



# The Corner Stone

PUBLICATION OF WATERLOO LOCAL #451  
AMERICAN POSTAL WORKERS UNION, AFL-CIO  
MEMBER OF APWU POSTAL PRESS ASSOCIATION

## April 2008



Retiree's Get-Together  
Mondays at 1:00pm  
University Ave. McDonald's  
Across from HY-Vee

## Do your part and get involved...

From the President's chair...



Dwight Slaikeu



Once again I'm running late on getting my article done. It seems like everything piles up at the same time. Common problem, I guess.

As we go into the prime time annual leave period, please remember if you are planning to turn back any annual you bid for, do it as soon as possible so someone else can have it. If you are involved in a week in which the slots are full, notify a union officer or steward so we can make sure it gets posted for further bid. Otherwise, have some good vacation time!

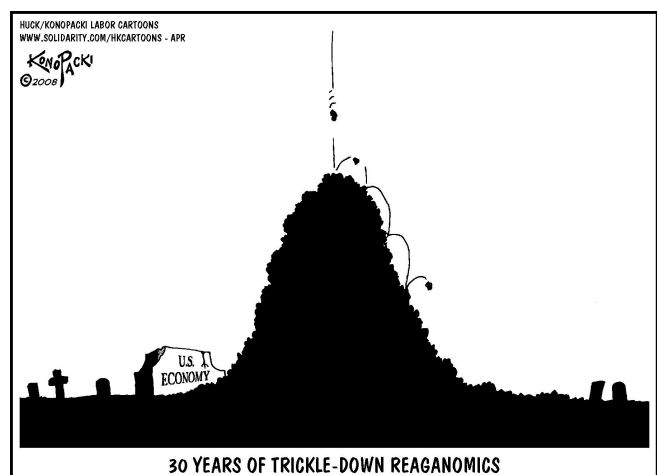
You'll notice a reference in the minutes from the last meeting to the website [www.nlcnet.org](http://www.nlcnet.org). For some very good first-hand information on where your money is going, or not going as the case may be, when you buy all that Chinese junk, check it out. We heard an excellent, and extremely moving, message from the Director of The National Labor Committee, Charles Kernaghan, at the Tri-state Convention. The website is put together by them and by way of description and photo you'll learn what globalization is really doing regarding the continuation of slavery and also why **Wal-Mart has become the poster child of corporate greed and why you should quit gracing their stores with your presence!** After seeing the site you should be in the mood to contact your lawmakers, both State and Federal, to voice your extreme anger and to tell them you want legislation shutting off the imports as well as legislation encouraging manufacturers to return to the U.S. Take some time and look at it, please. Don't sit back and ignore the problem, it'll just get worse and eventually eat us alive.

Time is short to voice your concerns over the newly proposed FMLA changes. There's a poster on the bulletin board briefly outlining the changes and it also gives instructions for putting in your 2 cents worth. I believe the cut-off date is the 11<sup>th</sup> so get on it!

There's a reason you get a copy of Form 2240 when there has been a pay grievance in your name. And the reason is not for you to just toss it aside & forget about it. You are our last line of defense to be sure it actually gets paid. Please put them where you will run across them regularly and then **watch your next couple of paychecks!** If the pay doesn't show up by the second paycheck after you receive the copy, let us know so it can be checked on. We're doing everything we can to track and verify payment to you guys, help us help you, please.

Keep those COPA donations coming. We're over 1/2 way to our \$6,000 goal and there is no reason we can't make it by the end of the year. And, so you know the money you gave gets the right effect, start contacting your representatives regularly. I've already given you some very good reasons to contact them so jump right in there & tell them what you want from them. The last I knew there was information on the bulletin board telling you how to contact them. If you can't find it let us know & we'll make sure you get it. It sounds like e-mail is your best bet to contact them. Phone calls don't hurt, of course, but the written word lasts longer. Apparently the mail to Capitol Hill is still delayed for Anthrax treatment.

See you at the meeting...



