

SOLIDARITY

Vol. 18, No. 2

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

March, 2014

Senate Panel Approves 'Disastrous' Postal Bill

Unions Promise Fierce Opposition

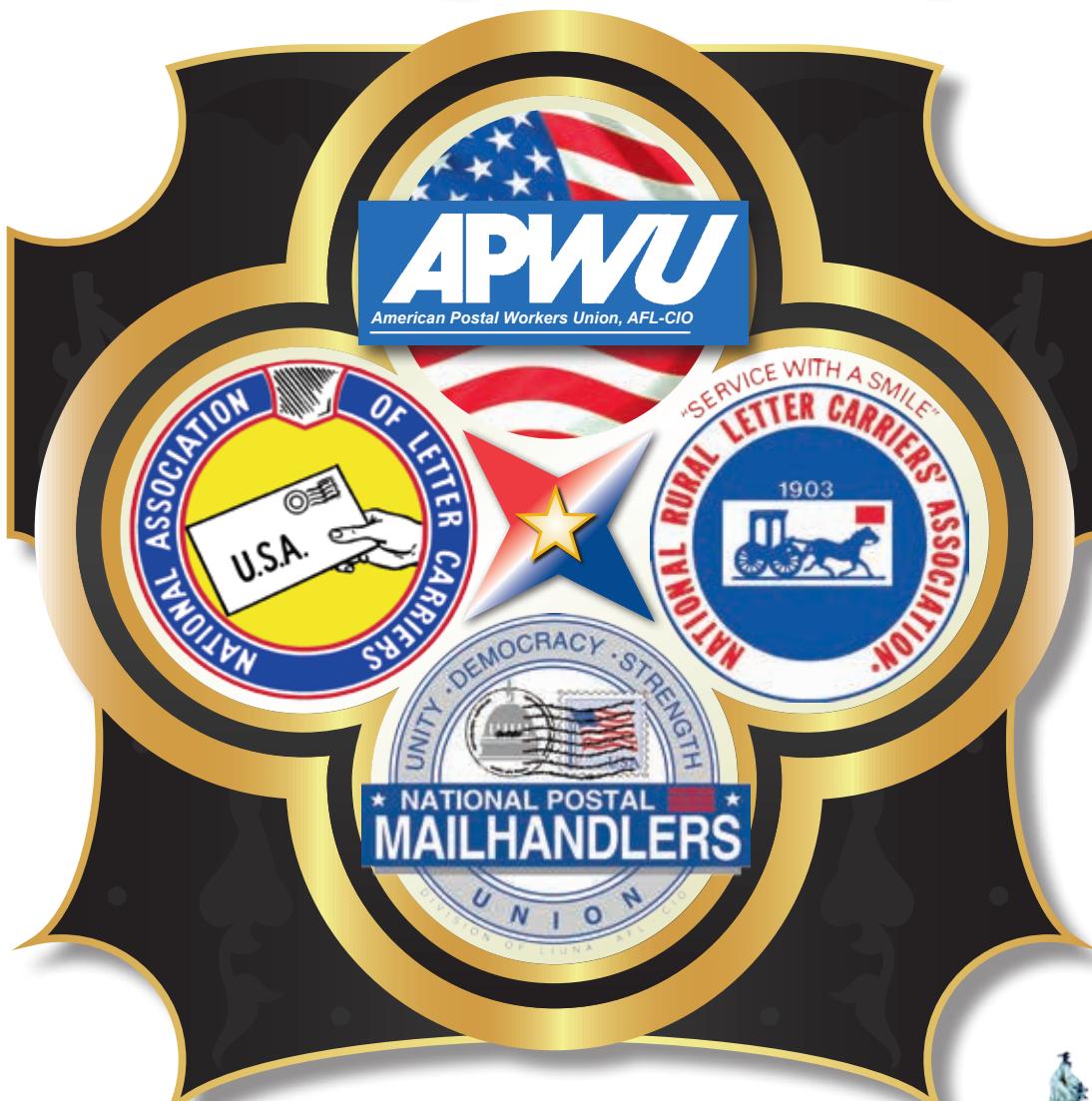
The Senate Committee on Homeland Security and Governmental Affairs approved an amended version of a postal bill (S. 1486) that faces vehement opposition from the four postal unions. The committee with oversight responsibility for the Postal Service passed the measure by a vote of 9-1 on Feb. 6.

"This was a bad bill that was made worse by the 'substitute' version that was introduced last week," said APWU Legislative and Political Director John Marcotte. "Today the committee amended the bill around the edges but gave no relief to workers and no long-term assurances to the American people about their mail service."

The bill, which was introduced by Sen. Tom Carper (D-DE) and Sen. Tom Coburn (R-OK), would:

- Threaten 100,000 full- and part-time postal jobs;
- Lead to pension cuts;
- Weaken workers' position in upcoming contract negotiations;
- Require the USPS to pre-fund workers' compensation by \$17 billion, further strangling USPS finances;
- Permit the USPS to close and consolidate mail processing facilities after two years;
- Allow the Postal Service to further reduce service and delivery standards;
- Eliminate Saturday delivery after 2017;
- Eliminate door-to-door mail delivery for new businesses and households; and

*United We Stand . . .
Divided We Fall!*



*S.1486 faces vehement
opposition from the four postal unions*

- Expose injured workers to impoverishment once they reach retirement age.

Voting in favor of the bill were: Sen. Carper, Sen. Carl Levin (D-MI), Sen. Mark Pryor (D-AR), Sen. Claire McCaskill (D-MO), Sen. Mark Begich (D-AK), Sen. Heidi Heitkamp (D-ND), Sen. Coburn,

Sen. Michael Enzi (R-WY) and Sen. Kelly Ayotte (R-NH). Sen. John McCain (R-AZ) and Sen. Ron Johnson (R-WI) voted in favor of the bill by proxy, but

proxy votes were not recorded.

