

# SOLIDARITY

## IOWA POSTAL

Vol. 18, No. 8

For All Members of DMI Area Local APWU, IPWU, BMC, and Waterloo APWU

October, 2014

# We The People

This is the cornerstone of our democracy. A democracy forged with the might of our military, but also with the strength of its citizenship. A citizenship that has chosen its leadership based on the vote of the people, and not on sleight of hand. Americans have been slumbering while the erosion of our basic right has been attacked. Politics is a difference of viewpoint.

It is what democracy is based on. It is what America is based on. We have seen a deliberate effort to disenfranchise voters by limiting our access. The people of Colorado have seen these efforts. We have seen other states where this has happened.

We need to wake up America. It is "We the People", not "We the Corporations", not "We the Wealthy". It is "We the People". It is all of us.

My union brothers and sisters, corporations have pointed at unions as the evil in our economy. We are the reason for high unem-



ployment. We are lazy. We are the takers who give nothing back. This is the fictional history that the right-wingers have portrayed to the American people. The truth is quite the opposite.

When union membership went down, financial inequality rose sharply and poverty increased. Union members have historically been fighters for the middle class. It is now time to reach inside each and every one of us to find that fighting spirit and turn the tide.

It is time for the American worker to change the United States from the current road to an oligarchy and a Fascist state back to an enlightened democracy. Our union fathers and mothers have fought this fight before and now is our time. We can no longer stand idly by and watch. We are fighting for our sons, daughters, and our grandchildren.

It is no longer okay just to vote. It is not okay to be disenfranchised with the political system. That must stop and it must stop today. It is time to pick up the cause of our forefathers because we are not just fighting for the American worker and the American middle class but for "We the People".

When we are involved and vote, we win and when we don't, the American people lose. Be a partner in democracy and not just a spectator, or we could lose it all.

— reprinted by Marty Wisniewski, Political Director, DMAL, APWU Retirees Chapter

## Court Rules That Those People Working For FedEx Are, In Fact, FedEx Employees

Let's pose a hypothetical situation. You're sitting at home and a truck pulls up outside. On the side of the truck, it says FedEx. The driver who gets out is wearing a hat that says "FedEx" and a shirt that says "FedEx." She walks up to your front door, rings the bell and has you sign a FedEx clipboard scanner thing. She hands you a package with FedEx printed on the box. You ask the delivery driver about her job and she tells you that FedEx controls virtually every aspect of her

workday, including her appearance, the way the truck looks, the areas she delivers to and the hours she works. You get the idea.

Using your Sherlock Holmes level of deductive logic, you guess that the driver is a FedEx employee.

But like Professor Moriarty, FedEx



Photo courtesy Crystian Cruz on Flickr

would say you are wrong. According to them, the driver is an "independent" contractor and not a FedEx employee.

If that sounds like logic so tortured that you're looking to see if Dick Cheney is involved, the 9th U.S. Circuit Court of Appeals agrees with you, and not FedEx. In a ruling that one of the participating judges said "substantially unravels FedEx's business model," the court ruled that since FedEx maintained significant control over the drivers' work, they couldn't be misclassified as independent contractors, since they weren't, you know, independent.

FedEx has pioneered the practice of classifying employees as independent contractors, saying the practice allows their drivers "flexibility" and "strong incentives" as "small busi-

nesses," but the outcome of the lawsuit could lead to FedEx having to pay millions in back pay, and, the Huffington Post notes, the drivers often work "long hours for low pay and little job security." Notably, the policy allows the company to avoid paying many of the costs of conducting business (such as gas and uniforms), payroll taxes and workers' compensation costs.

While this ruling only applies to some 2,300 FedEx Ground employees in California and Oregon, the company is appealing the decision, if it is upheld, it could affect numerous similar lawsuits in other states. And the impact could be much broader, considering so many other companies in the logistics industry (and beyond) have copied the FedEx model.

Hopefully this is the first step toward the end of the anti-worker practice of misclassification, which FedEx might have helped pioneer, but it is a significant and growing problem in many U.S. industries.

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Iowa Postal Worker  
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# Probationary Period

Article 12.1.A. page 45 of the contract states:

*“The probationary period for a new employee shall be ninety (90) calendar days. The Employer shall have the right to separate from its employ any probationary employee at any time during the probationary period and these probationary employees shall not be permitted access to the grievance procedure in relation thereto.”*

This language is quite clear. If a PSE is converted to career, they will go into a 90 day probationary period and **shall not** be allowed to file a grievance if separated during those 90 days. I remember years ago when I went through a probationary period. I was told in no uncertain terms that if I fulfilled my obligation by doing 4 things, I would have a job for life. The four items newly converted career employees must adhere to are; 1. Be regular in attendance, do not miss or

be late for work; 2. Follow the instructions of your supervisor; 3. Do not steal; 4. Do not threaten or fight with anyone.

Attendance is one of the most difficult grievances to win at any step of the grievance procedure. Newly converted career employees are obligated for 90 days to have perfect attendance or they will be subject to removal without access to the grievance procedure.

In the event you have a newly converted career member who has been issued a notice of removal, you still must do your investigation. One thing you can investigate is whether or not as a PSE the employee satisfied two (2) 360 day appointments. There is language in the Clerk Craft Q & A for Filling Residual Vacancies dated 3/20/2014. Page 3 question 23 states:

*“23. Are PSE employees who are converted to career subject to a new 90-day*

*probationary period?*

*Answer: Yes. However, any PSE who has successfully completed at least two (2) successive 360 day terms will not serve a probationary period when hired for a career appointment, provided such career appointment directly follows a PSE appointment.”*

Therefore, you need to investigate as to how many appointments your converted career had as a PSE. This may avoid a removal.

Another item you need to investigate goes to the EL-312 section 584.51 Performance Evaluation Intervals which states:

*584.51 Performance Evaluation Intervals*

*The supervisor must discuss the employee’s performance with the employee at the end of 30 days, and again at the end of 60 days. Both the supervisor and the employee must initial Form 1750 to indicate that these discussions have*

*taken place. The final evaluation occurs at the end of 80 days, and it contains a definitive recommendation regarding whether the employee should be retained or separated. This evaluation requires the signatures of both the supervisor and the employee.*

This clear language, *“must discuss employee’s performance”* makes the discussion a requirement. If management did not discuss the employee’s performance and initial the Form 1750, argue there was not ample warning to a probationary employee concerning the employee’s behavior. Put in an information request for the Form 1750. Interview the supervisor and the probationary employee about performance discussion with the probationary employee. Find out who was at the meeting and what exactly was said. Get a written statement from the probationary employee that

*continued on page 3*



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*United We Stand –  
Divided We Fall!*





# As Changes Happen, Get Involved In The Struggle

by Bruce Clark,  
Iowa State APWU President

I write this report to you our members at a time of rapid change, some progress and much confusion. Much of the confusion is my own as I have been off and out of it with illness. I went in the hospital the day before labor day and was there for two weeks and then spent another week at home convalescing from a nasty leg infection. I appreciate the understanding of many of you that I was cut off from all resources and could be of little help to any of you during this time.

I certainly appreciate brother Dan Skemp, state Clerk Craft Director, who we rely on so much already stepping up to help you and answer questions even more than his normal extremely busy workload.

## POSTPLAN Finally Settled

There has finally been a conclusion to the long wait for some action from our national arbitration over the implementation of POSTPLAN with an award and implementing agreement. I am in the throws of sorting it out for myself as I write this article so I will not attempt to fully analyze the

end result or what exactly it will mean for our members. One thing is clear, that your union officers have again succeeded in getting you more work for the bargaining unit in smaller offices. As I say I am only now absorbing the details of the award and settlement so I cannot go into the particulars yet but it should all be sorted out soon.

## Politics, Politics, Politics

I know we all get tired some times of hearing about politics, but the question you better ask your self is are you also tired of having a Post Office job with decent pay and benefits, the benefits of a union on the job with the protections and voice at work that comes with that, tired of Social Security and pensions in our old age and Medicare for medical care. On and on these things are very much up for grabs these days and certainly in this election. I always say I am not in love with every Democrat certainly but if the Republicans take the US Senate, you can kiss your future with the Postal Service goodbye and if the Republicans take the Governor and the Senate in Iowa and keep the house, the flood gates of reactionary anti worker legislation will be opened

and we will be as bad or worse than Wisconsin, Indiana and others.

You as postal workers absolutely must get engaged in this election immediately. Of course minimally you must be registered and vote (preferably early by absentee ballot) for pro worker candidates endorsed by the labor movement. In addition you need to contact your local Central Labor Council and volunteer to help in Get Out the Vote efforts. But again that is only necessary if you want a job and future for the Postal Service and if you want to country your kids can grow up in where they can have a decent life and a good job.

Please take this seriously, we have only a few weeks left to the election and you need to be, as they say, part of the solution not part of the problem. GET INVOLVED NOW!!!

Much more will be coming out about changes coming with POST PLAN agreements soon but in the mean time have a nice fall season and remember as our President Emeritus, Moe Biller always said "The Struggle Continues" and heed your state Presidents' admonition "Don't let the Bastards get you down" In Working Class Solidarity.

## — Probationary Period —

*continued from page 2*

the supervisor did not discuss performance at the end of the 30 days and again at the end of 60 days.

There are specific rules in ELM 365.32 for properly giving notice of separation to a probationary employee:

1. The PS Form 1750 is **not** written notice.
2. The removal notice must be in writing.
3. The notice must be signed by the appointing official, state the effective date of action and provide the employee with the official's conclusion about conduct or performance.
4. The notice must be received by the employee **prior** to the end of the probationary period.

The issue that we can argue is that the USPS did not comply with Article 12.1.A in conjunction with the above rules. In your investigation, look at the dates of the 90 day probationary period and the dates of the written notice. Article 12.1.A. has no application if the separation action does not occur *within* the probationary period. This would be a precondition of the application of Article 12.1.A. The National Award of Arbitrator Das on September 10, 2001 is normally the applicable standard answer to the removal under the probationary period (Case Q98C-4Q-C 99251456).

The easiest way for probationary employees to keep their jobs is to have perfect attendance and do what the supervisor instructs them to do. Please do your best to inform converted PSEs they will need

to get through their 90 day probationary period in order to guarantee them a job at the Post Office.

## Successful Convention

It started for me at the Clerk Division Counsel meeting. The first order of business was the proposed abolishment of the Clerk Craft NBA in Chicago. I spoke at the microphone asking for my brother and sister NBAs to reinstate the position. I argued that Chicago Region is one of the largest in the country; Chicago Region has a high volume of grievances. Chicago Region has a backlog of cases waiting for arbitration. Chicago Region has a shortage of arbitrators and arbitration dates. These are the main reasons the Clerk Council voted **unanimously** to reinstate the NBA in Chicago.

