

SOLIDARITY

IOWA POSTAL

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— Pages 8 & 9 —

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

November, 2016

Three Years On From Its Sale, The Privatization Of Royal Mail Is A Story Of Our Times

by Clive Lewis

Royal Mail is 500 years old this year, an anniversary marked with some fanfare last month. Today however, is three years since Royal Mail was privatized — and this is an anniversary we're unlikely to be hearing much about.

The government has good reason for keeping it quiet because the sell-off of Royal Mail is a damning indictment of its approach to key industries and public services.

So let's take stock: what has the impact been on our postal service?

The Post Office was split from the profitable Royal Mail business in order to pave the way for privatization — and all too predictably it is now at crisis point. This year

alone it is shedding 2,000 jobs and closing down flagship branches across the country.

Similarly, in a privatized Royal

seeing their workload increase and face the threat of the pension scheme closing, Royal Mail is paying out dividends of £220m

The key argument the government used to justify the sell-off was that Royal Mail had to be a private company so that it could

access private capital. This was always a fallacy — Network Rail, for instance, is in public ownership and has always been able to undertake significant borrowing.

But what we have seen over the past

three years further exposes this lie. Put simply, with Royal Mail on course to have paid out £650million (pounds) in dividends over this period, the truth is that privatization has seen more money flowing out of Royal Mail rather than into it.

So just who did benefit from the

continued on page 2

"It's sad to say, but the story of Royal Mail's privatization is a story of our times: the loss of democratic control; the transfer of wealth and power to the richest in society; and the growing pressure on working people to work harder and faster for less."

Mail 11,000 jobs have been lost, a fifth of its mail centres have closed and 5% of its delivery offices have shut with more due to follow. These things are not just down to privatization — but shareholders are exerting more and more influence to maximise their own profits.

As a sign of these shifting priorities, while staff are constantly

(pounds) per year.

It's not just staff who will question the wisdom of this. As mail users we're the ones paying the cost. And as tax payers — given that this dividend would pay for thousands of teachers or nurses every year — the idea we were better off rid of Royal Mail could not be further from the truth.

The U.S. Postal Service

Congress created the U.S. Post Office Department in 1789, and by 1792 there was a mail coach network covering 1,875 miles. The railroads became primary carriers of the mail in 1838. In fact, mail was actually sorted aboard in transit to speed mail delivery.

In 1847 the first general postage stamps were issued for use across the country. In 1847 Sen. William Seward called the postal system, "A great instrumentality for maintaining, preserving, and extending the Union."

The legendary Pony Express op-



erated its service to the West for only eighteen months until the transcontinental telegraph made it obsolete in 1861. Technological advances in the 20th century radically changed delivery and sorting methods.

The American postal service has evolved along with the nation from the colonial days to the age of communication. It has weathered many hardships and survived major reorganization. The U.S. Postal Service will continue to change as the nation's needs change and grow as it grows.

APWU Election Results Certified

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Clint Burelson.....	13,559
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Renee Breeden.....	5,543
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Three Years On From Its Sale, The Privatization Of Royal Mail Is A Story Of Our Times

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sale? The government famously took a different approach to the conventional idea that you might sell to the highest bidder. Instead it followed the advice of financial institutions — which themselves bought into Royal Mail — in naming its price.

It sold the shares at 330p and within a day the share price stood at 455p. At the time of course, the government said the valuation would ultimately be proved right. But with the average price since then having been even higher at 486p, the government effectively gave away £1billion (pounds) in public assets to those who already had money going spare.

It's sad to say, but the story

of Royal Mail's privatization is a story of our times: the loss of democratic control; the transfer of wealth and power to the richest in society; and the growing pressure on working people to work harder and faster for less.

So it's clear why the Tories won't be shouting about the third anniversary of the sale - because it serves to underline the need for fundamental change in this country. And the most important change of all in delivering this, is a change in government.

Clive Lewis is the shadow secretary for business, energy and industrial strategy, and Labour MP for Norwich South. Spelling has been changed to correspond with America's spelling of certain words.



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United We Stand – Divided We Fall!

As usual . . . leading the field.
812-923-1111



Vote Like Your Job Depends On It... It May!!!

by Bruce Clark, Iowa State President APWU

Ok my dear brothers and sisters, I understand this paper may reach you before the election so here is one last appeal from your state union President. Short and sweet and to the point. November 8th is the election and your future employment and family welfare is on the line from the White House to the Iowa State House to your local County Court House. The working class is under assault at every one of those levels and we need to be smart and vote wherever possible for candidates who will support our issues when in office. If you look at voting records which are available at the ALF-CIO website and also APWU website and you also take a gander at the two major parties platform you will see quickly that mostly Democrats sup-



port our issues. Certainly not all of them and Hillary Clinton was not my pick for President but she has shown she can be pressured into supporting our positions. If you can find me one Republican who supports a Public Post Office (there are a few who do)

and who supports the rights of workers to collective bargaining and supports a substantial raise in the minimum wage and who supports civil and economic rights for women and minorities and LGBT people and who supports the rich paying their

fair share of taxes, THEN PLEASE SEND ME THEIR NAME AND I WILL VOTE FOR THEM. Donald Trump is a fascist demagogue and doesn't give a damn about any working people.

I will always say that above all we need a mass movement of the working class to force change no matter who is in office but the Republican Party has become a very clear and vocal opponent of everything we stand for. If you are a Republican, great but you need to work to change the direction of your party and in the meantime you need as a worker, or a postal worker, or a union member, or perhaps one of our many postal veterans or as a parent to get out and vote for those things and DEFEAT DONALD TRUMP AND THE PARTY THAT NOMINATED HIM.

In working class Solidarity.

Ignore The Polls, Get Out And Vote

by Bryon Preminger
IPWU Legislative Director

You may have seen the polls which show Hillary Clinton pulling away from Donald Trump but don't let that keep you away from voting. Polls mean nothing if those who were polled do not show up and vote. Trump supporters will be swarming the polls trying to will him to victory and it is up to everyone to make sure he never becomes president. You need to vote with urgency to prevent the Presidency from becoming reality television.

"I'm not voting because I dislike both candidates"

I have heard this from several people. The heart of any National election goes deeper than the candidates for President. The President can't create any laws and can only sign bills into law that are sent to their desk. No matter who is elected it is important that we have the right people in congress creating the bills that end up on the President's desk.



Support Candidates that Will Send Good Bills to the President

Before supporting candidates we make sure that they are candidates that will support good postal legislation when elected. I have heard complaints that we only support Democrats. The truth is we support any candidate that supports the Postal Service and will pass GOOD legislation that we approve of. Unfortunately most of the representatives in Washington D.C. that want to dismantle the Postal Service are Republican candidates that are looking out for corporate interests instead of the working people of America. Many

unknowns will collect dollars from entities like the Koch Brothers only to get elected and now are bound to the Koch brothers agenda.

Good Iowa Candidates
1st district: Monica Vernon
2nd district: Dave Loebsack
3rd district: Jim Mowrer
4th district: Kim Weaver
Senate: Patty Judge

Get to Know Your Local Representative

I have written about this before. If any candidate is going to knock on your door it is going to be your local

representative running for the Iowa House or Senate. When they knock get to the conversation of the Postal Service and see where your representative stands. Usually our future representatives in Washington D.C. started out as a local representative in your community.

Remind Your Friends to Vote

We need to make sure that all of our friends make it to the polls. Remind people the day before. If you're getting off of work on Election Day before the polls close remind your co-workers at the time clock to get out and vote.

Why is Every Election The Most Important One

Congress can change our benefits, retirement, or employment in a heartbeat. As long as there are issues out there such as change our high 3 to high 5 in our retirement, removing us from the Federal Employee Health Benefits Program, or restoring our service standards to bring back jobs to our workers. We need to treat every election like it's the most important one.

Changes To The APWU Health Plan

by Bryon Preminger Health Plan Representative

There were a lot of changes this year to our plans. Due to a cap we must achieve in order to make our Health Plans viable we have had to increase premiums and deductibles. In the Consumer Driven Option the deductibles were increased (First time since the plans inception in 2003) and in the High Option co-pays were increased to \$20 a visit.