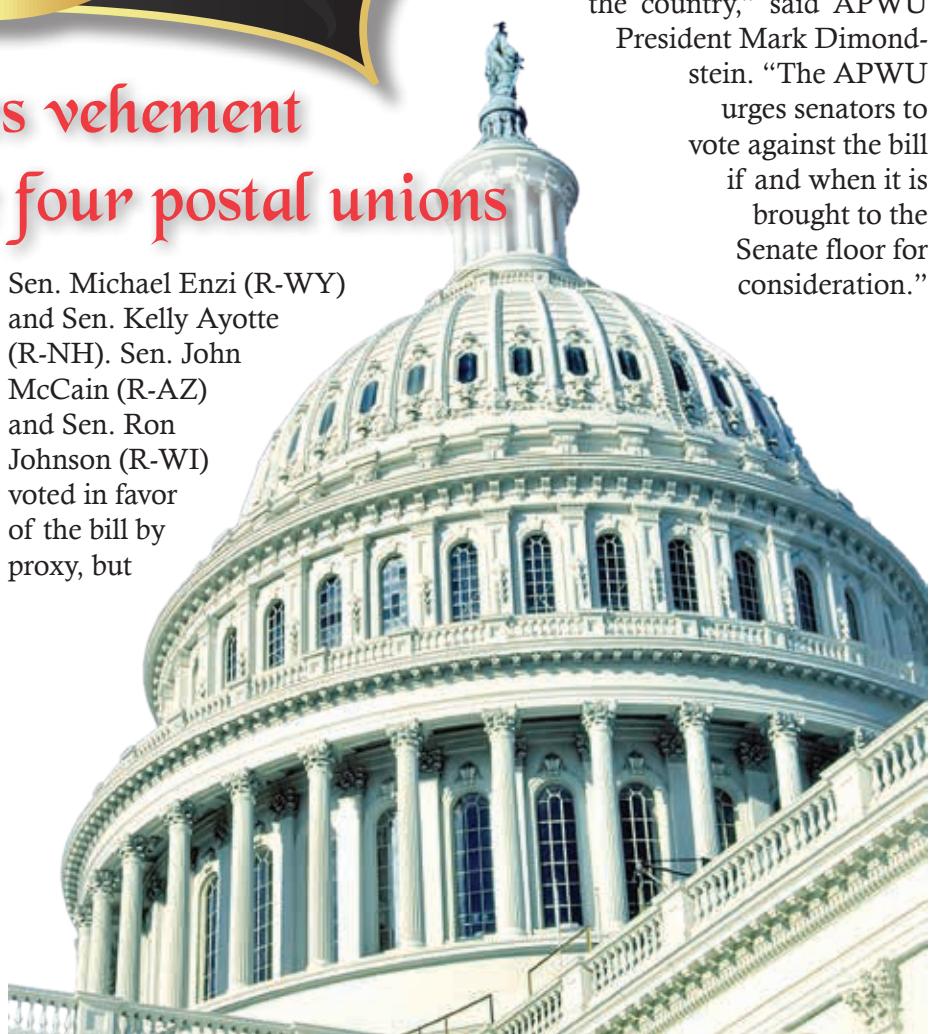
Sen. Jon Tester (D-MT) was the lone recorded no vote. Others who voted no by proxy were: Sen. Mary Landrieu (D-LA), Sen. Tammy Baldwin (D-WI), Sen. Rob Portman (R-OH) and Sen. Rand Paul (R-KY). Proxy votes were not recorded.

Amendments adopted on Feb. 6 would:

- Allow firearms in postal parking lots, provided there is no conflict with state and local regulations;
- Permit the Postal Regulatory Commission to overturn plant closures, and
- Postpone plant closures and changes to service standards until one year after the Comptroller General issues a report on USPS compliance with service standards.

"This disastrous bill would severely damage service to the people; weaken the USPS and make it ripe for privatization, and destroy good jobs throughout the country," said APWU

President Mark Dimondstein. "The APWU urges senators to vote against the bill if and when it is brought to the Senate floor for consideration."



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APWU Opposes USPS Proposal To Slow Down Standard Mail

In a filing with the Postal Regulatory Commission on Feb. 20, the APWU strenuously opposed a USPS proposal to reduce service standards for Standard Mail. The USPS has asked the Commission for an advisory opinion on the proposal, which the USPS claims would alleviate a problem with heavy workloads on Monday by permitting delivery on Tuesday of Standard Mail that now is due to be delivered on Monday.

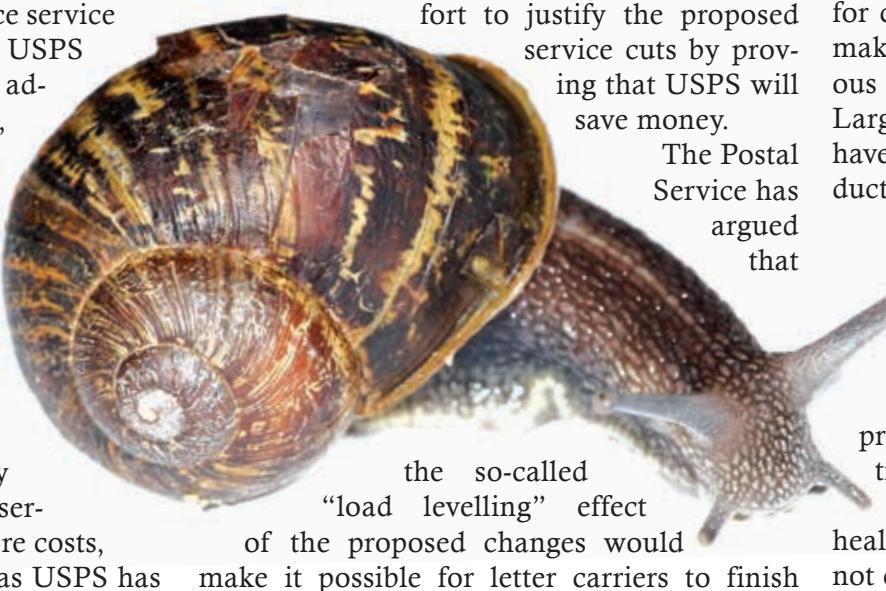
In its Brief to the PRC, APWU points out that this is another in a series of USPS cuts in service that cannot be justified by cost savings. The changes will cut service and force mailers to incur more costs, a pattern that has repeated itself as USPS has

closed mail processing facilities. The APWU also pointed out that USPS has made no effort to justify the proposed service cuts by proving that USPS will save money.

The Postal Service has argued that

their routes earlier than they now do on Mondays. The APWU has been critical of the USPS for causing letter carriers to be out late, often making deliveries after dark, because of previous facility closures and service cuts by USPS. Large mailers and mailer organizations also have been critical of the proposed service reductions.

APWU President Mark Diamondstein said, "It is ironic that the Postal Service is trying to justify more service cuts by referring to the problem of late carrier deliveries — a problem USPS caused by previous service cuts. There is no justification for these proposed cuts. The Postal Service cannot cut its way to financial health. It must expand and enhance service, not cut it."

