

- Document on CA-1 THE DATE THE FORM WAS RECEIVED.
- Complete the receipt attached to the CA-1 and give a copy to the employee or his or her representative

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CONTINUATION OF PAY (COP) DEFINED:

- Continuation of regular pay for up to 45 calendar days for wage loss due to disability and / or medical treatment after a traumatic injury
- Intent is to avoid interruption of pay while the claim is adjudicated
- COP is not considered compensation
- Employer paid. Employee is in pay status
- Subject to usual deductions from pay, such as income tax, retirement, allotments etc.
- **Employee's choice. It is your decision not the Postal Service and they cannot intimidate nor force you not to elect COP.** Decision to use leave over COP is not irrevocable. Employee who uses leave can later elect COP within one (1) year of the leave usage or date the case is accepted by OWCP, whichever is later.
- **If OWCP DENIES CLAIM cop MUST BE REPAYED.** Employee may choose to have time charged to Sick Leave or Annual Leave, or considered an overpayment of pay under 5 USC. 5574
- The employer must correct any deficiencies in COP as directed by OWCP.

CONTINUATION OF PAY – ELIGIBILITY

- Must be a traumatic injury (not available for occupational injuries).
- Must file the CA-1 (or notice of injury) within 30 days of the date of injury.
- Must begin losing time from work within 45 days of the injury.
- Must begin using balance of COP within 45 days of first Return to work (RTW) – Not date of injury
- COP may be used beyond 45 day RTW time limit provided employee begins using COP balance no later than the 45th day from their RTW and Disability continues without interruption
- If Disability extends beyond COP period, file for compensation
- May use COP for Medical Treatment/Examination Time. Employee is required to RTW TO complete work shift unless Disabled
- COP is counted by days not hours. Partial days of COP count as a full day of COP

The employer must continue the pay of an employee who is eligible for COP, and may not require the employee to use his or her own sick or annual leave in almost all circumstances. However, while continuing the employee's pay, the employer may controvert the employee's COP entitlement pending a final determination by OWCP. **OWCP has the exclusive authority to determine questions of entitlement and all other issues relating to COP.**

CONTROVERTING A CLAIM WITH COP WITHHELD: AGENCY MAY CONTROVERT ONLY IF ONE OF THE FOLLOWING APPLIES:

- Disability is a result of occupational disease or illness
- Claimant's status as an employee is defined by 5 USC 8101 (1)(B) OR (E) (VOLUNTEERS)
- Employee is neither a citizen nor resident of the US or Canada
- Injury occurred off the agency's premises and the employee was not engaged in official off premises duties.
- Employee's will misconduct, intentional harm or death, or proximate intoxication
- Injury not reported on form CA-1 within 30 days following the injury
- Work stoppage first occurred more than 45 days after the injury
- Employee reported injury after employment was terminated
- Employee is enrolled in Civil Air Patrol, Peace Corps, or other group covered by special legislation

CALCULATING COP

- There is a (3) three day waiting period for Postal Employees. The Employee may use Sick / Annual Leave / LWOP for any work days. Non work days also count
- If the Disability extends beyond the (14) fourteen calendar days any SL/AL/LWOP will be converted to COP.
- The pay rate for COP purposes is equal to the employee's regular weekly pay rate
- Excludes overtime pay and Sunday premium, but does include other applicable extra pay as Night Differential and holiday

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- Changes in pay which would otherwise occurred during the 45 day period are to be reflected (i.e. promotion, demotion, step increases)

In addition to OWCP I would like to include:

Planning for Retirement

Begin planning at least 5 years prior to the time you intend on leaving the Post Office.. One very important reason for the 5 years is you must have health and life insurance coverage for 5 years immediately before retirement to keep them after retirement. Make sure to review your Official Personnel Folder to verify all your military and civilian service is documented

If eligible for Social Security Benefits, request from the Social Security Office using Form SSA -7004-PC (request for earning and benefit estimate statement). Remember the estimates you receive do not reflect any reduction for the Government Pension Offset or the Windfall Elimination Provision.

When You can Retire

Civil Service Retirement System (CSRS/CSRS Offset)

	<u>AGE</u>	<u>YEARS OF SERVICE</u>
Voluntary	55	30
	60	20
	62	5
Early Out	50	20
	Any Age	25
Deferred	62*	5
Disability	Any Age	5

- ◆ At age 62, annuity, based on annuity earned at the time of separation

Federal Employee Retirement Systems (FERS)

<u>TYPE</u>	<u>AGE</u>	<u>YEARS OF SERVICE</u>
Optional	62	5
	60	20
	MRA	30
Deferred*	MRA	10
Disability	Any Age	18 months
Early Out	Any Age	25
	50	20

- ◆ Reduced 5% for each year under age 62

	<u>MRA- Minimum Retirement Age</u>	
<u>BORN</u>	<u>MRA</u>	<u>YEARS OF SERVICE</u>
Before 1947	55	30
1948	55 + 2 months	30
1949	55 + 4 months	30
1950	55 + 6 months	30
1951	55 + 8 months	30
1952	55 + 10 months	30
1953-64	56	30
1965	56 + 2 months	30

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1966	56 + 4 months	30
1967	56 + 6 months	30
1968	56 + 8 months	30

MILITARY VETERANS and SOCIAL SECURITY BENEFITS

There is a little known fact about additional Social Security benefits for those who served their country in the Armed Forces between the years of January 1957 through December 2001 that you may be eligible for. Up to \$1,200.00 per year of earnings credit credited at time of application – which can make a substantial difference in social security monthly payments upon your retirement. **You must bring your DD-214 to the Social Security Office and you must ask for this benefit to receive it!**

Keep this for your files for when you apply for Social Security down the road.

Social Security website: <http://www.ssa.gov/retire2/military.htm>

Since 1957, if you had military service earnings for active duty (including active duty for training), you paid Social Security taxes on those earnings. Since 1988, inactive duty service in the Armed Forces reserves (such as weekend drills) has also been covered by Social Security.

Under certain circumstances, special extra earnings for your military service from 1957 through 2001 can be credited to your record for Social Security purposes. These extra earnings credits may help you qualify for Social Security or increase the amount of your Social Security benefit. Special extra earnings credits are granted for periods of active duty or active duty for training. Special extra credits are not granted for inactive duty for training.

If your active military service occurred:

From 1957 through 1967 : will add the extra credits to your record when you apply for Social Security benefits.

From 1968 through 2001 : you do not need to do anything to receive these extra credits...These credits should automatically be added to your record.

After 2001 : there are no special extra earning credits added to your account.

HOW YOU GET CREDIT FOR SPECIAL EXTRA EARNINGS

The information that follows applies only to active duty military service earnings from 1957 through 2001. Here's how the special extra earnings are credited on your record.

Service in 1957 through 1977: You are credited with \$300.00 in additional earnings for each calendar quarter in which you received active duty basic pay.

Service in 1978 through 2001: For every \$300.00 in active duty basic pay, you are credited with an additional \$100.00 in earnings up to a maximum of \$1,200.00 a year. If you enlisted after September 7, 1980, and didn't complete at least 24 months of active duty or your full tour, you may not be able to receive the additional earnings. Check with Social Security for details.

FYI: This benefit is not automatic, make sure you ask for it.

~ THE END ~