Two exciting new options that will be included in both plans are the Virtual Office visit which keeps our members from having to spend the time to go to the doctor when they have a basic medical issue like sinus infection. The other one is Applied Behavior Analysis for children with autism spectrum disorder. This is a welcome benefits for parents who have had the challenges of a

child with an autism disorder.

See you at the Health Fair at the Plant November 7th in the lunchroom or at the hall on November 16th where I can personally help you sign up for your plan.

Changes to our High Option only

- The Plan now has 100% coverage of in-network preventive services for adults for complete blood count (CBC), routine electrocardiogram, chest X-ray and hemoglobin A1C.

- The Plan will provide virtual office visits.

- We now cover Applied Behavior Analysis (ABA) for children with autism spectrum disorder.

- The Plan has increased the hospice benefit to \$15,000 lifetime coverage, which includes advance care planning.

- The in-network office visit co-payment is \$20

- Your share of the Postal premium will increase for Self Only, Self Plus One and Self and Family.

- Your share of the non-Postal premium will increase for Self Only, Self Plus One and Self and Family.

- The Plan's catastrophic out-of-pocket maximum is \$5,500 for Self Only and \$6,500 for Self Plus One and Self and Family if you are using in-network providers.

- The in-network deductible is \$350 for Self Only and \$700 for Self Plus One and Self and Family.

- There will no longer be a financial incentive for the Healthy Pregnancies, Healthy Babies Program.

Changes to our Consumer Driven Health Plan only

- The Plan now has 100% cover-

age for in-network preventive services for adults for complete blood count (CBC), routine electrocardiogram, chest X-ray and hemoglobin A1C.

- The Plan will now provide virtual office visits.

- We now cover Applied Behavior Analysis (ABA) for children with autism spectrum disorder.

- The Plan has increased the hospice benefit to \$15,000 lifetime coverage, which includes advance care planning.

- The Deductible is \$800 for Self Only and \$1,600 for Self Plus One and Self and Family.

- Your share of the Postal premium will increase for Self Only, Self Plus One and Self and Family.

- Your share of the non-Postal premium will increase for Self Only, Self Plus One and Self and Family.

- The Plan will implement a Traditional Prescription Drug Formulary where covered medications have been selected based on clinical effectiveness and cost.

- The Plan will provide Specialty Medication Assistance and medical necessity review, and Specialty drugs must be obtained through the Optum Rx Specialty Pharmacy.

- The Health Risk Assessment now provides \$50 added to the Personal Care account for each covered individual over 18 years of age when they complete the assessment.

- The Plan's in-network catastrophic out-of-pocket maximum is \$5,000 for Self Only and \$10,000 for Self Plus One and Self and Family; and out-of-network catastrophic maximum is \$13,700 for Self Plus One and Self and Family.

Health Plan Fair

Main Post Office

2nd Ave.

November 7, 2016,

Bryon Preminger will answer questions, help members research plans, and help with enrollment.

APWU

HEALTH PLAN

What Do Unions Do?

- Have a voice on the job.

- Negotiate wages, hours and working conditions. Provide for better pay.

- Secure benefits like health-care, sick leave and ensure fair work standards.

- Enforce the negotiated contract, regulations and employment laws.

- Fight for industrial justice and social justice.

Just imagine what the postal work place would be without a union. Union representatives are NOT perfect! Union members are not perfect! But, if we all did our best the Union would be better! Remember you can't spell UNION with U and I!

HAVE A

SUPPORT UNIONS

A Penny For My Thoughts

by Edward J. Brennan,
Member St. Charles, MO
Local APWU

On September 3, 2016 a 1 cent per hour Cost of Living increase went into effect for the employees of the U.S. Postal Service. Shortly thereafter I had to go to the window of a local Post Office that was being worked by a person I worked with and defended many years ago. That person immediately threw a fit about the cheapness of the 1 cent Cost of Living increase and why the Union couldn't do any better. This person, by the way, is non-union.

Immediately this person turned on the right buttons. She found herself talking to a person who has paid dues in the United Federation of Postal Clerks and the American Postal Workers Union for over 50 years. She was talking to the person who started the St. Charles, Missouri Local as a working Union Local. She was talking to the person who was around for "Collective Begging" for what we had with the Post Office Department. I am not getting any younger, and what I have done with my Union will soon be gone with me. Shakespeare once wrote "The evil that men do lives after them. The good is oft interred with their bones".

For that reason I would like to let my non-union friends know what one person can do so that persons who don't understand what Unions do or how they affect peoples lives can look at the past and realize why they should be helping to pay for the wages and benefits they receive that others pay for and others earned for them.

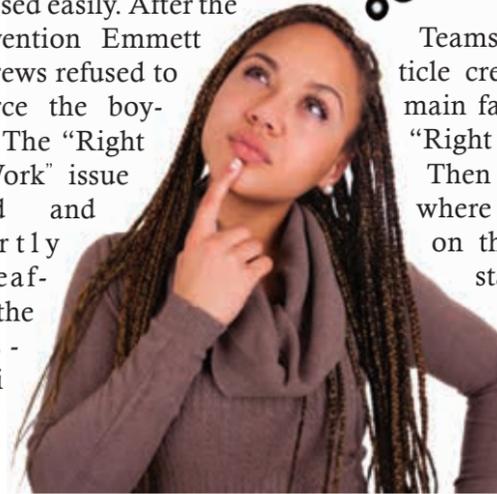
I was a school teacher working for \$200.00 per month for 9 months per year with 3 months with no money coming in. I was married with a growing family to support. After 5 years of just getting by I went to work for the Post Office at what I remember as \$1.86 per hour. Since this was over double what I was making as a school teacher I joined the Union in St. Louis on my first day of work. After several years I transferred to St. Charles, Missouri.

I founded the St. Charles Local as a working Local, became the first president, joined the Missouri Postal Workers Union and became an Area Representative. I went to my first State Convention in Hannibal and bid for the next Convention in St. Charles. I started the first Auxiliary for the Local. The next year I ran for State Editor and Legislative Director, positions I held for 20 years. I was on every committee at National Conventions and worked with Hank Greenberg and other Editors in the formative years of the Postal Press Association.

As a parent I took my wife and

5 children to Union meetings throughout the country. They even picketed the Post Office Headquarters in Washington, D.C. where the Hospital Plan Director carried my youngest daughter on his shoulders so that people could see her picket sign. When the so-called "Right to Work" issue came up in Missouri I found out that the owner of Brookfield Uniform Company was the head of the movement in Missouri. I immediately used the "Show Me News" to take on Dutton Brookfield himself and call for a nation wide boycott of the Brookfield Uniform Company. I contacted all of the larger locals in the country and asked Moe Biller of New York to be my main speaker at the National Convention on the issue. When Emmett

Andrews tried to kill the issue on the floor Moe wanted to know where the issue was buried and it came up for a vote. All of the mikes were covered with powerful State, Local, and National Officers in favor of the issue and it passed easily. After the Convention Emmett Andrews refused to enforce the boycott. The "Right to Work" issue failed and shortly thereafter the Missouri



Teamster came out with an article crediting me as one of the main factors in the defeat of the "Right to Work" in Missouri.

Then came the Postal Strike where I broadcast over the air on the main St. Louis Radio station daily with information I gained by phone from New York. After several days broadcasting over a direct line to the radio stations news
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2016 "An Auxiliary Christmas"

Thank You! Thank You! Thank You!
For Your GENEROSITY!!!



The DMI APWU AUXILIARY wishes to thank you for your donations to our annual charity drive, "AN AUXILIARY CHRISTMAS." Donations were collected for the Des Moines Homeless Veterans Stand Down, September 16-18, 2016 and Hawthorn Hill/New Directions, a women and children's homeless shelter in Des Moines, Iowa.

Thank you to the Auxiliary members for all their help with this project. Special Thanks to: Mark Sarcone, Karla Dougherty, Karen Tallman and Viola Seger. Special thank to those who generously gave monetary donations. \$115 dollars was donated.

The DMI APWU Auxiliary members voted to match those funds for a total of \$230 worth of purchases for these charities.