At the Convention, I added to my arguments. The Joint Arbitration Scheduling System, JASS, has been a failure in Chicago Region. JASS takes NBA's away from the Arbitration table and into the secretarial pool, doing the work that was once assigned to secretaries of the Regional Coordinator; we have to chase down USPS labor representatives who are reluctant to set and pre-arb arbitration dates.

Changes in our most recent contract are extensive. This results in additional grievances and numerous requests for assistance and information from the NBAs at levels 1 and 2. If we look at our dwindling membership alone, it does

not compute to the NBA workload of today. We take phone calls, emails, arbitration scheduling, pre-arbitration and shake outs, high volume of grievances and working on the large arbitration backlog. These are all services to you and our members.

NBAs handle the last steps of our grievance procedure. We may not be able to grieve our way out of our problems but our rank and file depends on their NBAs. When members are disciplined, when supervisors do our work, when overtime is called incorrectly and when managers/supervisors violate our contract, it is the NBAs that work directly with the locals and the rank and file members. NBAs are on the front lines in Education and Legislation. NBAs are on the front lines taking on new work for our members such as arbitration scheduling and internet communications. As much as we cannot grieve our way out of our problems; we won't solve our problems by *only* protesting. Our Union needs to fight on every front and against every foe. Our fight goes to the quality of life on the work room floor and to the real threat of service privatization.

Thanks to the delegates at our APWU National Convention, our Union will NOT go down in history as eliminating representation to the field in the Chicago Region. Thank you delegates to the APWU National Convention. — reprint by  
Linda Turney, NBA, *Michigan Messenger*

# Have You Voted Yet?

by Bryon Preminger  
IPWU Legislative Director

The beauty of being an Iowan is that we can vote by mail in the comfort of our own home and not have to worrying about finding the time to vote on election day. We must make sure that we make our voices heard and not let another midterm election set the Postal Service back. You can request an absentee ballot by going to the website <https://sos.iowa.gov/>

## The Postal Agenda

The Postal Service is the fabric that binds America together unfortunately we live in a day where the wealthiest Americans want to chop that service up and sell it off to the highest bidder. It is imperative that we stop their agenda and make sure that the candidates they are bankrolling do not get elected. Your union sends out surveys just on Postal Issues to candidates so that we can see if they have our back in writing. I have also met most of the candidates or their aides and have educated them on the issues and I know who has Postal Workers backs. The candidates who have affirmed total support of Legislation that will put the Postal Service back on its feet with common cents legislation like repealing the 2006 Postal Reform Legislation are:

**Bruce Braley U.S. Senate**

**Pat Murphy U.S. House 1st District**

**Dave Loeb sack U.S. House 2nd District**

**Staci Appel U.S. House 3rd District**

**Jim Mowrer U.S. House 4th District**

We can't just hope these candidates get elected we must go out and help them win by mobilizing and talking to people face to face. Their opponents may have the money for a thousand commercials but we have the army of people that can make sure that people vote in this midterm election.

## Volunteer Your Time This Election

You can help spread the word by volunteering to do phone banking or go door knocking to mobilize the union vote:

### LABOR CAMPAIGN OFFICES

#### Cedar Rapids

IBEW Local 405  
1211 Wiley Blvd SW  
Cedar Rapids, IA 53404  
Jim Beach  
563-299-3004

#### Des Moines

2000 Walker St, Suite A  
Des Moines, IA 50317  
Mark Fallis  
515-262-9571

#### Quad Cities

UFCW Local 431  
2411 W. Central Park  
Davenport, IA 52804  
Tracy Leone  
309-738-3196

#### Sioux City

UFCW Local 222  
3038 S. Lakeport  
Sioux City, IA 51106  
Jim Marshall  
712-276-8510

## Don't Forget About State Candidates

The State elections are also vital to keeping Labor from being destroyed by Governor Branstad and his anti labor forces. Should the Republicans take control of the Iowa Senate, the Iowa House and the Governorship we will be looking at the prospect of becoming another Wisconsin where there governor Scott Walker destroyed

thousands of decent middle class public sector jobs. Endorsed Candidates from the Iowa Federation of Labor are:

### LABOR ENDORSED CANDIDATES

#### General Election

US Senator: Bruce Braley  
US House 1st District: Pat Murphy  
US House 2nd District: Dave Loeb sack  
US House 3rd District: Staci Appel  
US House 4th District: Jim Mowrer

Governor: Jack Hatch

Auditor: Jonathan Neiderbach

Attorney General: Tom Miller

Secretary of State: Brad Anderson

Treasurer of State: Michael Fitzgerald

### Endorsements for the Iowa Senate and House

#### Blackhawk Central Labor Council

HD 50: Doris Fritz  
HD 59: Bob Kressig  
HD 60: Kayrn Finn  
HD 61: Timi Brown-Powers  
HD 62: Deborah Berry  
HD 63: Teresa Meyer  
HD 64: Bruce Bearinger  
HD 71: Mark Smith  
HD 72: Ben Westphal

#### Clinton Labor Congress

HD 97: Jay Saxon  
SD 49: Rita Hart  
Supervisor: Jim West (Clinton)  
Supervisor: Gayle Dolan (Clinton)  
Supervisor: Maggie Stafford (Clinton)

#### Des Moines/Henry County Labor Council

Attorney: Amy Beavers (Burlington)  
Recorder: Janelle Nalley (Burlington)  
Supervisor: Ann Distelhorst (Burlington)

#### Dubuque Federation of Labor

HD 100: Charles Isenhardt  
HD 99: Abby Finkenbauer  
HD 55: Rick Edwards  
HD 56: Patti Ruff  
HD 57: Nancy Dunkel  
SD 29: Tod Bowman  
Supervisor: Donna Smith (Dubuque)  
Recorder: John Murphy (Dubuque)  
Supervisor: Tom Hancock

#### Hawkeye Labor Council

HD 65: Liz Bennett  
HD 66: Art Staed  
HD 69: Kirsten Running-Marquard  
HD 70: Todd Taylor  
HD 75: Steve Beck  
HD 95: Kristi Keast  
SD 33: Rob Hogg  
SD: 35: Wally Horn  
Supervisor: Becky Schoop (Linn Co.)  
Supervisor: Jim Houser (Linn Co.)

#### Iowa City Federation of Labor

HD 73: David Johnson  
HD 77: Sally Stutsman  
HD 85: Vicki Lensing  
HD 86: Mary Mascher  
SD 39: Kevin Kinney  
Supervisor: Janelle Rettig (Iowa City)  
Attorney: Janet Lyness (Iowa City)  
Supervisor: Mike Carberry

#### Lee County Labor Council

HD 83: Jerry Kearns  
Supervisor: Don Hunold  
(Keokuk & Fort Madison)  
Treasurer: Chris Spann  
(Keokuk & Fort Madison)

#### North Central Federation of Labor

HD 7: Dave Grussing  
SD 5: Daryl Beall

#### North Iowa Nine Labor Council

HD 51: Laura Hubka  
HD 52: Todd Pritchard  
HD 53: Sharon Steckman  
HD 8: Nancy Paule Huisinga  
SD 27: Amanda Ragan

#### Northwest Iowa Labor Council

HD 3: Greg Fritzsche  
HD 12: Dan Muhlbauer  
HD 13: Chris Hall  
HD 14: David Dawson  
HD 17: Kenneth Mertes  
SD 7: Jim France  
Supervisor: Alex Watters (Woodbury)

#### Quad City Federation of Labor

HD 89: Jim Lykam  
HD 90: Cindy Winckler  
HD 91: John Dabeet  
HD 92: Frank Wood  
HD 93: Phyllis Thede  
SD 45: Joe Seng  
SD 47: Maria Bribriesco  
Supervisor: William Cusack (Davenport)  
Supervisor: James Laird (Davenport)  
Supervisor: Brinson Kinzer (Davenport)  
Treasurer: Kas Kelly (Muscatine)  
Supervisor: Rob Krysh (Muscatine)  
Recorder: Nancy Long (Muscatine)  
Scott Co. Recorder: Rita Vargas

#### South Central Iowa Federation of Labor

HD 26: Scott Ourth  
HD 27: Fred Diehl  
HD 28: Megan Suhr  
HD 29: Dan Kelley  
HD 30: Joe Riding  
HD 31: Rick Olson  
HD 32: Ruth Ann Gaines  
HD 33: Brian Meyer  
HD 34: Bruce Hunter  
HD 36: Marti Anderson  
HD 38: Christine Sherrod  
HD 39: Tom Leffler  
HD 40: John Forbes  
HD 41: Jo Oldson  
HD 43: Kim Robinson  
HD 47: Hans Erickson  
HD 49: Kevin Erickson  
SD 13: Pam Deichmann  
SD 15: Chaz Allen  
SD 17: Tony Bisignano  
SD 21: Matt McCoy  
SD 23: Herman Quirnbach  
County Public Hospital Trustee: Som Baccam  
County Public Hospital Trustee: Mark Cooper  
Warren County Supervisor: Joe Grandstaff  
Jasper County Recorder: Denise Allan

#### Southern Iowa Labor Council

HD 81: Mary Gaskill  
HD 82: Curt Hanson  
HD 41: Steve Siegel

#### Southwest Iowa Labor Council

HD 15: Charlie McConkey  
HD 16: Marti Nerenstone  
HD 20: Steve Roe  
HD 21: Tim Ennis





# Pulling The Wool Over Someone's Eyes

down into poverty wage jobs, while the rich get richer!

I was reading this comment on "Save USPS" facebook page and it was written by Eppy Suarez:

"It's an old joke asking how a certain country invaded another with

out many jobs, abolished others, and made it increasingly difficult for the public to use the Postal Service. The lines in the PO are longer because of a shortage of clerks. Mail Handlers are all but gone, custodians and clerks are disappearing, vehicles and equipment

employees with the goal of disciplining them for petty offenses (not scanning or crossing some red line) while our competition tracks parcels for their customers.

What I don't see is a plan to increase revenue, to become more com-

by Mike Bates,  
President

I have worked for the postal service for 21 years and I have always thought that the postal service was trying to destroy itself! The only thing that stood in the way was the dedicated hard working union members that actually cared! Now, days and years later, the postal service sits on a slippery slope and is on the fast track to privatization and there is only one thing in its way! Its US! We must stand up and fight back to save our jobs and good American union jobs for the future! We are the APWU and nobody does it better. We proudly protect, process and transport America's mail! We must VOTE for candidates that will protect our jobs NOT gut us and knock us

*Stepping back and taking a look makes it painfully obvious that management isn't planning a big comeback but a phasing out of the Postal Service."*

such ease, the punch line was "they march backwards and said they were leaving". It describes the ultimate pulling of the wool over someone's eyes.