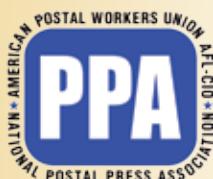


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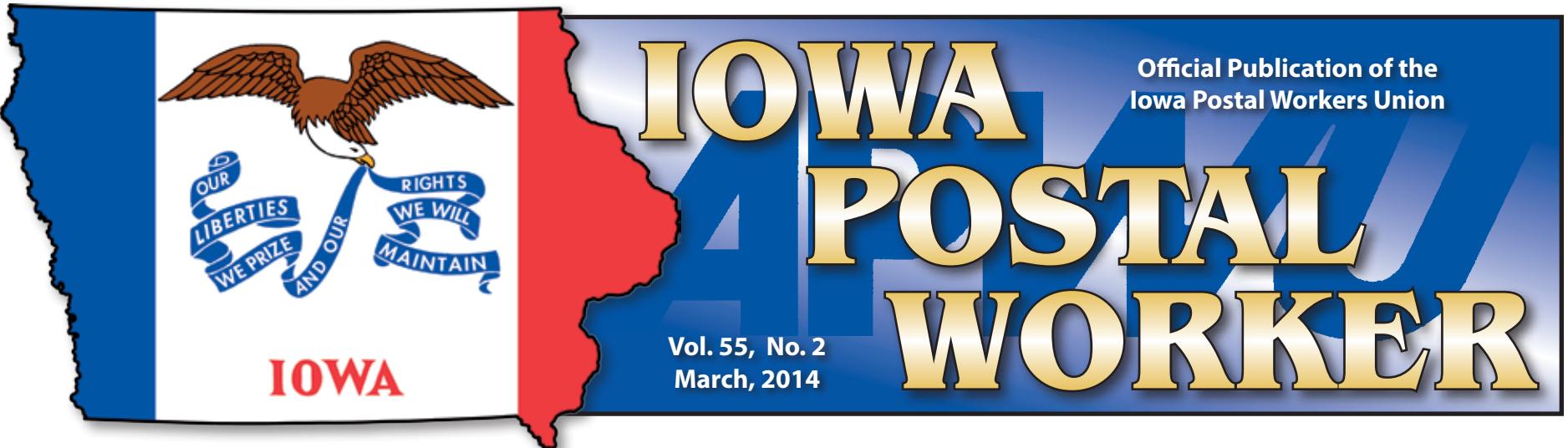
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From Building President Dimondstein's 'Grand Alliance' To Rampant PSE Violations In The District

by Bruce Clark,
Iowa State President APWU

... The Struggle Continues !!!

- Grand alliance — postal bank
- Elections — register, get active, local WIN program, COPA
- District — PSE violations

APWU'S struggle to save the "peoples' Postal Service" is certainly the central struggle Postal Workers face this year. Our new national President Mark Dimondstein has called on all of us to unite with other Postal Unions and other strategic partners and indeed all working people to build a "grand alliance" to stop the right wing attacks on a public Post Office. The attacks on Postal workers are clearly a major piece in the onslaught on the whole American Working Class. As the second largest civilian employer a strong unionized and efficient public Postal Service stands in the way of attempts to privatize all public functions and public spaces to convert them to the almighty god of American Capital. There is a concerted effort as there has been since the 1970's really to drive down the standards of living and expectations of the working class. This is a fundamental attack on every gain that workers have made in the last hundred years. It is a racist attack on Black and Latin workers as the most exploited section of the working class and on women workers. Unionized public sector jobs have the least racist and sexist wage differentials and that makes us a target also when the agenda is too crush resistance and divide the working class. Right wingers pushing their agenda in the states are now legalizing the murder of young black men by racist white vigilantes who claim to feel threatened by appearance and music and the very culture of young black males. Make no mistake that this is a fundamental attack on every working class person and we are in a war in which we cannot lose for the sake of ourselves and generations of workers to follow us.

Fight For Our Jobs In The Streets

What is required here is for Postal Workers at every level to become active in local events planned to fight privatization, to become active politically as this fall's election will be the determiner as to whether we can move needed postal reform legislation to save our Postal Service and our livelihoods and families' futures.

Fight For Our Jobs In The Political Process

Here in Iowa postal workers should participate in the caucuses and county, district and state conventions of your political party and fight for your issues in the platform and with the party's candidates. That goes for you Republican members too although I'm sorry it is hard to see how a Postal Worker can be a Republican when they are offi-

cially trying to destroy your workplace. There are some bad Democrats too certainly but it is Republican control of Congress that stops needed legislation to protect your job and your family.

In Iowa members can also be active in the Iowa Federation of Labor's Working Iowa Neighbors program (WIN). This program is in every Central Labor Council and organizes to find union members and other pro worker folks to be candidates at the local level especially where all politicians mostly start out. WIN also helps to create a permanent base of worker friendly folks to work to elect our friends to the School Board, the City Council, the County Board, and on to the State Legislature. Some of these politicians are the ones that later will be your Congressman and Senator. We need to work good, pro labor, politicians up the political ladder.

"Your state organization is in the process of filing many individual grievances in addition to the District Class Action cases that have been file. Your state officers and stewards depend on your eyes and ears in addition to reports we can access to tell us where the violations are occurring."

Fight For Our Jobs Using The Contract

Our District and others around the country are violating the PSE and other agreements in our latest national agreement on a massive scale. In Hawkeye district there are around 120 PSE's who are illegally categorized as "new work" PSE's and not counted against the District Cap. Many of these "818's" as they are classed with the their Designation Activity Code are working in level 18 offices. They are working the window often as the only clerk in direct violation of the contract. These PSE's under the contract are now our brothers and sisters and our approach is not to grieve for their hours and their removal, like we did casuals, but rather to grieve to make them career postal workers, PTF's and Regulars. The Postal Service has determined a need for these folks to work in all these offices but they have hired them into an illegal category and are also underpaying them. Many of these violations have been grieved District wide or are the subject of pending national arbitrations. In addition, to the illegal "new work" PSE's , they are using legally hired PSE's, illegally to work the window in offices where there are not sufficient window clerks to justify their use.

Your state organization is in the process of filing many individual grievances in addition to the District Class Action cases that have been file. Your state officers and stewards depend on your eyes and ears in addition to reports we can access to tell us where the violations are occurring. The violations are so numerous on so many issues these days that it takes a while to get to them all but we are working our way through it all, so hang in there and document, document,

document all these countless violations of our contract and it will come to a day of reckoning eventually.

This Is Your Union And It Is Your Fight. Roll Up Your Sleeves And Wade In

Concretely as a member you need to:

1) talk to anyone you work with or run into who is not a union member. We need all hands on deck. This is not a spectator sport. It's your job to sign up the non members. You can print out an 1187 sign up form from the Organization Dept. at our National Website apwu.org.

2) Be damn sure your are registered to vote. And consider registering in the political party that, while not perfect, does have all of our friends in it. This year there are some primary races we want you to watch like the 1st Congressional District where APWU has already endorsed Pat Murphy as our candidate. We need you voting in that Democratic Primary to support Pat.

3) Beyond registering. Contact your local Central Labor Council, if you don't know how, call me, I am the President of the CLC in Dubuque and will be happy to direct you to your local folks. Tell them you want to help with the Labor 2014 election campaign in your area. Agree to knock doors, make calls , prepare mailings, etc. Remember your future is on the line here

4) Also tell the CLC that you want to make sure your local is affiliated and has a delegate to the CLC so that postal workers issues are being raised in the local labor movement and we in turn are supporting the issues of our union brothers and sisters in other industries.

5) If you are in a local, attend the meetings and volunteer to be a steward or help with the picnic, or whatever your interests are to help build the one organization on earth which exists just to fight for you.