We collected over 30, (33-gallon) bags for the Stand Down and over 25, (33-gallon) bags for Hawthorn Hill. Thank you for all the donations of Diapers, Baby Wipes, School supplies, toiletries, men, women and children's clothing, coats and shoes and much more.

Thank you for the hand-made blankets, winter scarves and gloves for all. This was the first year that the DMI APWU Auxiliary collected for two charities. We had an amazing turnout and we can't THANK YOU enough for all your kindness and generosity. This winter, someone will wear a coat or curl up in a blanket thanks to you. A child will have new gloves and school supplies thanks to you. When the donations were delivered, the gratitude was overwhelming. It was like delivering presents on Christmas Day!!!

*"Standing United with Labor and Community",
On behalf of the DMI APWU Auxiliary, Christine Sarcone, President*

VOLUNTEERS NEEDED

Looking for volunteers to help decorate the union hall for Christmas on Sunday, November 27th from 1-4 PM. Please contact the union hall at 515-265-7371 if you are able to help.



Requesting A Steward

In today's hustle and bustle world, you can get dinner, a bottle of wine (in some states), married (in Las Vegas) and funeral rites (in Michigan) all without leaving your car. And with our smart phones that most of us have, have access to millions of cat pictures and a wealth of information. We have almost instant communication text messaging, Snapchat and twitter.

But, to paraphrase a wise man's tweet, just because we can, doesn't mean we should. Dining out with real plates and napkins is much nicer than dinner from a bag. And no amount of texting can replace an actual conversation.

Representing the membership of this local is the same. A steward or other officer can answer simple questions in a text or on a break, but that doesn't replace representation. In order to find out what is going on, a steward needs to have an opportunity to sit down and take notes while the member expresses his concerns.

If there comes a time you need a steward, request one. Management has an obligation to get you a steward in a timely manner. If there is a steward in your section and on your tour, you should have steward time within a couple of hours. Or, if your tour or station doesn't have steward, then management has to reach out to the union and someone will be appointed to represent you.

It is important for you to request a steward. It gives a steward time to talk with the member in private. Talking shop on the floor is a disservice to the membership. Each member deserves to have their steward's undivided attention. Answering questions on the floor may not seem like a big deal, but you never know who is listening in on the conversation. The only place to discuss union business is in the union office and properly clocked to union time.

When you request a steward, management will probably ask why. You can give them a reason, but there is no need to get into details. A vague excuse such as pay issue, a schedule question or questions about posting will suffice. Some in management will try to drag details out of you or say that a steward isn't necessary. It is your right to see a steward. Don't let management deny you representation.

And don't let management play stupid. OK, some of them may not be playing, but they should know that craft employees are entitled to a steward when requested. If they continue to insist that they don't know how to get you a steward, give them the number to the hall.

Every one of us pays union dues and are entitled to representation. Even if you are not sure a grievance exists, request a steward. The primary duty of a steward, is to do an investigation and find out if a grievance is necessary.

— Northeast Indiana News

NOTICE!

Health Plan Open Season Fair

November 16, 2016,

9:00 a.m. – 6:00 p.m.

1200 E. Euclid Ave., Des Moines

DMI-APWU Local 44 and

Retiree Chapter

Members ONLY

Bryon Preminger will answer questions, help members research plans, and help with enrollment.

APWU HEALTH PLAN

Stop Delaying America's Mail!

Postal workers and customers across the country have a message for the Postmaster General and the USPS Board of Governors: Stop Delaying America's Mail! Please join us! Whether you are postal employee, a small business owner, an individual customer, or someone who simply wants the U.S. Postal Service to survive and thrive, please get involved!

The Postal Service has made devastating cuts in service to the American people – cuts so severe that they will forever damage the U.S. Postal Service.

- On Jan. 5, 2015, the USPS lowered "service standards" to virtually eliminate overnight delivery – including first-class mail from one address to another within the same city or town.

- All mail (medicine, online purchases, local newspapers, church bulletins, letters, bill payments, invitations) throughout the country will be delayed.

- Eighty-two Mail Processing & Distribution Centers are scheduled to close in 2015 and 2016.

These cuts will cause hardships for customers, drive away business, cause irreparable harm to the U.S. Postal Service, and lead to massive schedule



changes and reassignments for employees.

Flawed Strategy

They are part of a flawed management strategy that has unnecessarily sacrificed service and failed to address the cause of the Postal Service's manufactured financial crisis.

- More than 140 plants have closed since 2012;
- As a result, mail is delivered much later in the

day, well into the evening;

- Retail work is being sent to Staples, at more than 1,500 stores throughout the country;
- Door delivery is being eliminated in most new housing developments;
- Chronic understaffing frustrates customers and slows the mail, and
- Six-day mail delivery is under constant threat.

The four postal unions have joined forces to protect service, fight for our livelihoods, and defend our great national treasure, the U.S. Postal Service. We have many allies in the fight against the proposed changes, including more than half the Senate and 160 U.S. Representatives.

Are the Cuts Inevitable?

The USPS routinely bemoans "billions of dollars in losses."

In fact, the Postal Service earned more than profits from its operations in fiscal years 2013, 2014 and 2015. The "losses" are the result of a bogus pre-funding requirement and have nothing to do with the cost of collecting, sorting and delivering mail.

A Penny For My Thoughts

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room my phone went dead. The phone company told me that it was done by government orders and that I could use the telephone in the phone company lobby for my calls. Not having been born yesterday I loaded up my family and went to a cabin deep in the Ozarks and broadcast for the rest of the strike. These are just examples of things your Union can do for you and things you can do for your Union. A penny for your Cost of Living. At least you have a cost of living. As for a penny for my thoughts just forget it. Join your Union. Be proud of your Union. It is the best in the world. Just remember, your penny cost of living was Union Made in the USA by the American Postal Workers Union.



**Casting your vote is a right few people in the world have.
Vote November 8th, 2016**

Come Join The Fun ...

APWU Christmas Open House

Retiree Members and their Spouse or Significant Other ONLY

If you are not a member, sign up today by calling 265-7371 or sign up the day of the Open House.

Tuesday, December 20th
1:00 P.M. – 3:00 P.M.
at Union Hall, 1200 E. Euclid

Prizes, Hors d'oeuvres, Cookies and Conversation. No Meeting, Just Fun!!

We will be taking donations for the Food Pantry.

**PLEASE MAKE YOUR RESERVATION BY December 15th, 2016
CALL 265-7371**

Iowa Federation Of Labor & I



HILLARY CLINTON
President



PATTY JUDGE
U.S. Senate



MONICA VERNON
U.S. House 1st District

GENERAL ELECTION ENDORSEMENTS

President: Hillary Clinton
(Endorsement made by AFL-CIO)

US Senate: Patty Judge

CD 1: Monica Vernon
CD 2: Dave Loeb sack
CD 3: Jim Mowrer
CD 4: Kim Weaver

IOWA STATE HOUSE and SENATE ENDORSEMENTS

SENATE DISTRICTS (SD)

SD 4: Susan Bangert
SD 8: Mike Gronstal
SD 10: Matt Paladino
SD 16 Nate Boulton
SD 20: Miyoko Hikiji
SD 22: Andrew Barnes
SD 26: Mary Jo Wilhelm
SD 28: Jan Heikes
SD 30: Jeff Danielson
SD 32: Brian Schoenjahrn
SD 34: Liz Mathis
SD 36: Steve Soddors
SD 38: Dennis Mathahs
SD 42: Rich Taylor
SD 44: Thomas Courtney
SD 46: Chris Brase
SD 48: Scott Peterson
SD 50: Pam Jochum

HOUSE DISTRICTS (HD)