I listen to management talk about the direction of the Postal Service. I hear them say we're making changes to make us competitive and move forward. I hear them talk about how customer service and employee approval ratings are at an all time high.

What I see, is a Postal Service that has closed facilities, contracted

are breaking down at an alarming rate as the grass grows knee high outside our facilities. Moral and customer approval are at an all time low. Although customers call to complain, it falls on deaf ears, if the phones are even answered at all.

The Post Office gets into deals with UPS and FedEX. Deals that always leave us with the short end of the stick. They (FedEX, UPS, DHL, Pitney Bowes etc . . .) make big bucks as we make pennies.

We invest in equipment to track

petitive, to re tool in order to have top notch parcel tracking system. I don't see a future.

Stepping back and taking a look makes it painfully obvious that management isn't planning a big comeback but a phasing out of the Postal Service."

I could not have said it better brother! MAYBE IT TIME FOR OUR UNION TO MAKE A COMEBACK AND ORGANIZE THE UNORGANIZED!

In super solidarity.



by Bryon Preminger,  
Vice President

It's time to go out and get pro postal candidates elected. I urge each of you to take time out and contact the Iowa Federation of Labor, 2000 Walker St., Suite A, Des Moines, IA 50317, Mark Fallis 515-262-9571 to help with phone banking and door knocking so we don't go backwards during these midterm elections. If you haven't voted yet please request an absentee ballot at <https://sos.iowa.gov/>.

### Training & Career Appointments

Training has been the epicenter of the Postal Service. Thousands of PSE's have been appointed to career thanks to APWU's conversion memo. Many of these PSE's had to pass training in order to make the conversion. Unfortunately some have not been able to pass the training and will remain PSE's. The union has been trying to provide additional training opportunities to aide our members on attaining

career status. I want to personally congratulate the PSE's who blazed the trail for future PSE's and finally reached the gold on the other side of the rainbow. Management didn't honor the conversion memo as written and I filed to convert 24 more PSE's to career but we will have to let that play out in the grievance procedure.

### Tour 1 Supervisor Abuse

While talking to PSE's being converted from tour 1 there was a couple common themes. The first that they all agree management abuses our

members and that hardly no one is requesting for a steward and writing a statement. You are protected by progressive discipline and if they try to retaliate at you for demanding dignity and respect then we need to know about that too. If we don't have statements and grievances then when we bring it up at Labor Management they ask for proof and we have none. Help us protect your rights and don't let management bully you around. An injury to one is an injury to all.

Until next time.





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## RETIREE CORNER:

# New Officers Elected

by **Cindy Housh, President**

The Des Moines Retiree Chapter held their fall meeting on September 16th.

We had about 45 retirees and spouses attend. Our guest speaker was Mary Theurer, Senior Field Representative of AFL-CIO. She talked about how important this election is in Iowa and choosing the right candidates for these key positions. We had some retirees volunteer to do door knocking, phone calls, and mailings. Cindy Housh gave a legislative update on the changing of the delivery standards, the plant closures and consolidations scheduled to happen in January of 2015. We urge all the retirees to call their representatives in Washington, DC asking for Postal Reform to save the Post Office. Retirees were urged to buy COPA tickets and to come to the Halloween Bash being held on October 25th. Mike Bates, President gave an update on the current situation at the Post Office. Jobs being lost, employees having to bid to different hours, and processing machines being taken out the plant. Retirement is looking better and better for some employees. We feel sad that our current workers at the post office have to endure more and more stress just

to keep their jobs. PLEASE VOTE IN THIS ELECTION FOR THE CANDIDATES THAT SUPPORT THE POST OFFICE.

Election was held and the new officers for the Des Moines Retiree Chapter are:

Cindy Housh, President  
Ellen Gripp, Vice-President  
Marsha Herman, Secretary  
Carol Tyler, Sgt. of Arms  
Lloyd Weems, Trustee  
Harold Noland, Trustee  
Terry Glenn, Trustee

A big thank you to our past officers, Barb VerSteegh and Lance Coles for doing a great job. They have decided to pass the torch and to move onto new projects. They promised they will continue to come to meetings and help the new officers with their duties. A motion was made to purchase State Fair tickets in 2015 for the retirees who request them. Another motion was made to hold a Christmas Open House on December 16th for Retirees from 2-4 PM. We hope you will be able to attend.

## Auxiliary To DMI APWU News

by **Mark Sarcone,  
Auxiliary Editor**

It has been a busy and eventful Spring and Summer for the local Auxiliary highlighted by the successful completion of the National Auxiliary to the APWU two-year fundraiser for the Wounded Warrior Amputee Softball Team and attendance at the National Auxiliary Convention in Chicago.

Led by project coordinator Robin Arnold, the local auxiliary sold 414 t-shirts and raised \$3,400 for the Wounded Warrior Amputee Softball Team. The Des Moines auxiliary was one of the top contributing auxiliaries as, nationally, over \$35,000 was raised. Arnold and Deb Dickerson sold the lions share of t-shirts at all union functions including the Iowa State Convention, the local APWU picnic and the national convention where there the demand for t-shirts outpaced the supply.

The Des Moines Auxiliary sent one of their largest contingents ever to the National Convention in Chicago July 21-25. The local was represented by Dickerson, Cindy Weems, Christine Sarcone and Mark Sarcone. Further, Viola Seger, the Iowa State Auxiliary to the APWU President, represented the State Auxiliary at the National Convention. The highlight of the National Convention was the presentation by local auxiliary members of a check for \$1,400 to the National Auxiliary for the Wounded Warrior Amputee Softball Team. The local had already raised and presented to the national auxiliary \$2,000 prior to the start of the national convention.

The auxiliary had a presence at the local APWU picnic sponsoring the face painter as part of the children's activities.

Donations for the annual Human Relations project for Hawthorn Hill began in early July and ran thru Labor Day. Donation boxes were located in the first and second floor

break rooms at the plant and in the break room at the VMF. A big THANK YOU to all who were able to make a donation. As of this writing, the final inventory of donations was yet to be counted and presented to Hawthorn Hill but specific donation information will be provided in a future issue.

Over 60 APWU retirees attended the Spring Retiree Meeting at the local hall where the auxiliary hosted a picnic-themed lunch on May 20th. The menu consisted of loose meat sandwiches, hot dogs, brats, side

dishes and desserts. Thanks to Jon Arnold for providing his own grill to grill the hot dogs and brats and to Karen Tallman for preparing the meat for the loose meat sandwiches. A special thank you goes out to Terry and Sharon Glenn for a generous donation of \$50 to the local auxiliary.

Finally, welcome new Auxiliary members Julie Kestel, Kathy Fuller, Morrie Ringlieb, Jennifer Race, Lee Gray, Donna Bates, Deborah Milligan and returning member, Bailey Schlegel.

## Retiree Corner

by **Barb VerSteegh  
Thank You**

My last official meeting as Retiree Chapter President went very well and I was happy to see all who were there. I was very surprised by the card and money. I can tell you that meant a lot to me as most of the time it is a very thankless job. You retirees are the best and I thank you so much.

I do want to just say that I think our union is the greatest. Both my sons work at union shops and they are quite envious of our local. My youngest son thinks our annual picnic is so much fun. His union only gives them a t-shirt once in awhile but never has any function where they can get together with their co-workers in a social gathering set up by his union. He was in awe Sunday after the Harkin Steak Fry when I had to leave right before the Clintons spoke to be at his house for a family gathering. He couldn't believe I would leave before a former President and possible Presidential candidate spoke. I told

him that I had seen both of them before and even got a Christmas card from them one year. He was still shocked that I left the function to be with family. I believe family comes first but thanks to my union I had already seen both Bill & Hillary Clinton so it wasn't a major thing for me to leave.

I could have also reminded him that our union has a Christmas party for the kids or a retiree chapter, so we can all stay in touch after our years of service are over. Our union does more than represent employees on the work room floor. We also have a few fun things to do if you choose to participate in them. Join the fun activities. They are for you the member and believe me not very many other unions provide that social interaction.

Don't worry I will be around for other retiree meetings and gatherings. I just chose to turn it over to some younger people. Plus I am too busy being President of my HOA in Arizona. Now that is a really thankless job!!!

# — Cindy's Outlook —

by Cindy Housh, Editor  
**Labor Day Parade**

It was a beautiful day to be riding or walking in the Labor Day Parade held on September 1st. Everyone had their special "Labor Day" t-shirts on, that our local provides free, if you come and participate in the parade. Hope you enjoy the pictures that are printed in this paper. Pictures were taken by Mark Sarcone. A special thanks goes to Dave Bostwick, Dan Ramirez, Mike Bates and Bryon Preminger for putting the float together for the parade. Hope to see you next year.



Photos by Mark Sarcone

**Harkins Steak Fry**

This event was held on September 14th at the Indianola Balloon Field. This was my first time attending the event and I guess my last. Senator Harkin is retiring, so there will be no more steak fries. I had a great time and enjoyed the speeches by all the Democrat candidates. It was exciting to see former President Bill Clinton and Hillary. It is so sad to see Senator Harkin say good-bye, but everyone should enjoy their retirement someday.



Barb VerSteegh, Mark Morrison and Cindy Housh attending the Harkin Steak Fry.

Photo by Cindy Housh



Senator Harkin, Hillary and President Bill Clinton at the Harkin Steak Fry.

Photo by Cindy Housh



**Retiree Dinner**

The retirees held their fall meeting and lunch on September 16th. The auxiliary put on a great meal as usual. We had 3 kinds of soup, sandwiches, fruit bowl, and dessert. We had election of officers, motion to buy State Fair tickets for the retirees next year, and have a Christmas get-together on December 16th with snacks and prizes.

**Iowa Alliance for Retired Americans**

Ellen Gripp and I attended this conference on Wednesday, September 17th at Prairie Meadows. The speakers were State Representative Mark Smith, State Senator Pam Jochum, and candidate for Secretary of State Brad Anderson. We attended two workshops: Common Sense Economics and TPP – Transpacific Partnership. The Alliance for Retired Americans formed in 2001. There is currently 4.3 million members and 30,000 members in the State of Iowa. We fight for retirement security and economic fairness for all Americans. Our priorities are to strengthen and expand social security, defend medicare and medicaid, make prescription drugs affordable, protect public & private pensions, preserve voting rights, expose corporate initiatives that harm retirees, workers, and their families. Seniors are now 13% of the US population. Seniors will be about 1/4 of the people voting in this year's election. Activism is the key. VOTE FOR THE CANDIDATES BY THEIR VOTING RECORDS NOT BY THEIR ADS OR SPEECHES. There is now more student loan debt that credit card debt in the US. It is sad to think our college students might not ever own a house because of their high student loan debt.

