

# UPSEU LOCAL 1222 SHOP TALK

## JUST THE FACTS: SOCIAL SECURITY DISABILITY SUPPLEMENTAL SECURITY INCOME

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### Social Security Disability



It's not disability for your job that counts, it's **any job** you might reasonably be able to perform, even if there are no openings, the issue is "your capacity to work!"

- Provides cash benefits (wage freeze) and medical benefits.
- Five month waiting period.
- Requires recent work quarters (20/40) in most cases.
- Not available after Date Last Insured.
- Requires showing of a disability that has lasted 12 months or will result in death (duration requirement).
- MEDICARE available 2 years after first payment.
- Children/spouse may be entitled to benefits.
- Does not penalize attempts to work.
- Payable until return to work/medical improvement.
- Prior claims may be re-openable, under regulations or under court directive.
- Requires very clear medical proof.
- Not everyone has to be totally disabled.
- New applications also allowed for later periods within insured status.
- Widow's/Widower's disability benefits also available, similar standards.

- Procedures designed to give you every opportunity to win your case:
  - (1) Initial Application
  - (2) Reconsideration
  - (3) Hearing
  - (4) Appeals Council Review
  - (5) Federal District Court
- You have 60 days in which to appeal any denial.
- Government sets the attorneys fees.



### Supplemental Security Income or SSI

- Payable to disabled persons who do not have enough work quarters to qualify for regular Title II disability or whose regular disability is too small. (under \$420.00)
- May be payable to disabled children. (standards recently lessened)
- Same disability test as regular Title II disability claims.
- Must also show financial necessity by SSA standards.
- Medicaid available.
- No auxiliary claims.
- Virtual dollar for dollar offset against other benefits.

### Inside this Issue



#### Special Points of Interest

- Social Security Disability
- Supplemental Security Income
- Interpreting Body Language
- Keeping a Grievance File
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- Steward's Tip



### Interpreting Body Language



Tug at ear means "I want to hear more."  
Scratching head means "I'm uncomfortable with the discussion."  
Steeppling of fingers means "I'm supremely confident."  
Hand on back of neck, or finger under collar means "I'm annoyed."

[www.local1222.org](http://www.local1222.org)

## KEEPING A GRIEVANCE FILE



### UPSEU LOCAL 1222 Unit Officers & Stewards

#### IT'S TIME TO CLEAN UP THE BULLETIN BOARD!

Don't let your bulletin board present a picture of UPSEU LOCAL 1222 with faded, old meeting notices, yellowed clippings and materials that have nothing to do with the union. It's not a face we want to show.



Clear out the old junk and put up a heading with the UPSEU LOCAL 1222 name.

**Post materials about job and union issues and keep them current!**

Spring has sprung... and this is a great time to make sure your Grievance Files are in order. As a UPSEU Local 1222 Steward or Unit Officer, your records could make the difference between a co-worker losing a day's pay, missing out on a promotion, or maybe even losing a job.

**W**hat you do with your notes and paperwork can be critical to UPSEU LOCAL 1222's ability to help a co-worker win justice, avoid disaster, or just plain get a fair shake.

Veteran stewards and unit officers will tell you that unless they are accurately written down and carefully filed, even the best facts and evidence are useless if management is determined to have its way. These experienced hands know that a well-organized grievance file can be one of the union's most effective resources - and you, as steward, are key to making sure it's built correctly.

As a UPSEU LOCAL 1222 Steward or Officer you want a file for each grievance you are working on.

It's a file that must be available for use by higher-ups in the union chain of command, if and when, the grievance moves through the steps of the grievance procedure. Not only that, it may well become part of UPSEU LOCAL 1222's files and serve as a vital resource for new stewards and officers preparing for their duties.

Some locals have organized their files by cutting up the contract and pasting each section on a separate folder, either on paper or in a computer. Others may keep them chronologically, by department, or in other ways, but most locals have a central index so they can track down specific cases by the issue, by the grievant, or by both. Whatever the system, it depends

on the facts and information gathered, at least initially, by the stewards. In fact, this information serves as the very foundation of the union's case.

**So, what would be the contents of a grievance file?**

For each grievance, you should have the following facts:

**1** Notes on your initial talk with the grievant or grievants.

You need the Who, What, When, Where, Why and How of the case. You need names spelled right, job titles, accurate notes on what people say happened when - all the basics you collect when beginning the grievance process.

**2** Your working file would contain all of your notes on conversations with the grievant, the supervisor or supervisors involved, and witnesses.

Be sure to write down the date and time of these conversations, even if they're just on the phone. The exact time and date of a conversation can be very important later on in piecing together the chronology of a case.

**3** The file should contain notes on your own thinking as to which parts of the contract apply to the situation.

Don't tell yourself you'll remember. Jot it down.

**4** The file should contain any documents that you have requested from management and copied for possible use as UPSEU LOCAL 1222 exhibits.

You'll want these in a safe and secure place, because management is not likely to respond well if you have to come back to them and say you've misplaced your copies and need them researched and copied again.

**5** The file should contain your notes on, or copies of, relevant supporting evidence.

This could include relevant arbitration cases or grievance settlements and federal or state laws or regulations (health and safety, family leave and so forth).