HD 7: Dave Grussing
HD 9: Helen Miller
HD 11: Sara Huddleston
HD 12: Ken Myers
HD 13: Chris Hall
HD 14: Timothy Kacena
HD 15: Charlie McConkey
HD 16: Steve Gorman
HD 17: Jan Creasman
HD 19: Bryce Smith
HD 25: Justin Knight
HD 26: Scott Ourth
HD 27: Rich Higdon
HD 28: Martin Duffy IV
HD 29: Wes Breckenridge
HD 30: Joe Riding
HD 31: Rick Olson
HD 32: Ruth Ann Gaines
HD 33: Brian Meyer
HD 34: Bruce Hunter
HD 35: Ako Abdul Samad
HD 36: Marti Anderson
HD 37: Andrea Phillips
HD 38: Heather Matson
HD 39: Maridith Morris
HD 40: John Forbes
HD 41: Jo Oldson
HD 42: Claire Celsi
HD 43: Jennifer Konfrst
HD 45: Beth Wessel-Krochell
HD 46: Lisa Heddens
HD 47: Deb Duncan
HD 48: Sherrie Taha
HD 50: Doris Fritz
HD 51: Tim Hejhal
HD 52: Todd Prichard
HD 53: Sharon Steckman
HD 55: Pat Ritter

HOUSE DISTRICTS (HD)

HD 56: Patti Ruff
HD 57: Tom Stecher
HD 58: Jessica Kean
HD 59: Bob Kressig
HD 60: Gary Kroeger
HD 61: Timi Brown-Powers
HD 62: Ras Smith
HD 63: Teresa Meyer
HD 64: Bruce Bearinger
HD 65: Liz Bennett
HD 66: Art Stead
HD 67: Mark Seidl
HD 68: Molly Donahue
HD 69: Kirsten Running-Marquardt
HD 70: Todd Taylor
HD 71: Mark Smith
HD 72: Nathan Wrage
HD 74: Dave Jacoby
HD 75: Paula Denison
HD 76: Jacob Tornholm
HD 77: Amy Nielsen
HD 81: Mary Gaskill
HD 83: Jerry Kearns
HD 84: Carrie Duncan
HD 85: Vicki Lensing
HD 86: Mary Mascher
HD 88: Ryan Drew
HD 89: Jim Lykam
HD 90: Cindy Winckler
HD 91: Phil Wiese
HD 92: Ken Krumwiede
HD 93: Phyllis Thede
HD 95: Richard Whitehead
HD 96: Matt Hanlon
HD 97: Jeff Wolf
HD 98: Mary Wolfe
HD 99: Abby Finkenauer
HD 100: Charles Isenhardt

Iowa CLC Endorsements 2016



DAVE LOEBSACK
U.S. House 2nd District



JIM MOWRER
U.S. House 3rd District



KIM WEAVER
U.S. House 4th District

CENTRAL LABOR COUNCIL ENDORSEMENTS for LOCAL RACES

Hawkeye Labor Council

Stacey Walker, Linn County Supervisor
Brent Oleson, Linn County Supervisor
Ben Rogers, Linn County Supervisor
Joan Flecksing, Benton County Supervisor
Doug Klein, Cedar County Supervisor

Black Hawk Union Council

Chris Schwartz, Black Hawk County Supervisor

Quad City Federation of Labor

Scott Tunncliff, Scott County Supervisor
Roxanna Moritz, Scott County Auditor
Peter Bawden, Scott County Sheriff
Jane Duax, Scott County Supervisor
Kas Kelly, Muscatine County Supervisor
Nathan Reichert, Muscatine County Supervisor

Clinton Labor Congress

Ed Staszewski, Clinton County Supervisor
Eric Van Lancker, Clinton County Auditor
Rick Lincoln, Clinton County Sheriff

Lee County Labor Council

Gary Folluo, Lee County Supervisor
Stacy Weber, Lee County Sheriff

Iowa City Federation of Labor

Rod Sullivan, Johnson County Supervisor
Lisa Green Douglass, Johnson County Supervisor
Travis Weipert, Johnson County Auditor
Lonnie Pulkrabek, Johnson County Sheriff

Des Moines Henry County Labor Council

Mike Johnstone, Des Moines County Sheriff

Dubuque Federation of Labor

Dave Baker, Dubuque County Supervisor
Denise Dolan, Dubuque County Auditor

NW Iowa Labor Council

Jackie Smith, Woodbury County Supervisor
Pat Gill, Woodbury County Auditor
Dave Drew, Woodbury County Sheriff

South Central Federation of Labor

Mark Cooper, Public Hospital Trustee
Shelli Off, Public Hospital Trustee
Roseanne Norris, Public Hospital Trustee
Bill McCarthy, Polk County Sheriff
Randall Schlutz, Keokuk County Supervisor

VOTE

November 8th

REPUBLICANS HATE WORKERS AND RETIREES

Unless The Retiree Is A C.E.O. Getting The Usual Golden Parachute

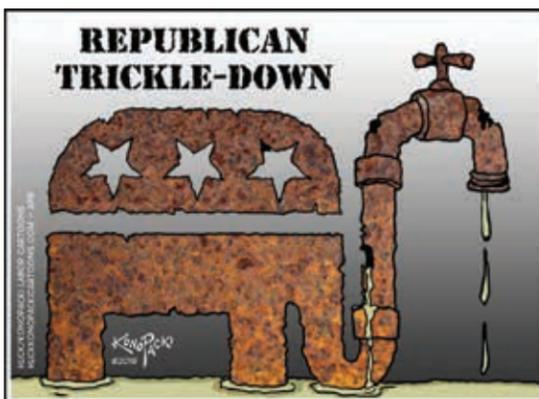
Editorial by Scott Morrow, President, DMAL Retiree Chapter

As I work to get the folks who are progressive elected locally, it is also important to keep my eye on the dark side. Checking the Colorado Republican Platform, one finds the last entry on their website is from 2012. Back then the motto was “Cut, cut Social Security, raise the age and abolish Medicare.” Nothing has changed since then. If anything, it has gotten worse.

The sedition through obstruction, including SCOTUS nominees has continued, except regarding TPP or what I call SHAFTA. The only thing Republicans agree with our President on is a trade

treaty disguised as an “agreement” and designed to destroy the last vestiges of unions in the USA, and make sure retirees continue to pay the highest prices in the world for life saving medications, until they die.

Somehow, Cory Gardner squeaked by and won a Colorado Senate seat. On February 11th,



Relations Board (NLRB). The legislation would reverse and NLRB rule that shortened the time before a union election must take place from its current median of 38 days down to as few as: 10 days. OMG, get out the tissue, that mean old NLRB is

2015, he introduced as an original co-sponsor, legislation which would nullify the “ambush elections” rule issued by the National Labor

picking on those economic royalist monopolies again. Heaven forbid we ever return to, the nearly 30% union jobs in the USA until Reagan started the war on working people leaving us with less than 7% of jobs being union in the private sector. Nov. 6, 2015, Gardner introduced the Preventing Unionization of Revenue Service Employees Act, or PURSE Act, in the United States Senate. The PURSE Act would exclude employees of the Internal Revenue Service (IRS) from the Federal Service Labor-Management Relations Statute, which provides most federal employees the ability to unionize and enter into collective bargaining agreements. Never mind that Federal Employees still have right to work for less statutes like USPS and they have to collectively beg Congress for more money. The same day your senator bold faced lied to you when he stated, “President Obama has put the demands of radical political groups over American jobs. Construction of the Keystone pipeline would have created jobs, reduced America’s dependence on overseas oil, and helped further the North American energy revolution that has created so much prosperity in our country. The President’s decision to reject this pipeline comes despite overwhelming and bipartisan support for the project in both the House and the Senate.” These radical political groups? You know, non-profit organizations like APWU and the Denver Metro Retiree Chapter.

We have some time to wait to get rid of this Senator wholly owned by the economic royalists. My point is that he represents the Republican Agenda, and in 2014, he won an election! So, am I a huge fan of the corporatist Democratic Party Senator Bennet? No, but in comparison, there are no other choices. We must insure that Bennet gets reelected to do our part to take back the Senate.

You must ensure that you work for and vote for a progressive choice as your member of the US House of Representatives. Make sure you have folks elected to the State Assembly and locally that will work towards making unions stronger, your life better and, in the case of retirees, expand Social Security, eliminate the WEP and repeal the current law making it a felony for your FEHBA or Medicare plan to negotiate lower drug prices. Remember that both the House and Senate budgets of the Republicans cut hundreds of billions from federal workers and retiree benefits.

Please vote and get involved with at least one candidate. Let your voice be heard and work towards insuring your future.