The afternoon workshop on TPP – Transpacific Partnership was scary and unbelievable. This trade agreement is 10 times worse than NAFTA. It is one of the best kept secrets that would impact our lives negatively. Negotiations are being kept secret from Congress and the public, but not the 600 corporations that are involved. US sovereignty is at risk, jobs will disappear in all sectors, and health & safety regulations are at risk. Deals are being made with countries like Vietnam that has low wage workers and no labor regulations. It is hard to believe all these corporations that are sending our jobs overseas, and not wanting to pay their fair share in taxes in the US. Go to Stop the TPP.org website and get involved. We need to shut this down.

**Union Meeting**

We had the pleasure of State Senator Jack Hatch come to our meeting and addressing our

membership. He is running against Terry Branstad for Governor. It is time for Terry to go. What has Terry done for our state? We had a 50/50 drawing for COPA and the winner was Kirk Petty. He said he had never been to this union hall we have now. It is time for all members to come to union meetings and see how your union



State Senator Jack Hatch addressing the members at the Union Meeting.

Photo by Cindy Housh

monies are being spent. Who knows you might win money or a t-shirt just for coming to a union meeting. The only new business was a Constitutional Change. I made the change to the Editor position. The title will be Editor/Legislative Director and this person will handle all the money for COPA. Basically it will be their responsibility to collect, document the donors and send the list and money to the National APWU. Next Union meeting will be Saturday, October 4th at 10:00 AM.

**Halloween Bash**



This will be a fun event. Costumes are optional, but there will be prizes to the best costumes. Games will be

played and prizes won. We will have great food for you to enjoy, so be sure to come on Saturday, October 25th. Sorry it is for adults only, but we figured the children have the picnic and the children's Christmas party every year. If you would like to volunteer to help with the food or with the games please contact me or call the union hall. Hope to see you there.



In solidarity.



# National Auxiliary Convention Celebration

by Mark Sarcone,  
 Auxiliary Editor  
**National Auxiliary Convention Celebrates Accomplishments Of Hard-Working Volunteers Nationwide**

The Des Moines Auxiliary sent one of their largest contingents ever to the National Convention in Chicago July 21-25, 2014. The local was represented by Debra Dickerson, Cindy Weems, Christine Sarcone and Mark Sarcone. Further, Viola Seger, the Iowa State Auxiliary to the APWU President, represented the State Auxiliary at the National Convention. The highlight of the National Convention was the presentation by local auxiliary members of a check for \$1,400 to the National Auxiliary for the Wounded Warrior Amputee Softball Team. The local had already raised and presented to the national auxiliary \$2,000 prior to the start of the national convention.

Dickerson and Auxiliary member Robin Arnold sold many t-shirts at the Convention in addition to those

sold prior to the convention. A big thank you to Robin, Debra and Jon Arnold for all your extra efforts in making this fundraiser a rousing success.

Prior to the start of the convention, Arnold, Dickerson, the Sarcone's and Seger attended Auxiliary Education Workshops on Sunday July 20th. Classes included the First Time Delegates Class and a class on Officer Training that addressed Leadership, Finance, Record Keeping, Communication, Legislation and Building the Auxiliary. Delegates took away a lot of good and helpful information from these classes that will only make the local auxiliary a stronger organization.

The convention opened on Monday July 21st with Auxiliary State Day. This was an opportunity for locals to disseminate memorabilia from their particular state. Prior to the start of the Auxiliary convention, all delegates were invited to attend the joint opening session of the APWU/APWU Auxiliary Convention in the Main Ballroom of the

McCormick Place Convention Center. The opening session was highlighted by APWU President Mark Dimondstein's State of the Union Address. Also, the session featured two Illinois Congresspersons; the Roll Call of Officers; Foreign Dignitaries; introductions of National Postal Mail Handlers President John Hegarty and National Association of Rural Letter Carriers President, Jeanette Dwyer.

Once underway at the Auxiliary convention, the National Executive Board was introduced and First Time Delegates were recognized. Then, delegates were assigned to committees. Dickerson served on the Finance Committee; Weems to the Courtesy and Greetings Committee; the Sarcone's to the Nominations and Elections Committee and Seger chaired the Consolidated Report Committee. A total of 70 delegates representing 16 states and 15 local auxiliaries were in attendance.

Day two of the convention consisted of reports by the various

committees. Mark Sarcone made a point of personal privilege to recognize Robin Arnold for all of the time and energy she put into making the Wounded Warrior Amputee Softball Team project on the local level in Des Moines a huge success. One of the highlights of the second day was the discussion of the next national biennial human relations project. After much discussion and a healthy debate, the body voted to go forward with the Feeding America Backpack Program for the next fundraiser to be concluded at the National Auxiliary to the APWU Convention in Orlando, Florida in 2016.

Bill Kaczor, Director of the APWU Health Plan, addressed the delegation and shared updated information on the plan.

The big news of the day was delivered by Dave Daniel of the Accident Benefit Association (ABA). He announced that the ABA unanimously passed a constitutional resolution at their convention on Monday evening that will allow *any* Auxiliary member to join in the benefits provided by the ABA. The meetings for Day Two were adjourned at 1:00 p.m. so delegates would have the opportunity to attend the "Stop Staples" rally in downtown Chicago.

Ed Brennan with the Postal Press Association thanked the Auxiliary for its work and support. He urged the Auxiliary to work toward increasing memberships.

Day Three of the convention began with the traditional Memorial Service featuring music performed by Wendy Morrissey, President of the Nebraska State Auxiliary. Names of all deceased Auxiliary or family of Auxiliary members submitted were read by National Legislative Aide/Editor Barbara Maciejewski in a very moving ceremony. Committees were called to make their reports.

Further, the various committees presented their written reports to the body. It was the general belief before the start of the convention that all national officers and District Coordinators would run unopposed. However, Rebecca Kingsley, from California Local, was nominated by National Treasurer Trisa Mannion, to run against District Two Coordinator and incumbent, Mary Lois Clayson. Therefore, an election was held on Thursday July 24th with Kingsley unseating Clayson 39-13 votes cast. Clayson was recognized by National President Kathy Danek for her long time service to the National Auxiliary.

The meeting recessed for the day at 11:30 a.m. so delegates could partake in the Auxiliary Celebration "Roaring 20's" themed Luncheon, sponsored by the Voluntary Benefits Plan. The luncheon featured lemon and garlic roasted breast of chicken; rosemary roasted seasonal vegetables and roasted potatoes; salad; and fresh fruit tart dessert. The

*continued on page 9*



## APWU halloween bash for COPA

### OCTOBER 25, 2014

**Doors open at 5:30 p.m. – Games start at 6:30 p.m.**

APWU Union Hall at 1200 E. Euclid Ave. DSM IA 515-265-7371

*Welcome APWU Members & Guests Only (Adults Only)*

**Cover Charge: \$10 Dollars (Includes Food, 2 drink tickets & 1 COPA raffle ticket)**



1st Prize- \$400 Value  
"Wine Basket"



Grand Prize- \$500 Value  
"Culinary Basket"



2nd Prize- \$150 Value  
"Halloween Basket"

**COPA RAFFLE TICKETS: 1 ticket T \$1.00 each- or- 6 tickets for \$5.00**

**To purchase COPA tickets — see an APWU Union Steward, APWU Auxiliary member, call the APWU Union Hall at 515-265-7371 or call APWU Retiree, Cindy Housh at 515-669-9518.**

*COPA Raffle drawing will be held Oct. 25, 2014 at the Bash*

Costume Contest: Prizes awarded to the BEST Costume for Women, Men & Couples.  
 Prizes awarded for Texas Hold'em, Bingo, Bags & Pool. Become a member of the COPA-MATIC and be entered into a Special Drawing for a chance to win \$250.

**Sponsored by: The DMI-APWU Local 44 Auxiliary**

All donations are voluntary and they will be used to support candidates for federal office.  
 "A copy of the COPA Committee report is filed with the Federal Election Commission and is available for purchase from the Federal Election Commission, Washington, DC."

# We Are Federal Workers

by Robin Arnold

Here is a revision of an article I wrote about four years ago. *Those 2010 mid-term election results were disastrous for workers*, so I believe this issue is worth repeating.

I still find it strange that many of our fellow workers say they don't want to hear about politics at work. They don't seem to be concerned about what's going on in Congress, or else they don't want to know what the Union's position is regarding those actions.

Let me explain something – WE ARE STILL FEDERAL WORKERS – what Congress is doing (and who's in control of it) has EVERYTHING to do with our jobs, our security, and our retirement benefits, whenever we get there.

These same co-workers ask about Contract negotiations and pay increases; and they're willing to file grievances when they feel violated. Let me explain something else – THE CONTRACT STILL WON'T MATTER IF WE DON'T HAVE JOBS!!!

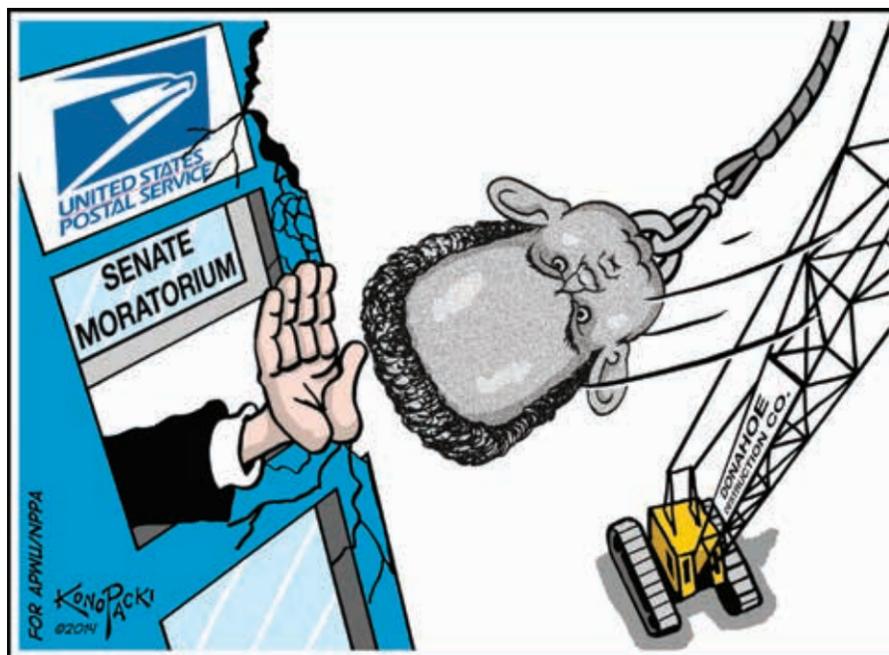
ELECTIONS MATTER because the people elected are the ones that decide what happens to the Postal Service. Yes, I know about the Postal Regulatory Commission and the USPS Board of Governors, but ultimately it's the people in Congress that guide what actions those bodies can or cannot take. Over the past couple years this has rung true: when Postmaster General Donahoe tried to close thousands of offices and cut 6-day delivery, for example, Congress stepped in to stop it (for now anyway). Good thing for us they did!!!