30 YEARS OF TRICKLE-DOWN REAGANOMICS



# Secretary's Report



By: Mike Burke

APWU LOCAL 451

March 22nd, 2008

The meeting of the APWU Local 451 was called to order at 11:08 a.m. at the OP with 17 members and retiree Stan Drewelow present.

A **motion** was made by Chris Salinas and seconded by Gary Acuff to accept the minutes as printed in the Corner Stone. **Motion Carried.**

The **Treasurers Report:** was presented by Glenn Staudinger and a **motion** was made by Glenn S. to put the report on file for review, seconded by Chris Salinas. **Motion Carried.**

## **Officers Reports:**

### **President's Report:**

- 1) COPA - With all allotments for the rest of the year we currently will have raised \$3075.00 Our goal for this year is \$6000.00. We were 3rd per capita in donations for last year. The hat pass netted - \$46.55, Nice job people!
- 2) If you ever get called up by a Postal Inspector - immediately state that you want a Union Steward here, or ask for a lawyer if you choose to have one. You can have both present if you want them.
- 3) Casuals and overtime - The use of the OTDL has to be used first before keeping a casual and them getting overtime.

**Vice Presidents Report:** Kim Karol talked about items of interest from the Tri State Convention as follows:

- 1) There is a proposal to change FMLA and we are opposed to this it is against the worker!!!! It proposes to - a) Change Category 2 - that it has to happen within 30 days or it is no longer a serious health condition. b) Recertification would have to happen every 6 months instead of yearly as it is now and it will be at your expense. c) They want you to be required to make all your medical appts so they do not interfere with the normal course of business. They are going to make this a statutory requirement, which means if you take time off during your normal work hours for an appt that you could be prosecuted for costing the P.O. money.
- 2) There is a negotiation on the table that if you travel for training (for example to Norman, OK) and you get stuck down there for some reason, snow storm etc... That you get paid while you are at the airport, because you are actively seeking transportation. The P.O. as tentatively agreed to this but will not sign agreement. The APWU's position until agreement is signed is that the P.O. pay you from portal to portal, meaning once you leave the training center until you get to your door, your on the clock. If it takes you three days to get home then you're paid for 72 hours.
- 3) Some side items of interest - a) from the United Communications Workers with regard to the high speed internet. The U.S. is the slowest with internet speed which in turn we are falling behind in industry and education for example. We have the potential, but companies are not

willing to invest in it. We need to, as a nation start getting them to increase internet speed or we will not be competitive on the world stage. b) We had a keynote speaker at the convention named Charles Kernaghan and he's found that the global economy is now being based on slave labor. Not just adults but **children**, being forced to work for less then a dollar a day. Kids are being maimed by having to work long hours and produce enormous amounts of production. Please check out this website **www.nlcnet.org**. There is a solution and Charles K. is working with legislators to pass a bill to stop import/export of products from these sweatshops. This does effect you - please check out the website and talk to your congressman.

Dwight added that this is inpart where are COPA dollars go to - so that our legislative directors can get to congressman and senators and talk about labor issues such as this. He also stated to check out the website and contact your congressman and senators - that's the only way to beat it!

Secretary's note - there was much discussion on previous stated issues - please watch for more information and updates in future Cornerstone issues.

## **Old Business:**

- 1) Next meeting will be on Saturday April 19th, 2008 at 11:00 a.m. at the OP.
- 2) Update on State Convention we are hosting - a) Chris & Bonnie Salinas went out prize shopping for our COPA drawings so that is covered. b) Quilt made of union T-shirts hopefully will be ready as well for a drawing. c) Meri Kay Chase is in charge of the hospitality rooms (ie food etc...) She stated the following needs for the rooms both nights - 2 meat dishes, vegetable tray, fruit tray, cheese/cracker tray - cookies etc... Make your specialty. Let her know what you are bringing so all items can be coordinated. She would also like to have some other entertainment available ie.. games. There are 2 hospitality rooms - smoking and non-smoking - all members and retirees are welcome to come. (You may learn something)