**DMI APWU
Local 44
Children's
Christmas
Party**

**DECEMBER 3
12 p.m. - 3 p.m.
1200 E. Euclid Avenue
Des Moines, IA**

*Santa will be here, have your picture taken with him.
Lunch, crafts and entertainment will be provided.*

**Please bring canned goods & non-perishable items
to be donated to the Des Moines Food Pantry.**

**Call the Union Hall by November 30th
and let us know your name and the number
of children you will be bringing, 265-7371.**



Des Moines BMC APWU

Local 7027 Meeting Minutes

OCTOBER 18TH, – 19TH, 2016

Call to Order: Tuesday, October 18th 1:30 p.m. 4:00 p.m. Wednesday, October 19th: Rob Moyer presiding.

Roll Call: Members signed in.

Minutes: Reading was waived.

Treasurer's Statement: September's report was presented by Teresa Daleske. Conferences was hotel for National APWU Convention in August.

Membership: Malcolm Fawley passed away suddenly while at work at the NDC. His funeral was attended by a number of his co-workers and other employees. The Local's deepest sympathy goes out to his wife and family.

President's report: Local President Rob Moyer was working on contract issues that require updates to the LMOU. Rob hoped Local Negotiations meetings would begin Wednesday with Manager Kraus. Rob discussed the APWU/USPS meetings to implement prior agreements and the Contract Arbitration Award which would update the JCIM.

Maintenance: Rob Moyer discussed employees who work alone. Rob discussed isolated work agreements that acknowledge a need for teams for specific maintenance tasks and locations. Rob noted the Mail Flow Control Operators may need to keep call logs. Plant Manager refused to allow OSHA to inspect following the employee OTJ

death. Rob noted maintenance staffing agreement was dependent on management declaration of assignments and SDOs. Rob had discovered the need for maintenance positions omitted from the staffing package. Discussion went on about challenges of finding and extracting maintenance incapacitated or injured employees from remote and inaccessible locations in the NDC.

MVS Craft: PSEs have been converted to career employees.

Report accepted.

Clerk Craft Director's Report: Clerk Craft Director Cyndi discussed management step 2 Labor Relations Specialist Worthen was consulting NDC EAS employees on step 2 grievance issues. Management is ignoring the requirements to act on employees Leave submissions in the 2 day period and is not returning those notifications. Discussion revealed a great deal of bargaining unit Time & Attendance TACS work was documented. Cyndi noted Vice President Steve Allen's problem solving achievements on holiday scheduling. Lead Clerk training and assignment progress was discussed. Cyndi noted management does not staff backup general clerks on SDOs, Holidays and Leave. Cyndi listed grievances on non-compliance for Time & Attendance duties including TACS Bargaining Unit Work; Higher Level Details not assigned by senior-

ity. Employee leave designated AWOL; PSE conversion delays; Out of Schedule Premium on work assignments; Attendance Disciplines, Remanded Tour 1 Lead Clerk assignment; Primary Bids; Step 2 disputes Clerk sections exist; Mail Flow Control Staffing – Safety & Health; Tour 3 MDO Beedle allegedly would not allow clerks to call 911 when Malcolm Fawley was found in distress to avoid tying up control room phones; Plant manager Kraus phoned Malcolm Fawley's wife in a manner felt to be too abrupt for the circumstances; on Report accepted.

Nominations for Local Office: Election Volunteers opened Local Officers 2017 – 2019 Term nominations.

Conferences: Local Executive Board selected delegates to attend the Fall Seminar October 22nd & 23rd, 2016 with necessary expenses paid by the Local 7027 treasury.

October T-Shirt Drawing: Cyndi Miller, Teresa Daleske.

Cup Drawing for Attendees: Teresa Daleske, Dan Stamper.

Cup Drawing or Member at the Plant: Joann Huddleson-Oliver.

October Door Prize: \$180.00

Name Drawn: Cathy Puls – Not Present

Recessed: Tuesday 14:17 & 16:29 p.m.

Adjournment: Wednesday AM. 08:40

The U.S. Postal Service, A National – And Constitutional – Treasure

by Fredric Rolando is president of the National Association of Letter Carriers.

The Lexington Institute's Don Soifer has done some in-depth pieces on the U.S. Postal Service, including a recent one on the financial picture at USPS.

I appreciate the opportunity to provide some additional perspective and information about this American treasure, which is based in the Constitution, is consistently rated the public's most-trusted federal agency and delivers 47 percent of the world's mail.

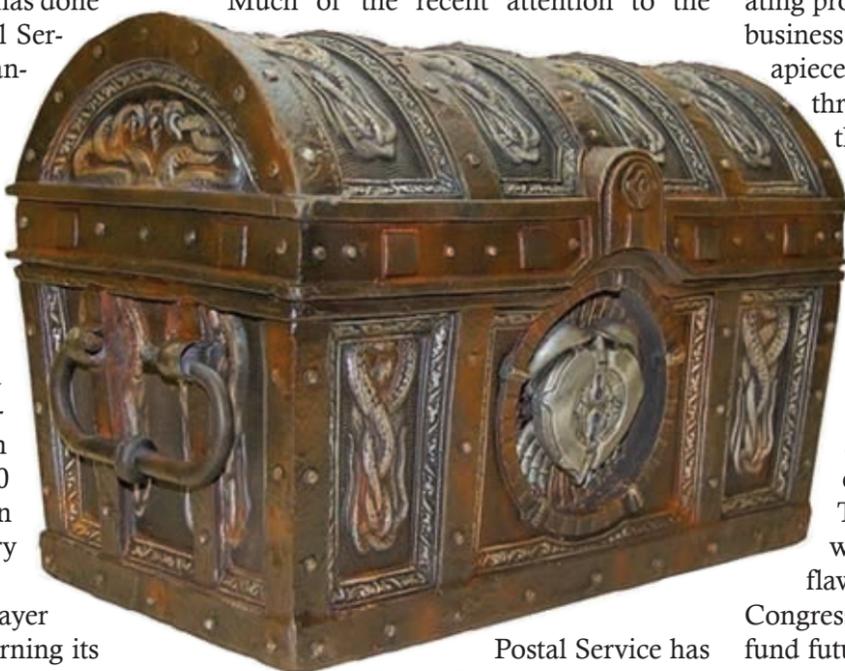
Six and increasingly seven days a week, letter carriers deliver to 155 million U. S. homes and businesses from coast to coast. Daily, an average of 3,630 new household, business or organization addresses are added to the postal delivery network.

All this occurs without a dime of taxpayer money. By law, USPS is self-funded, earning its revenue by selling stamps and services.

Perhaps of particular interest to Lexington's readers: The Postal Service is the largest civilian employer of military veterans in the country – nearly one of every four letter carriers is wearing his or her second uniform – and it also plays a

role in neighborhood and national security. I'll expand on that role below.

Much of the recent attention to the



Postal Service has focused on its finances, and some misconceptions still circulate, such as that of an agency losing billions of dollars a year because of the Internet, making it the victim of ineluctable technological progress.

The facts paint a quite different picture. The

Postal Service has been operating in the black since 2013, to the tune of \$4.2 billion in operating profit. Its earned revenue exceeded normal business expenses by more than a billion dollars apiece in both fiscal year 2014 and 2015, and through the first three quarters of FY 2016, the operating profit stands at \$1.3 billion.