I know that not everyone agrees on which political party to support. In general, that's okay. I don't agree with everything in my own party. That's why I give financial support directly to the candidates I like, rather than to the party itself. Some people may disagree with this approach, but it's how I do it. We voters have a right to support who we want; and I believe that when we *only support those who support us*, it sends a clear message to the parties that we don't agree with how they're handling things overall.

Personally, I vote based on protecting OUR jobs and those of all working people. This is ALWAYS my number one issue!! I support candidates that support workers' rights. Other issues are less important to me because many of them don't affect me directly. My job definitely affects me! Everyone in this country is directly affected by the job he/she is able to get.

Awhile back, when I had an opportunity (in a group setting at work) to explain to some co-workers what to expect in January when the new Congress was to begin, I discovered that they didn't want to hear about how to save their jobs. I thought that every postal worker would want to know how to save his/her job.

Personally, I don't want to take a



pay cut, or have to worry about getting laid off or being forced to move far away to another facility when ours closes or downsizes. I don't want to see other post offices closed either. Iowa is a rural state, with a lot of small towns. *Closings will still affect us* because even if our facility stays open, but other smaller offices close, those people that lost their post office will have to go somewhere. They might get exsented into our installation, and bring their seniority with them. It's happened before, and it could happen again.

Please don't become afraid or cyn-

ical because of this; I want you to see it for what it is: an attack on our jobs, our way of life, and the mail service itself that all Americans depend on. **AND** I want you to take action to defend these things.

That day at work, I was just trying to urge my co-workers to pay attention, be educated, and become more involved in the fight to defend our good postal jobs. We **ALL** need to be aware of the good postal bills, as well as the bad ones, understand why they're good or bad, and be able to briefly explain to our friends and neighbors

what's going on inside the USPS.

We can never win this battle without the public on our side. We **MUST** get this conversation going! So far USPS Headquarters is winning, because we're not explaining our side of the situation very well. (Or we're not talking loud enough for the media to hear us.) They have taken the Postmaster's story as truth. The public believes that the USPS is in dire financial straits, without doing any research. They don't listen to the Unions' reasons for the situation, nor our ideas to fix the problems. We have to educate them and help them really understand the truth of it.

APWU does a lot of research on the various Postal bills that are introduced, and they send out email alerts when action is necessary on a particular piece of legislation. Please get signed up on this network so you can take action quickly when it's needed.

Our Union also checks out all of the candidates' positions and voting records on the various issues that affect workers, especially postal issues. We do this so that those members, who are too busy to do the research themselves, will have the information readily available to make good decisions when voting. **ALL of us should be voting, in order to protect the Postal Service from those who are determined**

*continued on page 10*

## National Auxiliary Convention Celebration

*continued from page 8*

highlight of the luncheon was the presentation of the first-ever Auxiliary Achievement Awards. Locally, Karen Tallman, Dickerson, Mark and Christine Sarcone were recognized for their past contributions both in and outside of the Auxiliary for the past several years. Moreover, Kelly Albrecht, from the Fort Dodge Local APWU, was announced the winner in a drawing of a quilt to raise money for the Wounded Warrior Amputee Softball Team. The quilt was sewn by Danek's 14 year old granddaughter, Bailey Gocke.

Day Four, the final day of the convention, featured the election of Kingsley and a presentation to the body by National APWU Legislative Director, John Marcotte.

Marcotte implored delegates to help get out the vote in the November 2014 midterm elections to help elect candidates who will be friendly to maintaining and strengthening the Postal Service. He said the United States he grew up in is not the same one he now lives in. He said it was imperative that citizens "take back their country" from corporate interests. Marcotte also presented to the Auxiliary the COPA Presidents Award trophy. All work by all committees was finished as well.

Constitutional Resolutions that passed were:

- To use a professional bookkeeper or accountant to conduct an annual audit of the National Treas-

urer's books within 30 days of the end of the National Auxiliary fiscal year.

- Locals Without Leaders (LWOL's) chapters will be entitled to no more than four votes per Local at the National Convention.

- Nominations for elections at future biennial conventions will take place on Wednesday morning; prepared ballots will be furnished for election to be held on Thursday morning from 9 a.m. to 10:30 a.m.; no other business will be conducted during elections. This was accepted unanimously due to the shortened (by one day) future National APWU biennial conventions.

- Shortened future biennial conventions by one day to align with the biennial APWU National Convention.

Miscellaneous Resolutions that were voted on and passed unanimously by the body included:

- During a legislative campaign all members of the Auxiliary seek support of relatives, friends, and civic and fraternal organizations to which they belong.

- Actively support any program that the APWU adopts.

- That the Auxiliary to the APWU pledge to purchase and use the services of those establishments bearing the Union Label whenever possible.

- That all members and officers put a priority on purchasing "Made in the USA" products and services

and take every opportunity to promote this practice within their communities and that the Auxiliary maintain membership in the Made in the USA Foundation for two more years.

- The Auxiliary to the APWU will support the Human Relations Project for another two years.

- The Auxiliary designate the week beginning with Mother's Day each year as the Campaign Against Child Labor Abuse Week.

Over \$3,000 was raised during the convention for the APWU Committee on Political Action (COPA).

On behalf of Dickerson, Weems, Christine and myself, I would like to thank all members of the Des Moines local Auxiliary to the APWU for letting us represent you on a national level. It truly was an eye-opening and learning experience both before and during the national convention. All of us were "First Timers" so it was a chance to see how this organization functions on a national level.

We discovered that many auxiliary members in attendance were not even postal workers but are very sensitive to our plight. Members, nationwide, are willing to raise funds for not only organizations outside of the postal service but for COPA as well. It was a great opportunity to bond with like-minded people from across the country who met with the intent of achieving common goals.

# Stop Staples Update . . .

**STAPLES CAN RUN – BUT THEY CAN'T HIDE ONLINE**

## Postal Workers Launch Online Boycott Targeting Staples' Back-to-School Sales

The American Postal Workers Union has opened a new front in its campaign against a secretive, no-bid deal between the U.S. Postal Service and Staples that established knock-off post offices in 82 of the office- and school-supply stores. These "postal" counters are staffed by low-paid, poorly-trained Staples employees rather than uniformed,

highly-trained USPS employees who have taken an oath to protect the sanctity and security of the U.S. Mail.

The APWU has purchased web-based advertisements directed at parents, teachers and other online shoppers seeking school supplies. The advertisements encourage shoppers to take their business to re-

tailers other than Staples. One-third of Staples' revenue is derived from the sale of school supplies and half of its sales now originate online.

"Postal workers and our supporters have staged hundreds of protests in front of Staples stores since January," said APWU President Mark Dimondstein. "With the back-to-school season upon us, we're expanding our

efforts with online ads."

An internal USPS document makes clear that the goal of the USPS/Staples arrangement is to replace the jobs held by USPS employees with low-paying jobs at Staples.

"But this isn't just about postal jobs," Dimondstein said. "It is about protecting the public Postal Service. Many people are outraged that a cherished public asset is being turned over to a struggling private company." Staples recently announced that it would close 225 stores by 2015.

"Staples makes business decisions based on the bottom line, not service to the people of the country," Dimondstein pointed out. "As a nation, we need to decide what kind of Postal Service we want. Are we going to have a vibrant, modern, public mail system that serves all of the people, or are we going to let privatizers kill this great institution?"

— edited for space read entire are at [apwu.org](http://apwu.org)

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### We Are Federal Workers

*continued from page 9*  
**to destroy it!!** Some good candidates lost last time by only a few votes. We can't let that happen again.

**Sisters and Brothers – this is even more important now that the attack on us is more intense than ever;** and it continues to be a crucial part of our responsibility.

Some of us are not even trying. Some must think that "the Union" will take care of it.

Even if you've heard me say this before, I'll say it again: **THE UNION IS ALL OF US; AND WE'RE ONLY AS STRONG AS EVERY MEMBER WHO'S WILLING TO STAND UP AND FIGHT BACK IN SOLIDARITY, AS WELL AS SUPPORT OUR LEADERS AND FELLOW MEMBERS.** There are not enough Stewards/Officers to do this alone, so **everyone must help by doing their part.**

I hope we're all in this fight together, because if we're not, we'll all go down together. That would truly be a shame. Now, who's with me?

**If you haven't already cast your ballot by now, let's all get out and vote on November 4th!!**

In Union Solidarity.



# Des Moines BMC APWU

## — Priorities —

by Frank Sample,  
Secretary, Local 7027

The old sun dial is getting longer shadows as we bid summer 2014 farewell. The parking lot which was hot and sunny a month ago has the shadow of the tree going all the way across to my car keeping it cool for the last few days before we begin the dark months. Speaking of keeping things cool, more and more the Tour 3 MDOs, upper plant management and the new “administrative supervisor” are giving the stewards on tour 3 the cold shoulder, failing to meet for many grievance issues, not responding to any information requests, and not receiving most of our step 2 appeals. The unresolved grievances are piling up around the desks and tables in the union room. Simply being from the private sector and apparently having no leadership from upper plant management to work with the union seems to be leading to a chronic stonewall when we ask them to do what the contract and the manuals require that management do. We are continuing to meet that challenge with all the resources at our hands, but it is a great deal of work. Almost at every turn those same postal operatives are belly-aching about the stewards spending time in the union office. They don’t seem to be able to connect the dots, that they are compounding the amount of time stewards need to challenge their “Just say no” approach to the violations and conflicts they are causing. The stewards have no choice but to file grievances when management fails to follow the contract and the manuals. These are not just paper issues. These are real life burdens and abuses of the employees these managers rely upon to move the mail in a safe and efficient manner at the lowest possible cost to the customers. The joy ride management indulges upon every week putting out the PSE schedule continues. Some get 30 hours a week. Some get 40 hours a week. Some get different tours, some get multiple start times; some don’t get consecutive days off. It appears that it takes management many man hours to accomplish their scheduling beginning with a meeting each Tuesday between all the MDOs which some admittedly doze through as they have been up all

night. Management may or may not have annual leave requests on hand, requests for SDOs and Tour requests. Even if they do have them there is no guarantee they will be scheduled that way. Then the MDOs, MIPS, Plant Manager, and Operations Specialists break the huddle and the OSSs perform the bargaining unit work of producing the PSE, MHA, and Casual schedules and posting them on the bulletin boards. Then later

pen is the return to employees of their requests for leave forms 3971s. Quite often if there is a clock ring flaw, the 1260 manual record is lost and never entered on TACS. No one is available to answer the phone on many times on a lot of days. When supervisors enter TACS/ERMS some of them are chronic about attempting to make employees suffer as much grief as possible and the entries are not timely so the records

lecting, lobbying, or contacting the representatives of other states and regions. It becomes the stuff of late night comics. But we still have to treat it like it is serious business because our industry is the ward of that body. While it is true we have a number of governing bodies and corporate figureheads, we are still going to be subject to whims and shifts in the Congress. As employees who are dependant upon collective bargaining, that’s right, – unions – to set and maintain our weekly earnings, our work rules, the very existence of our ability to negotiate those earnings and work rules, we have to be aware of who is going to maintain our union rights and positions.