## **New Business:**

- 1) Meri Kay stated she went to a seminar on Lite Blue - there is alot of information on this site, check it out. She also went to the retirement seminar and if you have questions she has the phone number of the person who gave the seminar, she also has a booklet on retirement if you are interested in copies please she her.
- 2) Glenn Staudinger brought a **motion** to the floor where as officers required to be at local 451 meetings, and they are scheduled to work - that they get paid up to 2 hours of LWOP when applicable, now and in the future. This was seconded by Kim Karol - some discussion was held on issue and a call for the question was made by Jerry Kemmer and seconded by Kim Karol. All were in favor of going to the vote. **Original Motion Carried.**
- 3) Glenn S. brought a **motion** to the floor for purchase of software but not limited too Quick Books Pro etc.... upto \$500.00, seconded by Cindy Miller - some discussion was

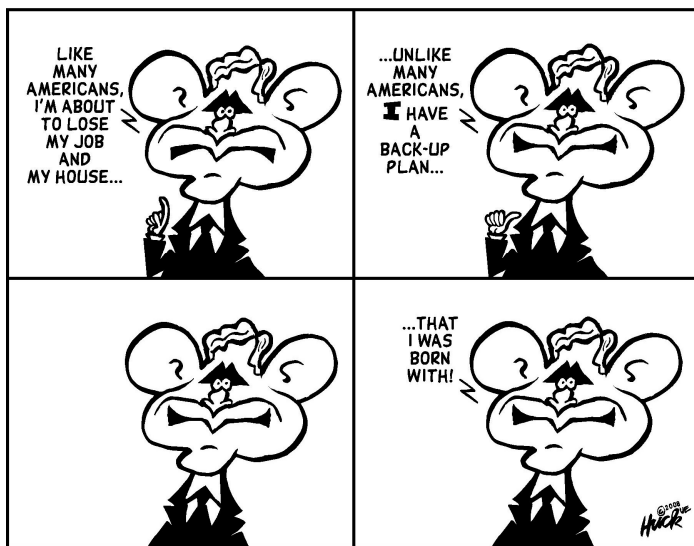
held on issue. Glenn stated it would be easier for a new treasure to take over, by having the software. Kim Karol added that should motion pass to include a friendly amendment including future updates automatically. All were in favor of motion. **Motion Carried.**

**Drawings:** Jerry Kemmer made a **motion** to hold the drawing, seconded by Cindy Miller. **Motion Carried.** Paulette Woods won the door prize.

**Adjourn:** A motion was made by Chris Salinas and seconded by Paulette Woods to adjourn. **Motion Carried.**

**Members Present:** Chris Salinas, Bonnie Salinas, RoseAnn Garvey, Cindy Miller, Paulette Woods, Gary Acuff, Bill Boyd, Jen Burcher, Linda Youngberg, Dwight Slaikeu, Lora Thompson, Glenn Staudinger, Meri Kay Chase, Kim Karol, Jerry Kemmer, Kris Englemann and Steve Adsit.

Secretary Lavonne (Bonnie) Salinas



## The TSP Adds a Roth Option

Early in 2008, the Thrift Savings Plan (TSP) added a new withdrawal option for TSP participants who are eligible to transfer their TSP accounts to a traditional IRA or to an eligible retirement plan. Eligible participants are now able to transfer their accounts to a Roth IRA.

What are the requirements that a TSP participant must fulfill in order to transfer the money from their TSP account to a Roth IRA? First, the account owner must be eligible to withdraw his or her account and the withdrawal payment must be an eligible rollover distribution. This means that the participant must either: (1) have either separated from federal service (either through retirement or separation); or (2) be making age-based (post-age 59.5) withdrawals if still employed in federal or postal service.