Equally important, that impressive performance stems largely from two structural factors. As the economy continues to improve from the worst recession in 80 years, first class mail revenue is largely stabilizing. Meanwhile, as the Internet drives online shopping, package revenue is skyrocketing, which augurs well for the future. Record worker productivity has played a role as well. There is red ink, but it has nothing to do with the mail and everything to do with flawed public policy. In 2006, a lame-duck Congress mandated that the Postal Service pre-fund future retiree health benefits decades in advance. No other entity in the country, public or private, has to pre-fund these benefits for even one year. That mandate, costing \$5.8 billion annually, not only accounts for the red ink; it disguises the actual profits postal operations have been gen-

continued on page 14



Des Moines Bulk Mail Center Local 7027 APWU

PRESIDENT
Robert D. Moyer

VICE-PRESIDENT
Steve Allen

SECRETARY
Frank Sample

TREASURER
Teresa Daleske

CLERK CRAFT DIRECTOR
Cyndi Miller

MAINTENANCE CRAFT DIRECTOR
acting Rob Moyer

MOTOR VEHICLE CRAFT DIRECTOR
acting Andrew P. Tuttle

EDITOR
Mark Clifford

TRUSTEES
Chris Strait
Mike Cope

Richard Schneider

STEWARDS Maintenance
Mark Clifford

Clerk
Dave Hefel

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

BMC Local 7027 Meeting Schedule

Tuesday
November 15, 2016
1:30 PM & 4:00 PM

Wednesday
November 16, 2016
8:00 AM

Tuesday
December 20, 2016
1:30 PM & 4:00 PM

Wednesday
December 21, 2016
8:00 AM

Tuesday
January 17, 2017
1:30 PM & 4:00 PM

Wednesday
January 18, 2017
8:00 AM

Give your unopened Postal Pulse Survey to your steward for eligibility for a \$25.00 drawing to be held November 2016 Local 7027 meeting

2nd and final meeting for Local 7027 Officer Nominations 2017 - 2019 term November 15th & 16th, 2016 Local 7027 Meeting

APWU: Postal Reform Bill Needs Work

A House committee has approved two important postal measures that may be considered by the full House in the fall. The Oversight and Government Reform Committee adopted the Postal Service Reform Act of 2016 (H.R. 5714) and the Postal Service Financial Improvement Act (H.R. 5707) in a voice vote on July 12.

The Postal Service Reform Act, which was co-sponsored by Committee Chairman Jason Chaffetz (R-UT), Ranking Member Elijah Cummings (D-MD), Reps. Mark Meadows (R-NC), Stephen Lynch (D-MA), and Gerald Connolly (D-VA), is intended to stabilize the Postal Service's financial situation.

"While the APWU is encouraged by the bipartisan manner in which the committee has approached postal reform, we are troubled by the inclusion of a number of provisions that we believe will undermine efforts to secure a robust future for the Postal Service," said APWU President Mark Dimondstein. "Unless these provisions are revisited, improved, and changed during consideration of the bill by the full House of Representatives, the APWU will be un-

able to endorse the legislation."

The bill addresses the pre-funding requirement of the Postal Accountability and Enhancement Act of 2006 (PAEA), which has wreaked havoc on Postal Service's finances, through "Medicare integration." Medicare integration would establish a postal-only health plan in the Federal Employee Health Benefits program that would automatically enroll most Medicare-eligible postal workers in Medicare Parts A, B and D.

Approximately 80 percent of Medicare-eligible postal workers and retirees have enrolled voluntarily because most people who have coverage under an FEHB plan and Medicare save money in the long-run.

The APWU could support Medicare integration, provided:

- The program remains part of the Federal Employees Health Benefits program (as it is in the current bill);
- It is part of comprehensive postal reform, not a stand-alone measure;
- Enrollment in Medicare Part D results in no additional costs to employees and retirees, and
- There is an opt-out provision for hardship cases. (Currently the

measure does not include an opt-out provision.)

"We believe an opt-out provision is essential. We also believe it is paramount that input from unions, Medicare, Social Security and the Office of Personnel Management (OPM) be included in postal management's process of providing Medicare education to postal workers," Dimondstein said.

The bill also contains a provision that would convert door delivery to curb-side delivery or cluster boxes, which would represent a major reduction in service and undermine opportunities for growth.

With regard to postage rates, the APWU believes the proposed language fails to offer an appreciable improvement. As written, the bill would skew rate reviews by the Postal Regulatory Commission (PRC) toward lower rates and away from sustainable income needed by the Postal Service. Further, the bill does not go far enough to restore the lapsed "exigent" rate increase that was implemented in January 2014 and eliminated in April 2016. The legislation restores only half of the increase.

The U.S. Postal Service, A National – And Constitutional – Treasure

continued from page 13
nerating for years. (It's important to note that this charge goes on the books each year as a loss, whether or not USPS can afford to pay it, thereby producing the 'red ink.')

Addressing this elephant in the room — pre-funding — is imperative because of the Postal Service's role in so many facets of American life, including in small towns and rural areas, where the post office often is the center of civic life.

More broadly, the Postal Service is the centerpiece of the \$1.3 trillion national mailing industry, which employs 7.5 million Americans in the private sector.

USPS and letter carriers enhance the quality of life of communities throughout the country. In May, letter carriers conducted their 24th annual food drive — the largest single-day food drive in the country — collecting a record 80 million pounds of food from generous Americans to help replenish food banks, pantries and shelters from coast to coast.

Every day as they deliver mail on their routes, letter carriers around the country help save the elderly or other residents who have fallen or experienced medical problems, locate missing children, rescue people after automobile accidents or help stop crimes in progress.

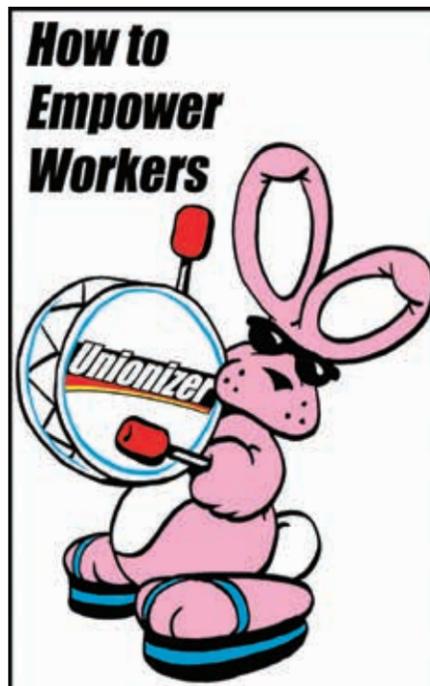
The Postal Service and let-

ter carriers also play a role in national security. After the terrorist attacks of 9/11, when President George W. Bush sought a way to protect Americans in the event of a bio-terror attack, he turned to the nation's only universal delivery network, the U.S. Postal Service. Letter carriers have volunteered to be trained to stockpile and deliver medicines to every household in several major metropolitan areas within 48 hours of an attack, to save lives and avert panic. Just imagine what it would cost to set up such a program from scratch.

These are just some of the rea-

sons why the Postal Service enjoys enthusiastic support from the public and from lawmakers across the political spectrum, including many conservatives.

If Congress acts on practical, targeted postal reform that addresses pre-funding, allows USPS to use its invaluable networks for some new products and services, and adopts best private-sector practices in investing the USPS retiree health benefits fund, the Postal Service can continue to provide all Americans with the industrial world's most affordable delivery services.



— C O M M E N T A R Y —

Americans Trust The Postal Service

by Fredric Rolando,
President NALC

The U.S. Postal Service delivers 40 percent of the world's mail to 153 million U. S. homes and businesses from coast to coast, six and increasingly seven days a week. It's older than the country itself and is consistently rated the public's most-trusted federal agency.

And yet there are misconceptions about it that circulate in the media or on websites, as was the case in a recent commentary piece in Economics21. To advance its agenda — privatization — the article deprived the reader of relevant information while painting a misleading picture of postal finances, blaming the government and employees instead of the actual culprit.

Given the importance of the USPS to residents and businesses throughout the country, I'd like to take this opportunity to offer some facts and some context.

For starters, the Postal Service is operating in the black, and has been since 2013. Its earned revenue exceeded operating expenses by more than a billion dollars apiece in both fiscal year 2014 and 2015. In just the first two quarters of FY 2016, the operating profit stands at \$1.8 billion — meaning that over the past two-and-a-half years, Postal Service operations are \$4.4 billion in the black.

After a significant decline in

first-class mail during the worst recession in 80 years, first class mail is stabilizing as the economy gradually improves. Meanwhile, Internet-sparked online shopping has sent package delivery revenues skyrocketing. And so, overall revenue at USPS has been increasing for the past four years. Record worker productivity has played a role as well.