6) Remain vigilant at work. Watch for contract violations and report them to your steward or call the state if you are a Member at Large without a local. As I said before you are the front line defense to protect your national agreement and the rights we have been able to secure thus far. Your role is crucial to success.

My dear beloved brothers and sisters, this has been a hard winter here in the upper Midwest but I always say it makes us a hardy people. I hope you are all safe and warm and are able to spend plenty of times with your dear loved ones. Cherish them and fight for them and yourself. And Remember the words of our beloved President Emeritus Moe Biller "The struggle continues" and the words of your aging and cantankerous State President "Don't let the bastards get you down!"

In Working Class Solidarity.

Bills We Need To Pass In Iowa

by Bryon Preminger,
IPWU Legislative Director

The Iowa Federation of Labor's Legislative Conference was held February 10-11, 2014 at Prairie Meadows Conference Center in Altoona, IA. The APWU delegation consisted of Bruce Clark IPWU State President, Cindy Housh Legislative Director for DMI APWU, Mark Sarcone, Associate Editor DMI APWU, and myself.

This conference educates us on different issues and lets us know what legislation is being considered here in Iowa that is important to labor. Please contact your Iowa legislators to get these bills passed.

Raise the Minimum Wage (HF 2011, SF 2039)

These bills would raise the minimum wage to just over \$10 an hour by 2016. (HF \$10.10) (SF \$10.25)

Opposition to this states that only teenagers make minimum wage. Nationally over 75% of minimum wage workers are not teenagers and 55% of these workers work full time.

I also heard that if we raise the minimum wage then these workers will lose their dependent care vouchers and will be even worse off than before. The ceiling for everyone to lose these vouchers is \$12 an hour.

Did U Know? Most minimum wage workers are female and 216,000 Iowans would be affected by this legislation. If the minimum wage grew at the same rate as the income of richest 1% in America the minimum wage would be \$28.34.

The solution to welfare is good paying jobs that can sustain a family.

Improvements in our Transportation (The Gas Tax) HSB 514

This bill would raise taxes on gas gradually by 10 cents over a two year period. This bill looks like it could be the political football of the 2014 elections.

In the Iowa budget NO state general fund revenue is intended for highway projects. This funding to repair roads and bridges comes from the Gas Tax. The Gas tax hasn't been raised since 1989. No one likes taxes but Iowa ranks 3rd in structurally deficient bridges and there is an estimated backlog of \$215 million in critical road repairs.

We spend millions of dollars in taxes each year to give to corporations in Iowa to create new jobs. This tax would create many good paying union jobs while giving us the benefit of having good roads and bridges. If you don't pay at the pump you will pay even more with your mechanic as many repairs on vehicles are a result of driving on roads that tear up your car.

Stopping Wage Theft in Iowa (SF 191, HF 38)

Wage theft is a growing epidemic in Iowa. The problem stems from a lack of protection in Iowa law. Employers have automatically deducted wages when a piece of equipment breaks (Ex. A housekeeper who's vacuum breaks.) or just not paying all the wages due. Part of the problem is that companies have layers that hide accountability. They hire a temp worker who is paid by a temp agency and proving they worked more hours is nearly impossible since there is no requirement

for employers to notify workers how there pay is calculated.

There is one place fighting for these workers The Center for Worker Justice of Eastern Iowa who has recovered over \$5,000 in lost wages. This bill would accomplish:

- Make employers get written authorization from workers before deducting wages
- Makes employers give more complete paystub information of the calculation of pay.
- When violations are proven intentional lets workers recover pay and any expenses incurred in recovering that pay.
- Expands retaliation protection for whistleblowers.

Jobs are paying less all the time and when need to make sure that workers can at least receive the money for the work they perform. It is estimated that there is 600 million in stolen wages each year in America and that results in 45 million in lost tax revenue.

Expanding Funding For Apprenticeship Programs (HSB 541, SSB 3052)

These bills allow students to learn one of over 100 trades while they attend school. These trade jobs are good paying jobs for our children who decide they don't want to go to college. These programs let students earn while they learn rather than learn while piling up student debt.

If you haven't talked to your representative in Iowa it is really easy to go up to the capital for a few hours and let them know your concerns. We need to do it for our children to keep producing good union jobs that will sustain them into tomorrow.

Senate Bill 1486 Is Back And Worse Than Ever!

by Bryon Preminger,
IPWU Legislative Director

I want to begin by thanking everyone you got in touch with your representatives to try and stop 1486 when it came up for debate last year. The bill is back and once again it is a blatant attack on postal workers. If it wasn't for the prefunding we have to do on future retiree health care expenses we would be making a profit and there would be no reason to continue the attacks on service to all Americans and the cuts in benefits to postal workers and retirees.

We have now started legislative Telecons and the legislative department is establishing an organization so we can be more effective in lobbying postal issues.

APWU Legislative & Political Director John Marcotte announced that this bill would:

- Threaten 100,000 full and part time postal jobs.
- Lead to pension cuts.
- Drastically weaken our position for 2015 contract negotiations.
- Require that USPS pre-fund workers compensation by \$17 billion.
- Permit USPS to close more mail processing facilities after 2 years.
- Eliminate Saturday delivery after 2 years.

- Give PMG authority to eliminate more delivery days in the future.
- Eliminate door to door delivery for new and some existing households and businesses.
- Attack retirees by forcing 98% into mandatory participation in Medicare part B and reducing the retirement of workers hurt on the job.
- It would take future Postal Employees out of FERS our current retirement system and make us negotiate for their pensions.

We need to contact our Senators across the state. Call their local offices, send them emails, and visit their offices to let our voices be heard that 1486 needs to be blown up and the only real solution is to eliminate prefunding and let us continue to make a profit. Then tell them to leave us the hell alone. The Post Office isn't broken Congress is making it that way.

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EDUCATE TO ORGANIZE

March, 2014



UPDATES
BY
BATES

by MJ

BLAME-SHIFTING: Management has perfected the art of blame-shifting. Remember it is never "their" fault. It's that damn union, NO WAIT, it's your coworkers calling in sick that is making "us" put more work on you. I can't believe our members actually fall for this shift in blame. The Union is NOT to blame and we do not run the post office. We police the contract and the rules that "management" must comply with and have agreed too. It's NOT your coworkers

fault for being sick and you probably should be grateful they didn't come to work sick. Management has cut all staffing to the bone and has shifted the blame to put more work on you, so you don't get mad at them. It's the same with upper management. We hear it time and time again, "area is making us do it like this and we know it doesn't make sense." They tell us its area, so we don't get mad at them for the dumb decisions that they make. I tell them that my senior NATIONAL BUSINESS AGENT told me to file the grievance, so don't get mad at me. You see it is so easy to blame anyone else, so people don't get mad at you. The reality is that the bargaining unit has been reduced by 25% since 2010. Do NOT let them shift the blame to your Union or your coworkers. We must stand united; take your breaks and lunches. Take your vacation time and call in sick when you are really sick. If your supervisor or manager tells you that so and so called in sick, just tell them you should not tell me that because it's

really none of my business.

