

Quick-reference card about employees' rights

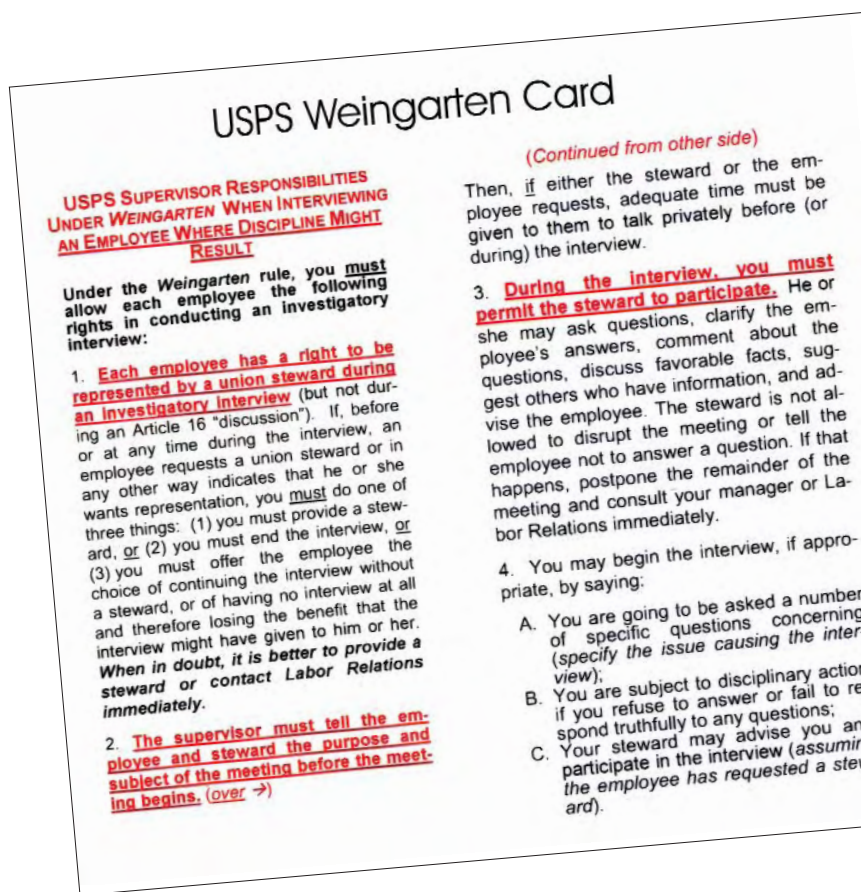
Postal Service Headquarters has produced a wallet-size reference card designed to remind supervisors of employees' Weingarten rights during an investigatory interview.

The card, printed on both sides, is being handed out to all Postal Service managers and supervisors. It details the three key principles that grew out of the 1975 Supreme Court decision in the case National Labor Relations Board vs. J. Weingarten Inc.

First, each employee has a right to be represented by a shop steward during an investigatory interview. Second, the supervisor must explain to both the employee and the steward the reason for the meeting before it begins. And third, during the interview, the supervisor must allow the steward to take part and ask questions.

"This card might not stop every instance of abuse," said NALC President Bill Young, "but it's a step in the right direction to reduce Weingarten violations." The NALC has been highly successful in prosecuting grievances over Weingarten violations.

An example of the card, shown at right, is also available at nalc.org in the Contract Administration section. ☒



Check out the Health Benefit Plan

Open Season is closing

Open Season for the Federal Employee Health Benefits Program ends Monday, December 10, which means letter carriers are running out of time to make the switch to the NALC Health Benefit Plan.

NALC President Bill Young and Director of Health Benefits Tim O'Malley strongly urge members who are not already part of the NALC's Plan to consider signing up. "Our Plan is your Plan," Young said. "It is designed for letter carriers and run by letter carriers."

There have been a number of improvements to the NALC Plan for

2008—and rates have dropped, too. Plus, thanks to a partnership with the CIGNA HealthCare Shared Administration PPO Network, the size of the Plan's Preferred Provider Organization has grown dramatically.

A video that discusses the 2008 Plan is available on the union's website, nalc.org. A special six-page insert in the November *Postal Record* provided highlights of the improved benefits.

December 29 marks the end of Open Season to sign up for Dependent Care and Health Care Flexible Spending Accounts.

FSA's help workers save on their taxes by allowing them to set aside pre-tax

dollars to pay for such things as child and elder care, health plan co-pays and deductibles, and some health care items and over-the-counter medications not covered by health insurance plans.

Letter carriers have until 6 p.m. (ET) December 29 to enroll in either FSA, or both. Sign up by phone through PostalEase at 877-477-3273, or via the Internet at liteblue.usps.gov. (See page 7 of last month's *Postal Record* for more information.)

One more deadline to remember is Saturday, December 15—the last day for designating donations to worthy causes through the Combined Federal Campaign (CFC). ☒