There is red ink, but it has nothing



to do with the mail and everything to do with flawed public policy. In 2006, a lame-duck Congress mandated that the Postal Service pre-fund future retiree health benefits decades in advance. No other entity in the country, public or private, has to pre-fund these benefits for even one year. That mandate, costing \$5.6 billion annually, not only accounts for the red ink; it disguises the actual profits postal operations have been generating for years. (It's important to note that this debit goes on the ledger each year as a loss, whether or not USPS can afford to pay it, thereby producing the 'red ink.')

Addressing this elephant in the room — pre-funding — is imperative because of the Postal Service's role in so many facets of American

life, including in small towns and rural areas, where the post office often is the center of civic life.

More broadly, the Postal Service is the centerpiece of the \$1.3 trillion national mailing industry, which employs 7.5 million Americans in the private sector.

It's also the nation's largest civilian employer of military veterans. Nearly one-quarter of letter carriers

are wearing their second uniform.

USPS and letter carriers play a key role in the quality of life of communities throughout the country. In mid-May, letter carriers conducted their 24th annual food drive — the largest single-day food drive in the country — collecting a record 80 million pounds of food from generous Americans to help replenish food banks, pantries and shelters from coast to coast.

Every day as they deliver mail on their routes, letter carriers around the country help save the elderly or other residents who have fallen or experienced medical problems, locate missing children, rescue people after automobile accidents or help stop crimes in progress.

The Postal Service and letter carriers also play a role in national security. After the terrorist attacks of 9/11, when President George W. Bush sought a way to protect Americans in the event of a bioterror attack, he turned to the nation's only universal delivery network, the U.S. Postal Service. Letter carriers have volunteered to be trained to stockpile and deliver medicines to every household in several major metropolitan areas within 48 hours of an attack, to save lives and avert panic. Just imagine what it would cost to set up such a program from scratch.

These are just some of the reasons why the Postal Service — based in the Constitution and first led by Benjamin Franklin — enjoys enthusiastic support from the public and from lawmakers across the political spectrum, including many conservatives.

If congressional representatives work toward constructive and targeted postal reform that addresses pre-funding while preserving and strengthening the invaluable and profitable postal networks, the Postal Service can continue to provide all Americans with the industrial world's most affordable delivery services.

Mr. Rolando is president of the National Association of Letter Carriers.

— Postal Wire

Answering Your Questions About Colorectal Cancer And Colorectal Cancer Screening

Colorectal cancer is the third leading cause of cancer related deaths in the United States. When detected early, it is very treatable. If it is detected late, it may kill you.

What is Colorectal cancer?

Colorectal cancer is a term used to refer to cancer that develops in the colon or rectum. In most people, Colorectal cancers develop slowly over a period of several years. Before a true cancer develops, it usually begins as a noncancerous polyp, which may eventually change into cancer.

What are the facts about Colorectal cancer?

- Colorectal cancer is the third leading cause of cancer related deaths in the United States.

- Colorectal cancer is the third most common type of cancer in both men and women.
- Over 141,000 new cases of Colorectal cancer are diagnosed each year.
- More than 49,000 people die from Colorectal cancer each year.

What is the recommended testing for Colorectal cancer?

Recommended Prevention Test: FIT (Fecal Immunochemical Test) annually. This is a test to check for hidden blood in the stool. FIT replaces the older guaiac based tests and is the preferred cancer detection test.

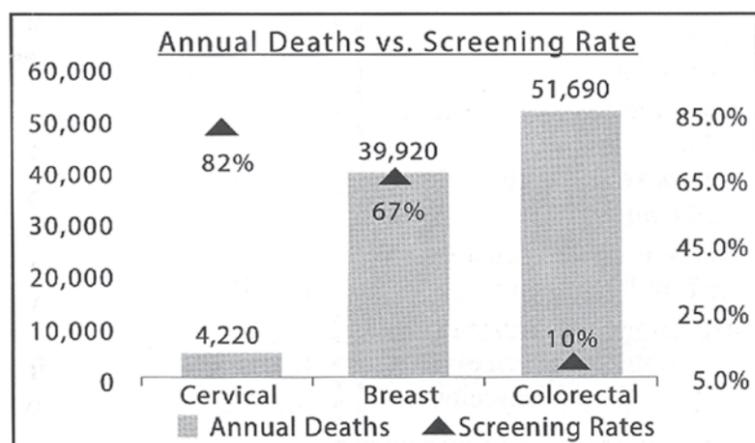
What are the risk factors for Colorectal cancer?

Age, people with Inflammatory Bowel Disease or Crohn's Disease, a personal or family history of Colorectal cancer or colorectal polyps, lack of regular physical activity, low fruit and vegetable intake and a low fiber/high fat diet, obesity, alcohol consumption, and tobacco use.

How can you limit your risk for Colorectal cancer?

- Regular screening
- Healthy diet
- Regular exercise
- Stop smoking
- Talk to your family to see if anyone has a history of cancer

- Discuss screening options with your doctor. Colorectal cancer, although one of the deadliest forms of cancer, can be cured if caught early. Please take the necessary steps to get tested regularly for colorectal cancer. Talk to your primary care physician about the option which is best for you.



Why Banking Is Right For The Postal Service

On Tuesday, August 23rd, 2016, Mehrsa Baradaran, an Associate Professor at the University of Georgia School of Law spoke on postal banking at the APWU National Convention. She is the author of *How the Other Half Banks*, and is a proponent for postal banking, as is the APWU.

There are many supporters for postal banking including the NALC, NRLCA, NPMHU, United for a Fair Economy, Alliance for Retired Americans, and Americans for Financial Reform. Why should the Postal Service get involved in banking?

Banking is not new to the Postal Service. Postal banking existed in the

United States from 1911 - 1967. By 1934, postal banks had \$1.2 billion in assets. It is also common in other

“Why should the Postal Service get involved in banking?”

countries where 1.5 billion people have access to financial services at their post office.

The banking system in the United States was originally created as a public service. However, as the banks grew, this changed. In 2013, more than 9.5 million households did not

have a traditional bank account. Many are subjected to payday lenders and check cashing services which

carry high interest rates and fees. As a result, the average underserved household spends \$2,412 in fees and interest per year, which is nearly 10% of the household's income.

The Postal Service could provide a wide range of financial services such as paycheck cashing and small

dollar loans. The Postal Service has 30,000 locations with 59% of those locations being in zip codes that have either no banks or only one bank branch.

Postal Banking would create a more vibrant Postal Service, an alternative to the payday lenders and check cashing institutions that charge high interest rates and fees, and a secure future for postal employees.

You can learn more about Postal Banking at CampaignforPostalBanking.org. Please sign the petition on CampaignforPostalBanking.org to help make Postal Banking a reality.

Look Out For Your Sisters And Brothers

I remember hiring into the Post Office back in 1993. I was new to working in a plant environment, not to mention having hundreds of coworkers and dealing with several supervisors. To say I was a little apprehensive to starting a new job in a plant is an understatement. My previous work experience was working for smaller companies in an office setting, nothing like what I would experience working third shift at a plant. The management mentality at the time (and I was told it was worse before I hired in) was one of “ruling” with fear and intimidation. My previous job did have the president of the company managing the same way, but also the company did not have a union. I remember also this so called leader ruling with an iron fist, and threatening all workers to sign a release form that he would fire at will. Not very many of us refused to sign this letter, but I do recall the fear of those who signed thinking they must or would be terminated immediately.

There were so many other instances in this job that were unfair due to the absence of a union: low pay, unfair treatment of employees, preferential treatment given to others, such as pay raises, other perks, etc. Probably one of the biggest for me though, was unfair treatment. Once the president of the company initiated his “fire at will” program I felt then I had to do something different with my career path and started back to college.

I then received the wonderful letter of employment with the post office, and cut my losses and ran from that dead end job. Within my first two weeks on the job at the post office, I received my first pay check, and of course I was shorted some hours. Several employees with many years senior to me instructed me to ask for a steward and file to have my check corrected. My immediate supervisor was a 204B and said to me, “you didn’t need to file, you could have just come to me and I would have corrected it.” I was thinking to myself, I’m working where cowork-

ers have my back and are looking out for me, how refreshing!!! From then on I noticed various situations that senior clerks, to me and my group, were always looking out for us, confronting supervisors if treating us unfairly, giving advice on how to file if not resolved, and they even filed for us! The senior clerks especially filed for us in our first 90 days. This was how a union worked, all for one. I then took on that role as I gained a few years in, watching out for new

hires, and helping when unfair treatment was given to those new people. It was what we do, what I learned, in a union have your brother/sisters’ back. A united front to keep our work environment fair.