HOSTILE WORK ENVIRONMENT: The staffing at the Des Moines, Iowa stations are at an all-time low. We have long lines, long wait times, passports by appointment only and no one at the stations to answer the phones. We have customers screaming at clerks and coworkers yelling at other coworkers due to MANAGEMENT'S inability to staff properly. The DMI APWU will be filing a hostile work environment grievance for all the stations.

PSE PHONES/CARS: It has come to our attention that management is texting and calling PSEs for scheduling purposes. The Union asked management if they were requiring PSEs to utilize their cell phones and of course management said "no." With that said, you do NOT have to answer calls/texts from management at any time. If they require the use of a cell phone for scheduling purposes, they will have to pay for it, plain and simple. If you are threatened with discipline for not utilizing

your phone you MUST contact your steward immediately. The use of privately owned vehicles (POV) is VOLUNTARY! You do NOT have to use your own vehicle to drive from station to station. Management has stated that "we are not forcing PSEs to drive their own cars, they are doing it voluntarily." Before you provide your own vehicle, you may want to check with your insurance company to make sure you are covered if you are ever in an accident.

DMU BMEU CLERKS BEWARE: The Des Moines, Iowa P&DC has been chosen to be one of two sites in the nation to be a pilot site for Seamless Acceptance testing. The other location is Philadelphia, PA. The following is a letter put out by the BMEU District Manager to all BMEU Clerks.

Seamless Acceptance has been the ultimate goal of HQ Business Mail Acceptance and many of the processes we have been and will be adopting such as Full Service and e-Induction

continued on page 10

Scribbles from the VP... **Management Is Killing Our Stations**

by Bryon Preminger,
Vice President

I don't know which is worse the weather this winter or the bullshit that goes on at our stations. They don't staff the window which is causing customers to become upset and start confrontations with clerks that are doing their best despite the lack of help.

I have tried to explain to management that the days are gone where a clerk that is junior will bid a station with split days off because they don't have the seniority to get a bid at the plant on days with consecutive days off. Clerks with no seniority can get bids at the plant on days with consecutive days off. When I started it took 15+ years to even get a sniff at a day bid at the plant.

The result is that bid after bid goes residual and the stations have even less clerks to do the work which results in management or carriers doing our work. Management of course now is making stupid decisions to try to fix the problem of their clerks leaving for consecutive days off at the plant.

So what's management's solution? To change a Sat/Sun bid to a bid with split days off to cover Saturday. They will post it and no one will bid it and now they will be another clerk down.

"So what's management's solution? To change a Sat/Sun bid to a bid with split days off to cover Saturday. They will post it and no one will bid it and now they will be another clerk down."

One station had a bid that went residual. It resulted in management not having proper staffing on Saturdays. So what's management's solution? To change a Sat/Sun bid to a bid with split days off to cover Saturday. They will post it and no one will bid it and now they will be down another clerk.

We have a station that is one clerk away from being completely ran by PSE's. PSE's that management bullies and makes them constantly be in touch with their phone just in case Kelly Howser changes her mind again and now wants them to report somewhere else. PSE's we need statements

to document these texts as we are filing a grievance to deal with this non paid off the clock abuse.

PSE's also must be properly posted on the holiday schedule. If you are

not properly posted and you get told you have to work then you are entitled to a 50% premium.

Maybe We Need to All Bid Out

If everyone leaves the stations then who will be left? If they don't have enough clerks then they can't use PSE's to man the window. I think their lack of staffing on the window is to get customers to use alternative means such as Staples where the clerks make minimum wage. If the Staples pilot is successful it will just lead to more reduction in window clerk hours and the closure of retail

units. In a related story stock prices for Staples has been going down since Postal Workers started protesting the use of Staples for retail services.

Discipline is Running Rampant

Management at the stations is being hardcore with discipline. They claim that the settlement we achieved at step 2 years ago which allows an employee to bring in documentation 4 hours early for it to be scheduled doesn't apply to the stations. That settlement was for the entire bargaining unit not just a select few. Gene Ver Steegh who achieved that settlement as clerk craft director told me that was his legacy. If you don't qualify for FMLA then schedule your sick leave. We have a local Arbitration that states that management can't use scheduled sick leave in discipline.

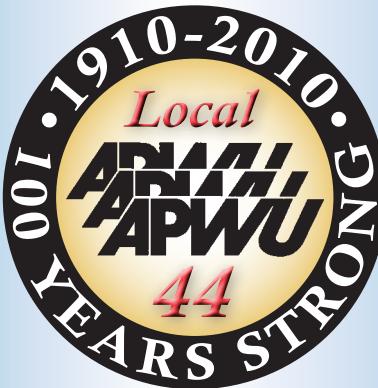
I had one station supervisor that told an employee during a discipline meeting that she needed to think about his needs. Then proceeded to tell her to bid to the plant where

continued on page 7



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2014 Iowa Federation Of Labor Legislative Conference Wrap-Up

by Mark Sarcone

I would like to thank all members of APWU Local 44 for sending me to the 2014 Iowa Federation of Labor Legislative Conference February 10-11. I had the distinct honor and privilege of attending the conference in the capacity as a delegate from our local. Delegates got to hear some great speeches from the likes of Senator Mike Gronstal, Iowa Senate Majority Leader; Representative Mark Smith, Iowa House Minority Leader; Senator Jack Hatch, Democratic Gubernatorial Candidate; Marcia Nichols from AFSCME; Robin Clark-Bennett from the University of Iowa Labor Center; and Matt Sinovic from Progress Iowa.

Topics discussed included but not limited to Raising the Minimum Wage; Road Use funding (the proposed gas tax); the Iowa Budget; Public Sector Pensions; How ALEC (American Legislative Exchange Council) has inserted their talons into what SHOULD be *public* policy; Wage Theft; and Using Social Media to get your message across on the web.

Approximately 150 members of labor around Iowa and just beyond its borders attended the two-day conference at Prairie Meadows Conference Center. Gronstal said 2013, legislatively, was the best year in the last 15 years for K-12 education; the best year for Iowa's Community Colleges since 1965; and they were able to put a freeze on tuition increases at Iowa's Regent institutions. However, despite the fact America has the largest middle class in the world, Republicans are waging a war on the middle class with the long term goal of eliminating the middle class. He said a good, first step to stem that tide would be to "elect a Democratic Governor; hold the Senate in Democratic hands and, at least, pick up more seats in the House." He emphasized that 2014 is the most important election for the middle class in many, many years." He favors Vote by Mail in Iowa but said it would be met with opposition by Republicans. He would even like to see an automatic Vote by Mail system instituted in Iowa.

Mark Smith, Iowa House Minority Leader, said the 2014 election is "crucial" because only four seats are needed to garner a Democratic majority in the House.