The second requirement for a TSP to a Roth IRA transfer is that during the year of the transfer the TSP participant's adjusted gross income (AGI) has to be less than \$100,000. In addition, during the year of transfer the account owner's filing status for

income tax purposes cannot be married filing jointly. A third requirement is that the TSP participant must have established a Roth IRA in which the IRA custodian will accept transfers from the TSP. The TSP will not transfer the participant's funds to a Roth IRA unless the Roth IRA was previously established.

Taxes that are due on the transfer must be paid in full during the year of transfer. This means that the TSP participant must come up with the funds to pay the income taxes due. Money from the TSP transfer to the Roth IRA cannot be used to pay the taxes due. The tax liability can in fact be more than many TSP participants can afford, as the following example illustrates:

Julie, age 56, retired from federal service in January 2008. Because Julie's AGI will be less than \$100,000 during 2008, she decided to transfer the \$200,000 balance in her TSP to a Roth IRA. Julie is in a 25 percent marginal tax bracket during 2008. She therefore owes federal income tax of 25 percent of \$200,000, or \$50,000. Julie must come up with \$50,000 that is due before April 15, 2009.

TSP participants should be reminded that transfers from their accounts to Roth IRAs do not allow participants to avoid paying taxes on their TSP contributions, matching contributions and earnings. The taxes are being paid in full in the year of the transfer rather than when withdrawn from the TSP. This is not true with respect to a TSP transfer to a traditional IRA, in which taxes will only have to be paid when the IRA owner withdraws money from the IRA.

A suggestion for TSP account owners who want to transfer their accounts to Roth IRAs but who cannot afford to pay the taxes due is to make a series of transfers over a period of years. In other words, instead of making one large transfer, multiple transfers should be requested. For example, instead of transferring \$50,000 to a Roth IRA like Julie did in the example, five separate transfers of \$10,000 over five years can be requested. This will spread the tax burden over five years. This also assumes that the account owner's AGI is less than \$100,000 during the year of transfer.

The good news is that the \$100,000 AGI limitation will be removed effective January 1, 2010. This means that any TSP account owner who is eligible to make withdrawals will be able to request transfers to Roth IRAs without regard to their AGI.

There are other tax issues and withdrawal restrictions from Roth IRAs that TSP participants who are considering transfers to Roth IRAs should be aware of. A transfer of a TSP account to a Roth IRA may not be appropriate for every TSP participant. Participants who are considering such transfers are encouraged to consult with their financial or tax advisers to review all relevant issues before requesting a transfer of their accounts to a Roth IRA.

Additional information on TSP transfers to Roth IRA may be obtained from the TSP Web site at [www.tsp.gov](http://www.tsp.gov). The IRS on its Web site [www.irs.gov](http://www.irs.gov) also has information regarding the rules involving retirement plan to Roth IRA transfers.



## The Corner Stone

AMERICAN POSTAL WORKERS UNION  
WATERLOO LOCAL #451  
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WATERLOO, IA 50704

### Waterloo Local #451 Officers

President - Dwight Slaikeu	Trustees - Dave Knebel
Vice-President - Kim Karol	Jenelle Brucher
Steward Director - Vanda Blankenship	Julie Schmitz
Secretary - Bonnie Salinas	Editor - Chris Salinas
Treasurer - Glenn Staudinger	

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U.S. POSTAGE  
**PAID**  
Waterloo, IA  
Permit Number: 107



**JOIN THE ACTION  
ATTEND YOUR  
UNION MEETING!**  
April 19th @ 11am  
THE OTHER PLACE  
3904 Lafayette Rd  
Evansdale, IA

**LIBERTY**  
**From  
Unsafe  
Work**  
**Workers  
Memorial  
Day**

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APRIL 28<sup>th</sup> 2008

## NON-MEMBERS of the APWU Waterloo Local 451

~ ~ ~  
**Marcie Turner**  
**Nancy Kannegieter**  
**Tammy French**  
**Jackie Murray**  
**Dave Palmer**  
**Kim Mettner**  
**Betty Murphy**  
**Kathy Leyen**

The union is only as strong as its  
weakest link!