Now fast forward to our work situation today, I am so disappointed in the senior people not looking out for our new coworkers. We are still a union, and so many people have that lack of sister/brotherhood mentality. There still are those su-

perisors who want to “rule” like a dictator, rule with fear, and our job is still to look out for our brothers and sisters, it should be still what we do, what we learned, and what was done for us. I know a lot of us are getting close to retiring and just want to coast to the end, but when we hired in, the people getting close to retiring were there for us too! Please look out for your fellow coworkers, and do the right thing.

— Auto City Flint Facts

USPS Third Quarter Financial Report

According to financial results released on Aug. 9, the Postal Service has earned \$1.3 billion in operating profit so far this year, making this the fourth straight year the USPS is operating in the black. Operating profits in 2015 and 2014 also totaled more than \$1 billion each.

The year-to-date operating profit has increased by \$100 million compared to the same period last year; shipping and package volume increased 13.6 percent compared to the same period in 2015.

Despite the improvements, the Postal Service announced a “net loss” of \$1.6 billion for the quarter and an operating loss of \$522 million.

Pundits seized on the USPS report to paint a gloomy picture. *The Washington Post*, which frequently editorializes in favor of postal privatization, wrote, “The U.S. Postal Service continued its nearly six-year run in negative financial territory, reporting an overall loss of \$2 billion for the third quarter despite increasing its revenue by 2 percent compared to the same time last year.”

Most of the “overall loss” is the result of a pre-funding mandate that requires the Postal Service to pre-fund retiree healthcare benefits 75 years in advance – a burden no other government agency or private company bears. (*The Washington Post* acknowledged that the pre-funding requirement is controversial, writing, “The

Postal Service and postal-worker unions have asked Congress to repeal the controversial requirement, which became law in 2006.”)

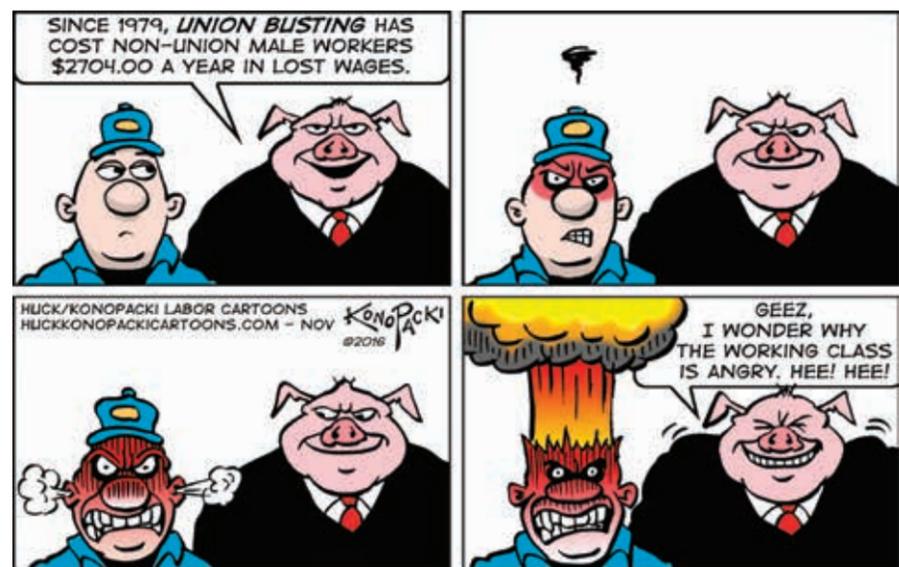
The \$522 million operating loss in the third quarter is primarily the result of the reduction in postage prices, which occurred in April when the “exigent” price increase was eliminated. It was the first cut in stamp prices since 1919 and accounted for approximately \$450 million of the loss. Most of the remaining operating losses were attributed to typical slowness of the third quarter. The Postal Regulatory Commission will begin a legally mandated review of the postage rate-setting system in 2017.

“With no taxpayer funding, the Postal Service provides essential services and enjoys widespread support

from the people of the country,” said APWU President Mark Dimondstein. “Letter volume is stabilizing, and the explosion in online shopping has led to sharp increase in package revenue, so there is great potential for a strong, public Postal Service to thrive.

“For the Postal Service to continue to flourish, Congress must pass comprehensive postal reform that addresses the pre-funding hoax, allows the Postal Service to expand and enhance service, and adopts appropriate practices for investing the USPS retiree health benefits fund,” he said.

“The APWU is working with our sister postal unions, USPS management, mailing industry groups and key legislators to reach consensus on such reform.” — apwu.org



THE NINETEENTH AMENDMENT:

A Woman's Right To Vote



Do you know what the 19th Amendment is? The 19th Amendment of the United States Constitution, ratified on Aug. 18, 1920, prohibits any citizen from being denied the right to vote based on sex.

It took activists called Suffragists 100 years to win a nationwide guarantee of women's right to vote. All women today can thank the Suffragists for our right to vote.

They rallied at meetings and conventions. They printed periodicals that advocated for women's rights. They gathered signatures. They built alliances with labor unions. And they picketed in front of the White House.

Their actions resulted in many arrests that brought more attention to the Suffragist movement.

There was a lot of anti-Suffrage sentiment. Opponents argued that women were already influential in home and they did not need any additional power

in society.

Fortunately, the anti-Suffragists lost the battle in 1920, and since then women have slowly but surely become a more powerful force in American politics.

This year's general election will be on Tuesday, Nov. 8, and women in the work force have the potential to strongly influence its outcome.

In California, women now make up the majority of the population and registered voters. More than 9 million registered women will be able to vote in the election.

If you are not registered to vote, please contact our union office or your Union Representative. The last day to register to vote is Oct. 24. Do it for yourself, do it for your country and do it for the Suffragists who struggled for so long to guarantee your right to vote!

Fact: A record 104 women currently serve in the United States Congress — 20 in the Senate and 84 in the House of Representatives. This is less than 20 percent of the total 535 members. We can do better!

FMLA Tidbits

Back to the basics! A number of employees have come to the union with questions in regard to FMLA. For that reason I thought I would address some of those questions. This is not intended to answer every question and does not cover the entire FMLA Law, however it will give you the basics of what you are asking.

Q: Who is eligible for FMLA?

A: Employees who have worked for the Postal Service for at least 12 months and who have worked 1250 hours in the 12 months before the leave is taken are eligible.

Q: How much leave can I use?

A: FMLA states that you can use up to 12 work weeks in a leave year.

Q: This means that if you work 40 hours a week you can use up to 480 hours of FMLA leave in a leave year (40x12). However if you do not work 40 hours a week and you work less, say 35 hours a week, then you would get to use 420 hours of FMLA leave during a leave year (35x12).

Q: How can leave be taken?

A: FMLA leave can be taken all at one time 12 weeks back to back or intermittently in smaller portions. This is something that you and your doctor will discuss in regard to your possible recovery. In some cases employees may only be authorized by their doctor to work 4 hours a day. If this employee has FMLA for the condition which warrants a 4-hour day, then the 4 hours that the employee cannot work would fall under FMLA and could not be counted against the employee. This has nothing to do with OWCP! That's a whole other issue!

Q: Do I have to use my Sick leave or Annual leave when taking FMLA?

A: FMLA is generally set up to be unpaid! In order for an employee to be paid for the time off using FMLA that employee would need to ask for either annual or sick leave under FMLA and have already accumulated the annual or sick leave requested. If neither is requested the FMLA should revert back to unpaid leave or LWOP.

— The Communicator

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Friday, April 28 National Officers General Session
Labor Center Classes, Friday afternoon
Saturday April 29 Retirement Seminar, CSRS/FERS
and other classes to be announced**

***MORE INFORMATION TO COME
Mike Bates, President, DMI-APWU Local 44
(515) 265-7371***