Lance Coles and Tracy Leone covered Social Media's impact and how conference attendees could better communicate the happenings at the Lobby on day two of the conference, and beyond. I even got some

good pointers on how to use Twitter more effectively.

Paramount in advancing the issues important to labor at this year's conference were: 1. Raising the Minimum Wage from \$7.25 to \$10.10 an hour and urging support from our State legislators of HF 2011 and SF 2039. 2. Expanding the funding for Apprenticeship Programs and

is a coalition of 214 private corporations in cahoots with *elected, public* officials. He said ALEC's goal is to bring together state legislatures throughout the nation to pursue victories for conservatives by pushing right-wing legislation. Basically, elected officials who are members of ALEC take a "loyalty oath" by pushing "model legislation" in statehouses they control that is written, almost verbatim, by ALEC at their annual legislative conference in December each year. ALEC's anti-worker, anti-government agenda includes:

Right to work (for less) laws; privatizing government services; and voter suppression. Legally, ALEC can operate in the shadows, thanks to *Citizens United vs. Federal Election Commission (2010)*. It really pisses you off to hear all of this. The good news, working class has the tools to fight back. We just need the will. Bills introduced in state legislatures can be monitored. We can call our legislators and corporations, like Facebook and Google and tell them to drop their membership in ALEC; and use the products and services of those companies who are *not* members of ALEC. A great resource you can use to fight back is: www.alecexposed.org

More good news: ALEC's popularity amongst corporations is waning in light of the Trayvon Martin case in Florida as a result of their "model legislation" 'Stand Your Ground' law.

Other topics covered include: Road Use Funding; The Iowa Budget; Public Sector Pensions; Funding for Apprenticeships; and Electrical Transmission Projects, where green energy produced on Iowa's wind farms and not used by Iowa electrical utilities, will be sent to the eastern United States.

Day two of the conference began with a visit from Senator Hatch. He made an impassioned case for why he should be Iowa's next Governor, stating that "Brandstad has been Governor for too long and thinks he is above the law." He said he will be a Governor that puts a great emphasis on Education; that health care benefits for workers will be a priority; there will be more, affordable housing and gave a very heartwarming, but sad story about a woman who had to work two jobs but, eventually succumbed to cancer as a result of her inability to access affordable health care. He said workers in Iowa "cannot climb to the top if they are not healthy."

The highlight of the conference was going to the Iowa state capitol *continued on page 7*



urging support of HSB 541 and SSB 3052. 3. Raising Iowa's Gas Tax by three cents beginning July 1, 2014 and an additional three cents July 1, 2015 by urging support of HSB 514; and 4. Addressing Wage Theft in Iowa by asking support of HF 38 and SF 191.

Robin Clark-Bennett, from the University Of Iowa Labor Center, gave an excellent and eye-opening presentation on Wage Theft saying it's a "hidden crime wave in the United States." She said that Wage Theft *needs* to be on the American agenda. Because low-wage workers are way more susceptible to this tactic by employers in the state, these workers do not have any formal outlet to remedy their damages. A 2012 report by the Iowa Policy Project, "Wage Theft in Iowa," contained stunning findings: 1. Low wage Iowa workers miss out on an estimated \$600 million in wages each year. 2. Wage theft may be costing the state at least \$45 million annually in unpaid tax revenues plus another \$14 million in lost revenue to the state's unemployment fund.

3. Iowa's enforcement of wage and hour laws lags behind national and regional peers. Most shocking: Iowa employs ONE investigator to enforce the law for 1.2 million private sector workers. Yikes! This information made my blood boil but things were just heating up . . .

Matt Synodic with Progress Iowa presented information on ALEC (American Legislative Exchange Council), funded most notably by the Koch Brothers. ALEC

Management Is Killing Our Stations

continued from page 5
they can accommodate your serious medical condition.

I had one station supervisor that told an employee during a discipline meeting that she needed to think about his needs. Then proceeded to tell her to bid to the plant where they can accommodate your serious medical condition.

I came unglued on this supervisor and told him that if the stations would properly staff like the plant they could accommodate annual and sick leave. He ended the meeting shortly after.

I went to South Des Moines and there were certifieds that were notified in early December that hadn't

been second noticed. The clerks get denied overtime and can't complete their job properly. The window has one clerk with lines out the door while management rails on the PSE's to work harder.

We work repetitive jobs that cause life changing injuries to our clerks. I know too many clerks that suffer with arthritis or other Musculoskeletal Disorders from doing more than their body can handle.

Every clerk needs to just stay busy. Do not try to make up for short staffing by abusing your body to the point that you have to spend your retirement with constant pain.

Stand Up To These Abuses

Part of our problem is that the abuses are so rampant that many employees accept it as the norm. Our station stewards are being overwhelmed while fighting for

union time. I need members to step up and become stewards. That includes PSE's. We have a PSE Steward on tour 1 and we could use more members that will stand up to management. Filing a grievance is not complicated and the more stewards we have the more we can spread the work among many so that no one is overburdened. What have U done to make the union stronger.

2014 Iowa Federation Of Labor Legislative Conference Wrap-Up

continued from page 6
to lobby our personal Iowa House Representative and Senator. Unfortunately, I was unable to connect with my state representative, John Landon (Rep.) but was able to speak to Senator Jack Whitver (Rep.). Whitver was willing to discuss issues pertinent to labor but had opposing views on the issues

of increasing the minimum wage in Iowa to \$10.10 per hour and raising the gas tax in two increments in 2014 and 2015 to make critical repairs to roads and bridges in Iowa. He said the gas tax would be a "regressive tax" and would not completely address all of the roads and bridges in disrepair. Plus, "it would only hurt low-

income households even more."

He said he was in favor of expansion of funding for apprenticeship programs.

On the issue of Wage Theft in Iowa, Whitver was not up to speed on the Senate File bill but was sympathetic to the victims of it. All in all, it was an educational and rewarding two days.

'LOVE'

by Reverend James E. McNear, Sr.

February 14th we celebrate Valentine's Day! What a different world this would be if everyone practiced LOVE. In this age of gross violence we would see a drastic change. Love is to the world what sugar is to cake. In order to get cane sugar, the cane must be crushed.

Sometimes love must be tough. That beautifully detailed diamond back rattle snake is attractive to the twelve year old child along with the audible buzz of its rattler. In spite of the parents warning, he pets the snake and is bitten. The wise parent knows that tough love must be implemented, as they plunge the sharp knife in the shape of an x across each fang mark, ignoring the scream of the child, knowing the venom must be extracted or death will take place.

Sometimes we misunderstand God's tough love. Chastening and correction, as stated in Deuteronomy 8:5, which tells us that, "As a man chasteneth his son . . . so the Lord chasteneth us. Train up a child in the way he should go Proverbs 22:6. Chastening to us as children and adults was not joyous, but it produced the right kind of fruit for living. Love is what the world needs! Contracts, agreements, and promises have failed - I Corinthians 13:8, but charity (love) never faileth. LOVE, O - VERCOMES, V - IOLENCE, E - VERYTIME.