***“Please vote for the union recommended candidates. That is what democracy is. It is yours. But if you don’t use it, you lose it. Remember, the union is your best hope for democracy in your work place. Without it, the workplace will be a complete tyranny.”***

going back and altering the schedules. Many of these are the source of violations which the union has no choice but to file grievances on.

Then management tries to cover up their messy contract adherence by claiming the union is filing frivolous grievances. In addition management has weeks of lag time entering changes to employees schedules to their TACS bases. If there is a change in tour, a holiday, annual, or a schedule change, the TACS will not be accurate and it requires the newly titled “administrative supervisor” to spend virtually full time attempting to manually correct the multitude of TACS conflicts and there are continual oversights, errors, and excuses for not getting the pay records and leave records in order. Management is crowing about being number 1 in priority dispatches. It is a very high maintenance process and it seems it requires the MDOs and Supervisors to be chasing hampers and cages from area to area and attempting to circumvent sensible and tried and true safe methods to get the mail distributed such as carrying bags up stairs, throwing bags over the tops of 6 foot tall boxes and carts, to claim they are number 1. The experiment to carry bags upstairs apparently was suspended for safety reasons. Still, this effort has to be very costly to apply several layers of management on top of the employees who actually perform the work just to assure the claim to be number 1. And these managers seem to have no time for anything else. 1 thing that never seems to hap-

pen is the return to employees of their requests for leave forms 3971s. Quite often if there is a clock ring flaw, the 1260 manual record is lost and never entered on TACS. No one is available to answer the phone on many times on a lot of days. When supervisors enter TACS/ERMS some of them are chronic about attempting to make employees suffer as much grief as possible and the entries are not timely so the records

are skewed. There will be a lot of employee problems and complaints with attendant discord over this style.

This is not a healthy corporate structure. It is a primitive, reinventing of the wheel, with a rough ride guaranteed.

The future of the Post Office also has a political quadrant. Being the federally created and constitutionally mandated service we are we are subject to the people’s representatives in Congress. Congress is a tangle of multiple cross sections of the nation, each region and state having its own nature, industrial and agricultural base, a cultural and ethnic origin, and a religious slant. Most people are never happy with the other states and regions representatives and the people outside those representatives districts have little influence in se-

In the 3rd district congressional candidates are Staci Appel, a lady with some legislative experience running in the party I believe will support our union’s existence and abilities to serve our members. David Young is an administrative secretary to a Senator who has been in office for over 40 years who I believe will not support our union’s existence and abilities to serve our members. For the US Senate in Iowa Bruce Braley is running and I believe he will be the most committed to maintaining the existence of our union and our ability to serve our members and on the other hand Joni Ernst who I believe will serve the interests of the international financiers and those who seek to profit to the maximum extent off of working people with no regard to their standard of living or working

*continued on page 12*





# Des Moines Bulk Mail Center Local 7027 APWU

**PRESIDENT**  
Andrew P. Tuttle

**VICE-PRESIDENT**  
Mark Clifford

**SECRETARY**  
Frank Sample

**TREASURER**  
Teresa Daleske

**CLERK CRAFT DIRECTOR**  
Cyndi Miller

**MAINTENANCE CRAFT DIRECTOR**  
Rob Moyer

**MOTOR VEHICLE CRAFT DIRECTOR**  
Robert Moyer

**EDITOR**  
Mark Clifford

**TRUSTEES**  
Chris Strait  
Mike Cope  
Richard Schneider

**STEWARDS**  
Richard Schneider  
Russ King  
Dave Hefel  
Stephen Allen

Meetings on Third Tuesday of every month at 5806 Meredith Drive 276-5272

## BMC Local 7027 Meeting Schedule

**Tuesday**  
October 21, 2014  
1:30 PM & 4:00 PM

**Wednesday**  
October 22, 2014  
8:00 AM

**Tuesday**  
November 18, 2014  
1:30 PM & 4:00 PM

**Wednesday**  
November 19, 2014  
8:00 AM

**Tuesday**  
December 16, 2014  
1:30 PM & 4:00 PM

**Wednesday**  
December 17, 2014  
8:00 AM

Give your unopened VOE Survey to your Steward for eligibility for a \$25.00 drawing to be held each quarter by Local 7027.

# Local 7027 Meeting Minutes

### SEPTEMBER 16TH, - 17TH, 2014

**Call to Order:** Tuesday, September 16th, 2014, 1:30 pm & 4:00 pm No Quorum. Wednesday, September 17th, 2014, 8:00 am - Andrew P. Tuttle presiding.

**Roll Call:** Members signed in.

**Minutes:** Read by Frank Sample; Accepted.

**Correspondence:** National APWU Organization Department awarded the Des Moines BMC with a plaque for being one of best organized Locals with the highest percentage of membership in the nation. Labor Jam Music Event Saturday, September 27th, at Des Moines Labor Park 4640 NW Morningstar Dr. \$5 admission.

**Treasurer's Report:** Not Available

**Local 7027 President's Report:** Andy reported on the lack of training and lack of experience of the Tour 3 and Tour 1 MDOs and that those tours are staffed largely by 204bs, many from the mailhandler craft. Andy will be helping

**Clerk Craft Director's Report:** A large number of cases must be appealed because of management's delaying tactics. Management wants to allow a mailhandler to transfer into the APWU Clerk Craft in a residual bid capacity. Grievances on Letters of Demand, Letters of warning. 1 letter of warning expunged. 1 - 7 day suspension expunged. FMLA denied issues. Scheduling Issues. Management doing bargaining unit work. 204b excessive appointments. At-

tempts to get some compensation for abolished bid clerks. Stewards denied grievance processing time. Cross Craft assignments grieved.

**Maintenance Director's Report:** There was an arbitration on subcontracting snow removal at the Des Moines NDC last week. 1 ET job may be at stake with the removal of the Automated Flat Sorter equipment. Rob discussed the conversion of maintenance labor custodial PSE positions. All the maintenance PSEs have now been converted to full time. Maintenance Support MOS Clerks are being paid for management's schedule change experiment. Rob noted 204b details filled by craft allow management to move to day hours with good days off.

**MVS Report:** Rob Moyer reviewed the catch 22 situation that management was trying to pull on MVS with the delay in conversion of a PSE who is still being allowed to be on the OTDL. Other MVS issues are the parity efforts to adjust the pay of senior PSEs who were hired at the low pay rate to be equivalent of the PSEs who were hired later at a higher pay rate. A settlement on this was signed by the National APWU President Dimondstein. The NDC pickup truck has been outfitted and is allegedly loaded with delayed mail and driven to the Main Post

Office. Rob asked anyone who witnesses this to let the stewards know within grievance deadline. There is talk of hiring PSEs off the street to try to fill VOA vacancies. This is inappropriate. VOA vacancies have traditionally been filled from the ranks of full time employees.

**Motion Passed:** To Authorize the Local 7027 Executive Board to determine the number and the individuals who will be authorized to attend the 2014 BMC Meeting in Cincinnati OH October 19 - 20th, 2014 and whether to send the Local 7027 President to the Presidents Conference in Park UT October 4th, 2014 with necessary expenses to attend these conferences to be paid by the Local 7027 treasury.

**T-Shirt Winners:** Chris Strait, Rob Moyer, Mark Clifford, Frank Sample, Mike Shepard, Rod Gamache.

**Door Prize:** \$300.00 was not collected by Todd Storesund; he did not attend the meeting.

**Consolation Door Prize:** \$20.00 Rob Anderson.

**VOE 3rd Quarter Survey Drawing:** \$25.00 was won by Rod Gamache, Todd Storesund, and William Harper

**Recess:** Tuesday 2:15 pm. & 5:00 pm.

**Adjournment:** Wednesday 8:40 am.

APWU Local 7027 2014 Election Of Local Officers Nominations will be in order at Local 7027 Membership Meetings in October and November

## — Priorities —

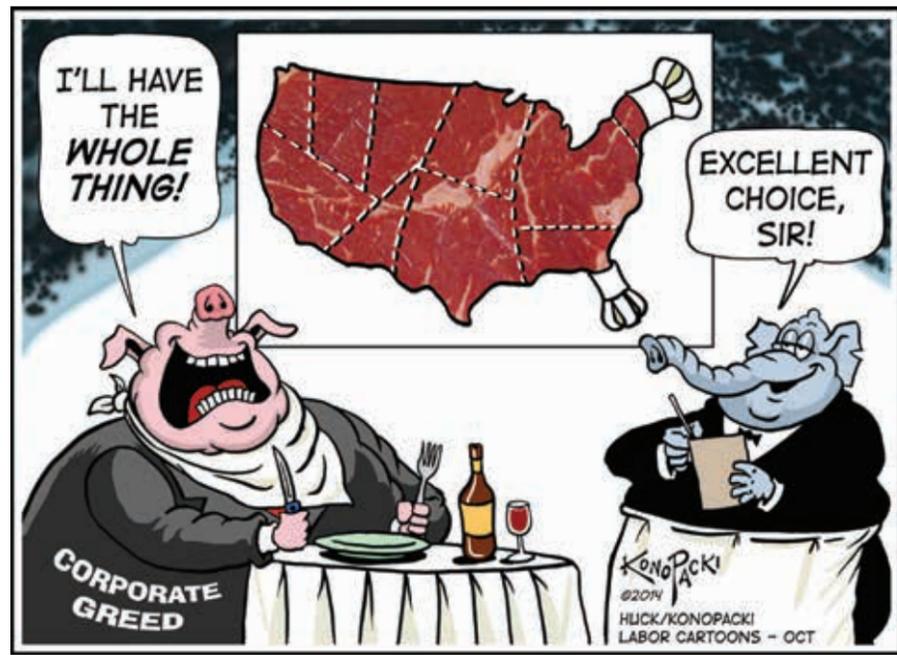
continued from page 11 conditions, pay, or security.

