



# THE HUMAN RELATIONS DEPARTMENT AND ITS PROGRAMS



INJURY COMPENSATION - CIVIL RIGHTS AND ENGAGEMENT  
EMPLOYEE ASSISTANCE PROGRAM - EQUAL OPPORTUNITY  
COMMISSION - VETERANS' RIGHTS - POSTAL EMPLOYEES'  
RELIEF FUND - REGIONAL RESOURCE ASSISTANTS - AND MORE!



JONATHAN SMITH, PRESIDENT  
DALEO FREEMAN, HUMAN RELATIONS DIRECTOR

# THE HUMAN RELATIONS DEPARTMENT AND ITS PROGRAMS



## INTRODUCTION

Dear APWU Members,

The work and goals of the Human Relations Department embody the principles of our APWU Constitution: “We believe all members of labor have the right to economic, political and social justice.”

Through its member-focused programs, the department strives to equip all members in an equitable manner under the APWU Constitution’s guidance that all workers “are created equal with the right to determine their own destiny and to participate in the forces and events that affect them.”

Workers' needs extend beyond employment with the U.S. Postal Service. The Human Relations Department responds to workers' needs by providing assistance aimed at improving economic and social conditions. We offer assistance in emergencies and hope to the disheartened.

The unity that we strive to maintain and improve upon includes a holistic approach. It involves education, protection and development in the areas of: the Office of Workers' Compensation Programs (OWCP) for injury compensation, Equal Employment Opportunity (EEO), veterans rights, civil rights, the Employee Assistance Program (EAP), civic/community service, and the Postal Employees' Relief Fund (PERF).

The policies, practices, and conditions that occur in the public arena have a direct connection to conditions at work. We endeavor to have a positive impact in making change in the workplace and the communities in which we live.

The Human Relations Department's programs are focused on increasing opportunities for each member to fulfill their desires for a better life and a better world. In addition, our people-oriented community and civic work contributes to a positive union image.

Please contact our department at: (202) 842-4270 for any assistance, educational materials, help in developing local Human Relations committees, and/or any questions and suggestions as together we continue the struggle for justice.

***In Unionism,***

A handwritten signature in black ink, appearing to read 'Daleo Freeman', with a long horizontal flourish extending to the right.

***Daleo Freeman,***

***Director, Human Relations Department***

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# **INJURY COMPENSATION**

The Federal Employees' Compensation Act (FECA) provides wage loss compensation and medical benefits to postal and federal employees who face a job related injury and/or occupational disease. The program is administered by the Office of Workers' Compensation Programs (OWCP).

The U.S. Postal Service's employee injury compensation claims account for more than all other federal employees' claims combined. The Human Relations Department provides educational materials, training, and advice to local and state officers, and the membership at large. The APWU has established Regional Resource Assistants (RRAs) to assist with injury compensation education and training.

# **CIVIL RIGHTS AND ENGAGEMENT**

The APWU believes in a society where all members are treated equally, and with respect and dignity. The struggle for equal rights, equal opportunity, and justice extends beyond the workplace into our neighborhoods and communities where we all live. A good example is the defense and expansion of voting rights for all, which impacts our workplaces and communities.

Many of our members participate in a variety of community and civic organizations. Our generous volunteerism not only builds better communities but promotes a positive image of the APWU, and unions in general, with the broader population.

# **EMPLOYEE ASSISTANCE PROGRAM**

The Employee Assistance Program (EAP) is available to every postal employee and their family members in accordance with Article 35 of the Collective Bargaining Agreement. The EAP is a voluntary program that provides free, short-term counseling, referral and assessment, coaching, and an overall approach to a variety of human needs. These needs are specifically related to the disease of alcoholism and/or drug abuse, as well as family and/or personal and mental health problems. We strive to eliminate any stigma around reaching out to the EAP for help.

# **EQUAL EMPLOYMENT OPPORTUNITY COMMISSION**

The Equal Employment Opportunity Commission (EEOC) offers an avenue for employees who feel that they have been discriminated against. While the APWU does not directly represent members in the EEOC process, the Human Relations Department provides information and education regarding EEOC rights and procedures.

# **VETERANS' RIGHTS**

U.S. Postal Service military veterans have many rights and benefits. These benefits include: leave accrual, Wounded Warriors Leave, employment and reemployment rights, Merit System Protection Board (MSPB) rights, and retirement credit for military service. In addition, a new "APWU Veterans Network" was launched in 2021 to provide opportunities to connect with other APWU veterans, and to stay informed on important issues.

# **POSTAL EMPLOYEES' RELIEF FUND (PERF)**

The Postal Employees' Relief Fund (PERF) provides financial assistance for APWU members as well as other postal employees and retirees whose homes and property have been substantially damaged by home fires and national disasters, such as floods and storms.

# **HUMAN RELATIONS PROGRAMS BENEFIT LOCALS AND STATES**

One goal of the Human Relations Department is to extend our programs so that local and state organizations can use them to help their members. We strongly recommend that locals and states establish Human Relations committees to carry out our programs at their regional levels.

Local committees can be geared towards working towards solutions for problems in the civic, community; civil rights; equal opportunity; and veterans' rights arenas. Local committees can educate members about benefits such as the EAP, injury compensation, veterans' rights and benefits, assistance with the PERF, and motivate members to action in our communities.

# RESOURCES

**APWU Injury Compensation:**

[apwu.org/injury-compensation-owcp](http://apwu.org/injury-compensation-owcp)

**Coalitions:**

[apwu.org/coalitions](http://apwu.org/coalitions)

**Community Resources:**

[apwu.org/community-resources](http://apwu.org/community-resources)

**Employee Assistance Program (EAP):**

[usps.ndbh.com/EAP](http://usps.ndbh.com/EAP)

**ELM Chapter 8 (EAP):**

[apwu.org/hreapelm870](http://apwu.org/hreapelm870)

**Federal Employees Compensation Act (FECA):**

[dol.gov/agencies/owcp/FECA/regs/statutes/feca](http://dol.gov/agencies/owcp/FECA/regs/statutes/feca)

**Mental Health Screening:**

[apwu.org/mental-health-screening](http://apwu.org/mental-health-screening)

**PERF Natural Disaster Relief Information and Application:**

[apwu.org/natural-disaster-relief](http://apwu.org/natural-disaster-relief)

[apwu.org/perf-application-relief-grant](http://apwu.org/perf-application-relief-grant)

**Publication 519-EAP:**

[apwu.org/hreappub519](http://apwu.org/hreappub519)

**Regional Resource Assistants:**

[apwu.org/regional-resource-assistants](http://apwu.org/regional-resource-assistants)

**Veterans' Preference Information:**

[www.dol.gov/agencies/vets/programs/vetspref](http://www.dol.gov/agencies/vets/programs/vetspref)

# APWU

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DEPARTMENT OF HUMAN RELATIONS  
Daleo Freeman, Director