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A Union Should Not Be Taken For Granted

by Mark Sarcone

(A recent article in *The American Postal Worker*, written by national Secretary-Treasurer Liz Powell, listed 30 reasons to thank unions. It got my attention and struck a nerve. This article continues from the January-February 2014 issue of the *Iowa Postal Solidarity* in which I highlighted 21-25 reasons to be thankful for unions. This is the final installment with reasons 26-30.)

26. Pregnancy and Parental Leave. There was a time in this country that when a woman became pregnant while working, she was terminated for no reason other than she was pregnant. That might seem like a scary and foreign concept to younger readers of this article but there was a time when this was an all-too-real fact. For historical perspective, in 1970 and 1971 the rights of pregnant schoolteachers were called into question. According to Wikipedia, many schoolteachers were forced to take unpaid maternity leaves around the fourth to sixth month of pregnancy for the reasons that it was potentially dangerous for the mother or child if the woman continued to work, she might not be able to focus on teaching, and students would be distracted by the visible signs of pregnancy. In 1974 in *Cleveland Board of Education v. LaFleur*, the Supreme Court declared mandatory unpaid leave policies unconstitutional. This was a big step towards gaining equal rights for women in the workforce. In 1978, Congress enacted the Pregnancy Discrimination Act. This act, long sought after by labor, set forth that it covers discrimination "on the basis of pregnancy, childbirth, or related medical conditions." It only applies to employers with 15 or more employees. As you can see, this was a major feather in labor's cap when it was signed but moreover, it was an important next step in Civil Rights. The Family and Medical Act of 1993, discussed previously in this article, extended additional rights to employees for pregnancy and parental leave.

27. Military Leave. In 2003, The American Federation of Government Employees (AFGE) won a major decision known as *Butterbaugh v. Department of Justice*. In the case, the Federal Court held that the Department of Justice, among other agencies, had been improperly calculating military leave for Federal civilian employees belonging to the National Guard and reserves, according to AFGE.

Since the case, many Union members and

Federal employees have benefitted from the decision through the correction of their military leave records and account balances, their annual leave and account balances, and/or back pay from their Federal agency. However, there are many claims yet to be processed. Without the backing of a labor union, this decision may have never happened.

Put simply: Is an employee protected from unlawful discrimination by an employer based on military affiliation?

Yes; the federal Uniformed Services Employ-

good people of Wisconsin will see the light and remove Walker and his Koch-backed cronies from office in the November election.

29. Equal Pay Acts of 1963 and 2011 (Requires employers to pay men and women equally for the same work). This is something we can be thankful that our union has bargained for us all. If we are in a bid that pays level six pay, we all get level six pay regardless of gender. According to Wikipedia, The Equal Pay Act of 1963 is a United States federal law amending the Fair Labor Standards Act, aimed at abolishing wage disparity based on sex. It

was signed into law on June 10, 1963 by President John F. Kennedy as part of his New Frontier Program. In passing the bill, Congress stated that sex discrimination:

- depresses wages and living standards for employees necessary for their health and efficiency;
- prevents the maximum utilization of the available labor resources
- tends to cause labor disputes, thereby burdening, affecting, and obstructing commerce;
- burdens commerce and the free flow of goods

in commerce; and

- constitutes an unfair method of competition.

This law is the foundation that Equal Pay rests on and we should be thankful that it was passed as it is to all workers' advantage, regardless of gender.

30. How many of us hear the horror stories of buildings collapsing in Bangladesh in high-rise factories where a lot of clothing sold in the U.S. is made? This scenario is all too real and all happening in modern day due to lack of Laws Ending Sweatshops. Sweatshop, according to Wikipedia, is a term for any working environment considered to be unacceptably difficult or dangerous. Sweatshop workers often work long hours for low pay, regardless of laws mandating overtime pay or a minimum wage. Child labor laws may be violated. Sweatshops may have hazardous materials and situations. For organized labor the struggle never sleeps to put an end to sweatshops both domestically and internationally. As postal employees, we have the right to bargain with management to ensure that elements of a sweatshop are not part of our workplace. Some of those elements include but are not limited to: breaks, lunches, and working in an environment that is not too hot or too cold without it having a negative health impact.

As you can see, I covered a lot of ground here. We enjoy the fruits of the victories organized labor fought for us many years ago. Never take these for granted. They can be taken away by management. If the Postal Service were to be privatized, rest assured that many of the things we take for granted in our daily workplace, whether it be at a station or a processing and distribution facility, can be taken away from us all. So, instead of bad mouthing the union because you don't feel that you are getting the services you pay (dues) in exchange for services provided, remember the thirty items I just covered here and try to keep those in perspective when the union is unable to meet your expectations. Most important, remember that you and I are the union and the union should not be taken for granted.



ment and Reemployment Rights Act (USERRA) provides protections for initial hiring and adverse employment actions by an employer if the action is motivated even in part by the employee's military service. History illustrates that it is labor that holds management accountable for outright discrimination of employees who have done nothing but honorably serve their country.

28. Public Education for Children. Labor unions have fought for free, public education in the United States. Left to leaders of big business and their friends in congress and state legislatures, public education would be "run like a business." In this scenario, the fate of teachers would be left to the whim of those in charge who's only mission is to squeeze the most profit out of the school (er, business). Most recently, in February of 2011, educators were part of the uprising as a result of Governor Scott Walker's Wisconsin Budget Repair Act to abolish collective bargaining for public school teachers, among others, in Wisconsin in exchange for tax cuts for the wealthy. The underlying purpose of this bill, in my opinion, was to take labor out of the equation of public education and to create class warfare among those that can afford private education vs. those who cannot. One can only hope the

LIGHT A CANDLE
*
**WORKERS'
MEMORIAL DAY**
*
APRIL 28th



— Veteran Issues —

by Mike Gillespie,
Clerk Craft Director

In November 2013 I attended a Veterans disability seminar while at the All Craft Conference in Las Vegas. The information came fast and heavy but I will try to hit the highlights. Most of the information concerned Agent Orange that the Viet Nam vets were exposed to but they also talked about newer vets and different chemicals and dioxins that they may have come into contact with. The first speaker was past National President Cliff Guffey. Cliff is now considered a 100% disabled vet. Cliff said to obtain this status was difficult. His first attempts to get his disabled status upgraded were denied but he plugged away. He is a Viet Nam vet who has hammer toe and also diabetes as a result of being exposed to Agent Orange.

Both have been approved as service connected. Cliff's emphasis was to keep trying and don't give up. If you have a disability you have the right to compensation. The two other

speakers were John Rowan of the Veterans Health Council and National President of the Viet Nam Veterans of America (WA), and Tom Berger of the WA. They said many diseases that Viet Nam vets have may be service connected if they were exposed to Agent Orange or the other toxins used during Viet Nam. Basically if you were in Viet Nam, on an aircraft carrier that had aircraft that dropped Agent Orange, or in the Air Force and the planes dropped Agent Orange you were exposed. It is considered presumptive that the disease was caused by Agent Orange if exposed. It has also been proven that there are diseases passed onto the children of vets exposed to Agent Orange. Evidence shows that men pass Spinal Bifida to their children. There is evidence that women exposed to Agent Orange can pass 21 different diseases to their children.