Additionally, in the state office, Jack Hatch a state senator is seeking to unseat 6 term Terry Branstad. It is strange you never hear term limits being talked about by the Branstad or Grassley campaign offices. Maybe Iowans think they don't like change, but things will change. What I hope we are able to do is protect ourselves when those changes happen. If we don't we lose. If you don't vote to support the candidates who will work on behalf of working people, you are allowing the international financial interests to market you, your home, your children's future, in the way they please and you will have nothing to say about it even if you don't like it. I hope you will be prudent and vote to support the further existence of your union and the future in a way that is no worse and on the way to improvement as we hope for rather than turn over all your power to a world of corporate raiders and their political lackeys.

Remember, you will have to live with the results of your choices for a long time. During that time a lot of you will become retirees. Are you voting to keep your pen-

sion safe? Will you have health care when you are older and your conditions deteriorate with age? Will your grandchildren have a school to attend that doesn't charge you individually rather than ask everyone to help a little? These are choices you have to make. It is up to you. But you have to choose. If you don't, the biggest international financiers will blanket the airwaves with persuasive but inaccurate campaign ads to sway those who are gullible. If you don't vote

those are the people who will determine your future for you. I hope you will take responsibility for yourself. All it takes is registration. Set your priorities. Don't get suckered by obsessive sideshows. Please vote for the union recommended candidates. That is what democracy is. It is yours. But if you don't use it, you lose it. Remember, the union is your best hope for democracy in your workplace. Without it, the workplace will be a complete tyranny.



# VOE — Management Hears What They Want

It is VOE time again—Voice of the Employee survey time! It is a wonderful time of year. As employees we get to share our opinion about our workplace, our wages, our bosses, and our happiness at the Postal Service with the USPS so they might be able to gauge how happy we are at work. But do not be deceived, the VOE survey is not going to be used to solve any problems or make your workplace a better place. It will be used against you.

I know many of you have heard about these surveys, have been given them over the years, and maybe even completed them during your careers. But beginning in 2011 we have had a new class of employee (PSE) join us who are new to the USPS and have never been subjected to the VOE survey. However, beginning this year, the PSEs get the opportunity to fill out the VOE survey.

I think it is very important that everyone understand the history of the VOE survey and the battle we have had with the USPS over these surveys. I can't remember a time in my career without a VOE survey. I started in 1994 as a Transitional Employee (the equivalent to our current PSEs) and got my first VOE survey in 1997 when I became a career employee. Most employees viewed the surveys as harmless and completed them. After all, the USPS was and still is generous enough to offer you 15 minutes on the clock to complete your survey. But in 1998, we found out that these surveys were not and are not harmless.

In 1998, the USPS used the results of these VOE surveys in contract negotiations. Former Vice-President Greg Bell said in a 2010 APWU webpage article, "The Postal Service has misrepresented the results of employee opinion surveys in the past when it used survey data to justify claims that employees supported its wage proposals."

That is correct, the Service said that the employees were happy with their wages and didn't want a wage increase. They got that idea from the fact that a very high percentage of respondents to the VOE surveys said they were happy with their wages. Of course, the Service didn't ask this important follow-up question: Would you like to continue to get wage increases?

All of us may be happy with our current wages. I must admit that I am happy that I earn a very good middle-class salary as an Electronic Technician for the USPS. But that does not mean that I don't want to continue to get wage increases that help me continue to afford a decent middle-class life.

Based on this absolute dirty and underhanded tactic that was used by the USPS in 1998 the APWU National Executive Board voted in the policy that all APWU represented employees should boycott and not participate in the VOE surveys.

If you think that it isn't 1998 and the surveys aren't used against us—they are still used against us, but in more subtle ways. Have you not wanted to complete your survey but your supervisor still insists that you send it in? There is a reason for that. Prior to the beginning of the boycott, one of the "core goals" or "breakthrough initiative" or whatever the Service termed it at the time, management would receive wage increases or bonuses based on different goals. One of those goals was high ratings on the VOE surveys. So while management was using the survey to say we didn't need pay increases they were using the survey to grant themselves pay increases. But because we started boycotting surveys and scores started dropping management changed their own goal for their bonuses. They changed it from high scores to a high percentage of surveys returned. High

scores be damned! Every survey could say the supervisor sucked but if they got 95% of the surveys returned they got paid! So that is why your supervisor wants that survey back—not because they care what you say but rather that they want a high return score.

That is just some of the history and that takes us to today. This quarter the PSEs are getting

when they discuss our wages. That could lead to a wage package that we all would be less than happy with.

So what can you do? That is really simple. Don't complete your survey. There is no need to follow the old Nike slogan; in fact, your slogan for VOE surveys must be Just Don't Do It! You get 15 minutes to take it. Go sit down, have a soda, eat a snack, and when you are well rested at about 14 minutes tear your survey in half and throw it away. If you drop it in the collection box, collection tray, or wherever else management asks you to put it, you are helping management meet

their goals. You are possibly helping them get a raise even if you write nothing on the survey at all. If you choose to complete the survey you are hurting yourself and the other more than 175,000 APWU members.

Management may want you to think that you are required to take the survey. You are not. The Union has fought for and guaranteed that. The participation in the VOE survey is voluntary. You are also not required to return to management, or drop in a box before you leave the meeting you got the survey at. It is a first class piece of mail and you own it. You can do whatever you want with it.

—reprint by Charlie Cash, President  
Salt Lake City Area Local 6

***“Don't complete your survey. There is no need to follow the old Nike slogan; in fact, your slogan for VOE surveys must be Just Don't Do It!”***

surveys for the first time. I don't believe it is a coincidence. The Service notified the APWU of this change in a letter they wrote earlier this year. They said the PSE VOE surveys will be used to establish a new baseline for all employees in Fiscal Year 2015.”

Brothers and sisters, it is 1998 all over again. In 2015 we are facing a massive challenge as we attempt to negotiate a new Collective Bargaining Agreement. Is it a coincidence that the Service wants to establish a “new baseline” in 2015? I think not. There is a very good chance that these negotiations will end up in arbitration and I believe the Service intends to use these new baseline surveys to present a case of happiness to the arbitrators that hear the case the Postal Service puts on

## Mammograms Still an Important Weapon in the Fight Against Breast Cancer

The mammogram has been widely used as the standard of care for breast health since it was first put in use in 1969. Countless breast cancer survivors credit early detection via mammogram as the reason they are still alive today. Over the 45-year history of the use of mammograms, the screening has been scrutinized and there have been many attempts at revising the guidelines for its use. However, experts keep coming back to the same conclusion: Early detection is the key to surviving breast cancer and mammograms aid in early detection.

You may have heard about a medical study published this past spring that garnered a lot of attention for questioning the role of mammograms in the early detection of and, ultimately, the survival rates of breast cancer. Office of Personnel Management (OPM) has been reviewing recent studies on mammograms and, like most people in the medical community, still strongly agrees that the mammogram is a valuable tool in the early detection of breast cancer, therefore increasing the chances of survival if cancer is detected.

A study published in the U.S. by Harvard-based medical experts supports the importance of screening. In a study of 7,300 women diagnosed with breast cancer, 71% of those who succumbed to the disease were among those who did not participate in regular screenings.

The American Cancer Society's guidelines on mammograms recommends yearly mammograms starting at age 40. The Health Plan covers yearly routine mammograms at 100% (in-network) starting at age 40. At age 65, every other year a mammogram will be covered at 100% (in-network).

Combining self exams, clinical exams by a health professional and regular mammogram screenings, women can give themselves a fighting chance against a highly curable (if caught early) cancer. Remember, early detection is key and screenings are key to early detection!



Early detection saved Good Morning America's anchor Robin Roberts! Schedule your mammogram today!

**APWU**  
HEALTH PLAN  
Together. Better Health.®

1-800-222-2798  
www.apwuhp.com

# Divide And Conquer

### How Does This Tactic Work?

Relations between senior management and the APWU at the NDC seem to be strained lately. I have been wondering how things have gotten to this point. In retrospect, it appears to me that much of this falls at the feet of our current plant manager. I have heard many complaints and apparent bitterness at the settlements and agreements that have been negotiated between management and the union over the past 30 plus years. Historically, the LMOU, the grievance settlements, numerous policies, etc. have come about by the parties entering into good faith negotiations in order to create a work environment that benefits both parties. As an example, guaranteed leave percentages give management a concrete idea of how many employees will be present for any particular day of work, while also giving our members a sense of when they can reasonably expect to secure a day, days, or even a few hours off of work without fear of reprisal.

These agreements have evolved based on the needs of BOTH parties (management and the union) for close to 4 decades.

Suddenly a new manager comes in and decries all of the benefits that were negotiated that happen to be beneficial to the employee. Apparently, these benefits all of a sudden make it too difficult to run the com-

pany. Our LMOU and other benefits threaten the very viability of the USPS. This is nonsense of course, but it is an effective way to drive a wedge right into the middle of the organized workforce that we have become. Seniority becomes a dirty word. How many people have heard a senior manager complain about employees exercising their "seniority" rights?

They preach this so-called dirty word to those with less seniority as a means of breaking some employees away from the organized pack. All the easier to strip away rights and benefits that we have fought for over the years. "I just want to deal with the lazy workers" he might say. Or, "we can't accommodate all of these limited duty scammers" he might infer. "The senior employees think they don't have to work". "So-and-so is never here". The list of seemingly innocuous complaints goes on and on. This is how we get a solid group that is, let's say 99.2% organized, and try to break them apart. Conquer bits and pieces at a time, IF the group is split.

This is why unions continually preach that "An Injury to One is all Injury to All"! If the divider is able to get rid of the so-called lazy worker, the injured worker, the senior worker, the occasionally absent worker; who is left? And then, who is next on the list? This is mainly why we oppose such things as VOE

surveys. Ask an employee if bad workers are held accountable by management and most of us instinctively rise up and scream NO. We want employees disciplined by the bosses regardless of the fact that we know nothing of most people's individual circumstances. Forget due process and just cause. Just like some would like to eliminate seniority, light duty work, etc.

That is, until it affects us personally.