As you build your file keep in mind that the material you're accumulating may not be called into play for days, weeks, maybe even months into the future - even years, in fact, if it becomes a part of the union's permanent files, to be used as a resource for other stewards who end up handling similar or related cases. So that means the file has to be organized in a way that someone else can pick it up later and make sense of what's inside.

**6** Finally, keep the file in a safe place.

Some UPSEU LOCAL 1222 Unit Officers/ Stewards have a secure place at work where they can keep their union paperwork, while others have space at home. The best research and the best notes in the world are no good to you, or a grievant, if they can't be located when needed.

## SAY SOMETHING POSITIVE

# How Self-Talk Affects You

As a UPSEU LOCAL 1222 Steward or Unit Officer, your co-workers look to you for guidance. Your attitude or "self-talk" has a direct effect on your thoughts and behaviors and how you react to situations that occur during the work day. Understanding self-talk, and its effects on you, can help you learn to rewrite your own self-talk "script" and maintain a positive mental attitude.

## Positive or Negative?

You've probably heard the term "self-fulfilling prophecy." Self-talk is very much like a self-fulfilling prophecy: something you think about so much you can actually make it happen. When your self-talk is positive, e.g. "Things will work out," "I know I can do the job", you are giving yourself permission to succeed, and chances are, you will. When your self-talk is negative, e.g. "I know I'll have a terrible time," "I'm not good enough to be a supervisor," you're giving up on yourself and chances are you won't even try to succeed. Often your self-talk reflects the values and behaviors you learned as a child, and the self esteem you now have as an adult.

## Thoughts and Behaviors

Self-talk can direct your thoughts and behaviors. If you think, "I know I can do the job," you'll be more willing to apply. During the interview, you'll be more likely to exhibit confidence in yourself and your abilities, and have a better chance at success. But if you say to yourself, "I'll never get hired for that position," you may not even apply, guaranteeing that you won't get the job.

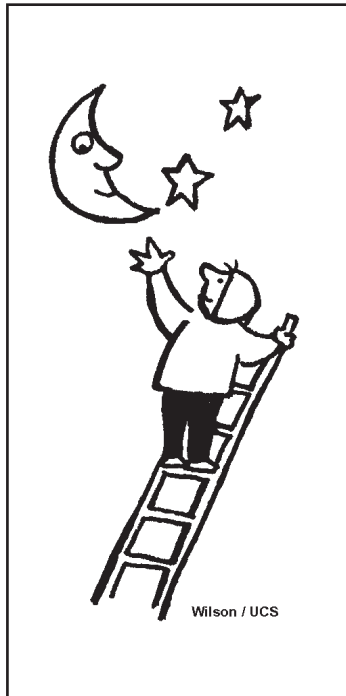
## Physical and Mental Effects

Negative self-talk can increase your distress, and can make effects such as headaches or stomach pain much worse. It can also encourage you to behave in self-destructive ways which further distress your body. ("No one cares, so why shouldn't I have another drink?") Fortunately, positive self-talk can have the opposite effect, leading to a confident, positive attitude.

## Rewrite your Script

Learn to listen to your own self-talk. One good way is to use pencil and paper to note your automatic responses to an idea.

Draw three columns on the sheet.



In the first column, write several things you would like to happen. For example, "I'd like to try for a promotion," or "I'd like a new car."

Then, close your eyes and listen to how you react to each item.

Write your self-talk in the second column. (Example: "Me, a manager? Forget it," or "I shouldn't have any trouble getting a loan.")

In the third column, write down a thought which is the *opposite* of the one in column two.

Now look at your list. If column two is more positive than column three, you're already on your way to thinking positively. If column two is more negative, look at column three for a more helpful, healthier response.

Practice choosing positive self-talk.

You'll feel happier and more confident!

Using pencil and paper to note your automatic responses to an idea is a good way to learn to listen to your own self-talk.

**UPSEU LOCAL 1222 UPDATE**

**STEWARD TIP OF THE MONTH**  
**Where to Sit during a Meeting with Management**

When you're negotiating with 2 people:  
*Sit where you can see both.*

$$\begin{array}{c} 1222 \\ \hline X \quad X \end{array}$$

When you have 2 people on your team:  
*Sit apart so you can speak with 2 different voices.*

$$\begin{array}{c} 1222 \quad X \quad X \\ \hline X \quad X \quad 1222 \end{array}$$

When they have a large group  
 opposing your small group:  
*Intermingle to diffuse power.*

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When you have a large group  
 opposing their small group:  
*Keep your group together for power.*

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**PLEASE LET US KNOW**

When a UPSEU LOCAL1222 member has a death in his/her immediate family, i.e. mother, father, spouse or child, please let us know. We will make every attempt to attend the funeral, if at all possible.



**SCHOLARSHIPS**

UPSEU LOCAL 1222 has scholarships available to dependent children of members. For details on eligibility and an application go to our Website at: [www.local1222.org](http://www.local1222.org) and click on Member Benefits. Applications must be postmarked by the **July 1st deadline**.



*"We're Making a Difference in the Workplace"*

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