I have little doubt that a boss, with a little creativity, could get a majority of employees in some areas to turn on a coworker who they feel is not carrying their share of the load. Majority vote rules and that employee is gone. In the end, we would all be gone and the facility would be staffed with lackeys and relatives of the head honcho all with no rights. A united voice, let's say spoken by 99.2% of us together, ensures that "AN INJURY TO ONE IS AN INJURY TO ALL", and prevents rather than expedites OUT demise. Just don't be fooled by the rhetoric of true demagogues.

We have very nice working conditions here and it is that way because we evolved, over decades, in the face of and in spite of tyrannical bosses. Now is not the time to step back and put our well-being at the mercy of a bosses' good will. Now imagine for a moment that you are feeling that your rights were violated. You might

want FMLA approved, or need light duty work for a bit, or maybe you were bypassed for overtime. Do you want your issue decided by voting within a small band of workers who are hanging with the plant manager catching a smoke?

Or do you want to be represented by a UNION? The UNION has always been here to look out for the good of all members regardless of personality issues or who might be friends with whom, etc. Let us not trade the POWER of our combined voices for a cupcake offered with conditions!!! Boycott VOE surveys and do not allow any manager to cut you off from the group with false promises. 40 years of history has proven the benefits of belonging to the UNION. UNITED WE STAND!!!

### Update

In a remarkable development the local Union learned something which clearly identified the "playbook" as to keep the "good apples away from the bad apples", keep groups small, and . . . can you believe it? "DIVIDE AND CONQUER". Those very words were used to describe their VOE Survey "playbook". The communication was sent to our plant manager and our area bosses. They all know the game plan. Don't be fooled. DO NOT FILL OUT THEIR VOE DIVIDE AND CONQUER SURVEY!!!



## The U.S. Mail is NOT for Sale

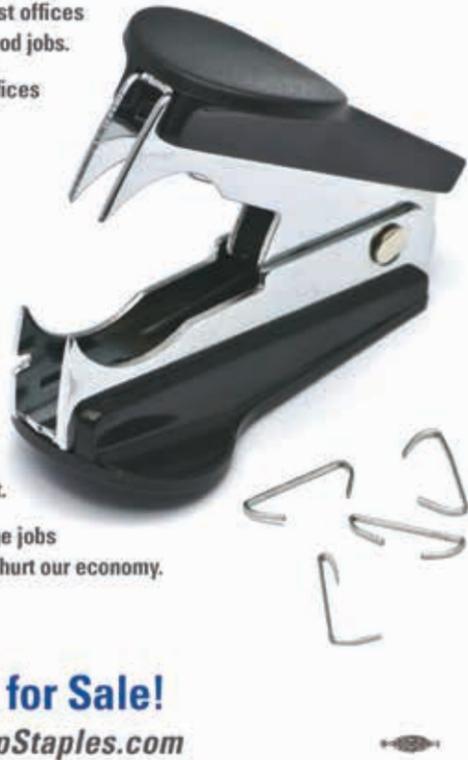
Staples and the U.S. Postal Service have cut a deal that jeopardizes your mail service and your local post office. In fact, post offices across the country are at risk – along with thousands of good jobs.

The Staples deal will replace full-service U.S. Post Offices with knock-off post offices in Staples stores that are not staffed with U.S. Postal Service employees.

You have a right to post offices staffed by workers who are accountable to you and the American people. You have a right to postal services provided by highly trained, uniformed Postal Service employees, who are sworn to safeguard your mail – whether it's at the Post Office or Staples.

The Staples deal is bad for consumers like you who will pay the same for less service. And if Staples and the USPS move forward with this deal, it could lead to the end of the Postal Service as we know it.

In the meantime, the Staples deal is replacing living-wage jobs that our community depends on with low-wage jobs that hurt our economy.





**STOP STAPLES**  
**The U.S. Mail is Not for Sale!**  
 Get the whole story at [StopStaples.com](http://StopStaples.com)

Text **POSTAL** to 91990 for more info or to get involved.

Mobile alerts from APWU. Periodic messages. Msg & data rates may apply.  
 Text **STOP** to 91990 to stop receiving messages. Text **HELP** to 91990 for more information.

## Out Of Schedule Premium And Guarantee Time

Career full time employees are entitled to be paid out of schedule premium and guarantee time when appropriate.

Career employees with set hours and days off are entitled to an additional halftime (approximately \$13 extra per hour depending on your step and level) for every hour you work outside that schedule even if the schedule is posted the Wednesday (Tuesday if it is a holiday week) preceding the work week and guarantee time if told after Wednesday. Guarantee time is to be paid if they change your schedule after the Wednesday posting. You are entitled to the pay for the hours you normally would have worked or they must work you those hours. These rules apply to relief employees and flexible non-traditional employees too. A little more complicated but well worth seeing a steward to have it corrected.

Additionally, non-traditional employees with schedules less than 40 hours are entitled to out of schedule premium when worked outside their schedule (as previously stated) and for every additional hour you work past your normal ending time (ET). If you are scheduled to work 5 hours today and they work you a sixth hour, that sixth hour is at the lime and a half rate (if you make \$24 and hour, that sixth hour should be paid at \$24 plus an additional \$12 which would total \$36 for that hour). Not too shabby? Keep track of the hours you work. Check your pay stub to see if you are being paid correctly, it is not automatic. Management must put you in for it.

# OVER THE COLES

## — Labor 2014 —

by Lance Coles, Editor

*Iowa Postal Solidarity*

There are a lot of elections going on in Iowa that are crucial for the labor movement.

Senator Tom Harkin is retiring and Congressman Bruce Braley in running for this Senate seat. He is in a major fight in this election against Koch Brothers backed Joni Ernst

In Congressional District 1, where Braley left, Patrick Murphy, a state rep, is running for that congressional seat. Even though this district appears to be safe for Murphy, this being an off year election, getting the votes out for him, Braley and Hatch is still a goal.

Dave Loeb sack is seeking re-election in Congressional District 2, with his opponent trying for a third time to beat him. This race is far from a guaranteed win.

The Third Congressional District became wide open when Congressman Tom Latham, decided to not seek re-election. Staci Appel has a very good chance of being Iowa's first female congressperson.

Jim Mowrer is doing a great job of trying to unseat Congress Steve King. King continues to be an embarrassment to Iowa, and Mowrer, a veteran, can bring balanced and fair representation to the people in the fourth district.

Labor 2014 need lots of volunteers, to help with getting the labor vote out. There is a big need for people to door knock, drop literature and make phone calls. This need is all around Iowa.

Most walks are around two hours and are at labor friendly doors (union members or union households).

The cities where there are Labor 2014 offices are:

### LABOR CAMPAIGN OFFICES

#### Cedar Rapids

IBEW Local 405  
1211 Wiley Blvd SW  
Cedar Rapids, IA 53404  
Jim Beach  
563-299-3004

#### Des Moines

2000 Walker St, Suite A  
Des Moines, IA 50317  
Mark Fallis  
515-262-9571

#### Quad Cities

UFCW Local 431  
2411 W. Central Park  
Davenport, IA 52804  
Tracy Leone  
309-738-3196

#### Sioux City

UFCW Local 222  
3038 S. Lakeport  
Sioux City, IA 51106  
Jim Marshall  
712-276-8510

Go to the Iowa Federation of Labor Web page or Blog page for listings of when and where labor walks will be. These walks will be update on a regular basis.

Go to [Iowalabornews.com](http://Iowalabornews.com) for a list of walks in Iowa and a list of Labor endorsed candidates.



## TELL YOUR CONGRESSMAN: SIGN THE LETTER!

# Stop Service Cuts And Plant Consolidations

A bipartisan group in the House of Representatives – five Republicans and five Democrats – has drafted a letter to leaders of the House Appropriations Committee calling for a one-year moratorium on Postal Service plans to close mail processing plants and slow down mail delivery.

The letter's authors are attempting to gather as many co-signers as possible before sending it to committee leaders.

APWU President Mark Dimondstein is asking union members and supporters to urge their U.S. representatives to sign the letter. "Union members around the country stepped over the last several weeks and persuaded half of the Senate to sign a similar letter," he said. "We must make a strong

effort to get House members to sign this letter as well."

The House members leading the effort are Reps. Dave Joyce (R-OH), Ron Kind (D-WI), Pete King (R-NY), Peter DeFazio (D-OR), Frank LoBiondo (R-NJ), Gerry Connolly (D-VA), Michael Grimm (R-NY), Michelle Lujan Grisham (D-NM), Michael Fitzpatrick (R-PA) and Matt Cartwright (D-PA).

The letter, which is modeled on an Aug. 14 letter to leaders of the Senate Appropriations Committee, urges congressional action to preserve service standards and prevent the closure or consolidation of mail processing facilities.

Over the past few weeks, APWU members and allies sent thousands

of messages and phone calls to their senators' offices asking them to oppose Postmaster General Patrick R. Donahoe's proposal to close as many as 82 mail processing plants; slow mail service, and eliminate up to 15,000 jobs. Fifty senators signed the letter.

"We must reach out to our representatives and ask them to stand up for a vibrant, public Postal Service," Dimondstein said.

"If the Postmaster General's plan to cut service standards is implemented in January 2015, it will end overnight delivery of first-class mail throughout



the country. Slowing down the mail is an issue that affects every congressional district in the country – it drives away postal patrons, denies essential services to communities, and harms small businesses."

Call your representative today and ask him or her to sign on to this important letter!

**THE POSTAL SERVICE'S BEST-KEPT SECRET:**

# It's Making Money From Operations

USPS management is doing its best to keep the good news quiet, but facts are facts.

According to reports released by the USPS on Aug. 11, as of June 30, three-quarters of the way through Fiscal Year 2014:

- Operating income was up by about \$1 billion over the previous year;
- Revenue increased 2.1 percent due to a postage rate hike;
- Package volume continued to grow, and
- The decline in first-class mail volume was less than management predicted and first-class revenue was unchanged.

“Despite the good news, Postmaster General Donahoe continues to paint a desperate picture of postal finances to justify his push to privatize the U.S. Postal Service,” said APWU President Mark Dimondstein. “But USPS financial reports show the Postal Service is rebounding from the economic collapse of 2008 and can thrive as a public institution – if it is allowed to do so.”

A net loss of \$4.2 billion for the first nine months of the year reported by the Postal Service is the result of a unique legislative pre-funding requirement the USPS will not actually pay.

— reprint APWU.org



## Iowa Postal Workers Union 2014 Fall Convention

Hosted by:

**Bi-State Area Local**

**October 11 & 12, 2014**

**Stoney Creek Inn & Conference Center**

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309-743-0101 or toll free 800-659-2220

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