Vets from the Persian Gulf also have many health problems. They were given shots prior to going

over of experimental drugs. They were also exposed to the smoke from the fires which contained numerous toxins and also parasites in the sand. These Vets even have a name for their disease-Gulf War Syndrome. The Vets who served in Iraq and Afghanistan were also given shots of drugs prior to deployment, exposure to parasites, etc. In Iraq they had burn pits where all garbage was burned, even hazardous waste. They said that almost all Vets should request a lung cancer test-a CT scan. Another thing they said was if the Vet dies from their service connected disability, their spouse is entitled to compensation.

If you believe you have a service connected disability associated with exposure to chemicals, dioxins, parasites you need to get to the VA for evaluation.

If you need more information go to www.veteranshealth.org to see a list of illnesses and health concerns that have been identified with service during wartime periods.

Another good web site is the Viet Nam Veterans of America website, WA.org. The web site has some great info also. Contact Tberger@WA.org for a list of claims officers in your local area to help file claims.

Veterans

Did you serve in the U.S. Military?

The Department of Veterans Affairs has determined that certain illnesses and health concerns have been associated with military service.

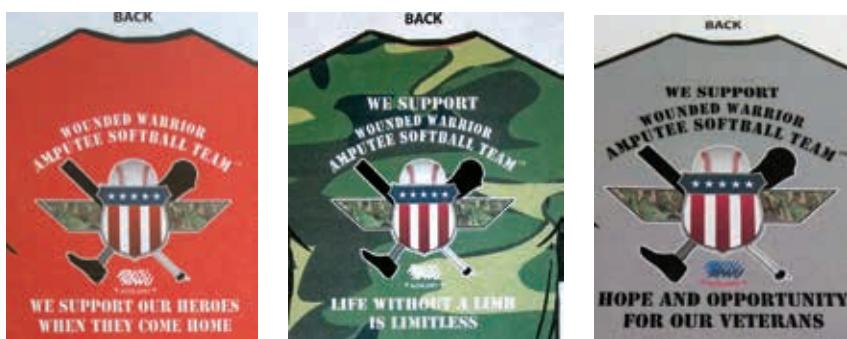
Please go to www.veteranshealth.org to see lists of illnesses and health concerns that have been identified with service during Viet Nam, the Gulf War and service in Iraq.

If you wish to file a VA claim for compensation you can contact an accredited veterans service officer at www.va.gov/ogc/apps/accreditation or go to and click on "Benefits" for a list of WA-accredited service officers.

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The mission of WWAST is to raise awareness, through exhibition and celebrity softball games, of the sacrifices and resilience of our military. They travel around the country playing only able bodied teams. They are a separate entity from the Wounded Warrior Project.

We are part of a larger project sponsored by the National APWU Auxiliary, to raise funds to help pay for the team's travel expenses and whatever else they may need to be able to continue helping other veterans – some who may have the same disabilities – so that they may show them that **"Life without a limb is limitless."** www.woundedwarrioramputeesoftballteam.org

**Contact a Des Moines Auxiliary member today to get your shirt.
Donations are being accepted if you prefer not to make a purchase.
Orders will be taken throughout February and March.**

**For more information contact: Viola at the hall – 515-265-7371
Karen Tallman at the NDC – T/3 Forklift Driver – 515-991-5530
Robin Arnold at the P & DC – 515-240-5788
Christine Sarcone at the BMEU/DMU – 515-229-6906**

Wounded Warrior Amputee Softball Team Fundraiser - Individual Shirt Order - \$20 each

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RED - Our Heroes		CAMO - Limitless		GRAY - Hope/Oppor		TOTAL	Additional	SHIPPING
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****Add \$5 PER SHIRT to cover shipping/postage.**

Grand Total \$ _____

Make checks payable to: DMI APWU Auxiliary.

**Mail this form and payment to: DMI APWU Auxiliary;
Attn: Robin Arnold; 1200 E. Euclid Ave; Des Moines,
Iowa 50316**

ALL orders must be received by April 15, 2014.

ALL donations and proceeds from shirt sales go to Wounded Warrior Amputee Softball Team, a separate entity from the Wounded Warrior Project.

Please allow 4-6 weeks for delivery.

— Cindy's Outlook —

by Cindy Housh,
Editor

Is this the new face of the Postal Service? APWU is going to war to stop a "pilot program" that will take away our jobs on a massive scale.

The Postal Service has put in postal retail units in 80 Staples stores in four states, staffed by non-postal employees. If it is successful, they will put more postal units in the 1600 Staples stores nationwide. Are we going to sit back and let this happen? Recently the National APWU wanted all locals to send out delegates to the nearest Staples store to meet with the manager and express our strong objections. Our local sent out Mike Bates, Lonnie Matticks and myself to meet the manager of each Staples store and to hand them a letter from us protesting the opening of these "postal units" staffed by non-U.S. Postal Service employees in various parts of the country. Our letter stated only postal employees are allowed to provide services wearing a postal uniform, are fully accountable to the public, and sworn to uphold the sanctity of the U.S. mails. We further stated if these "postal units" are not staffed with postal employees, we will have no choice but to ask our members, our families, friends, retirees, and colleagues to refrain from doing business with their stores.

Lonnie and I delivered the first letter to the Staples store in Altoona. We talked to the manager and asked him to deliver our letter to his boss. We explained why we were protesting these units in the Staples store and asked him if he knew anything about these "postal units". He stated he heard that the Postal Service could not start closing post offices until all the units were up and running in all the Staples stores. He also stated he didn't know how they were going to staff these units, he thought they were just putting in kiosk machines. The next day, Mike and I

went to the Staples store at Merle Hay Mall, the manager was friendly, he wanted to know if we could warn him before we did a public protest in front of the store and he called his boss right away to see what he should say to us. Then, we

is making the profit from this out-sourcing of our jobs? The average Staples retail employee earns just \$18,000. per year. In 2010, Staples paid \$42 million to settle a dozen lawsuits for wage theft. If we can't trust staples to treat their workers fairly, how can we trust them with our mail?

I get daily complaints from customers at the window about how their mail was lost when they used a Hy-Vee or Dahl's grocery store to mail their letters or packages. They think these non-postal employees at these grocery stores are not trained and didn't know how to offer all the services that a post office has. Customers are being forced to go other places because the Postal Service will not staff our windows properly, which leads to long lines and long wait times. The Postal Service does not care about customer service, our supervisors and managers don't like dealing with the angry customers and would prefer they go somewhere else. Recently, we had a supervisor ask a customer if they could go to another location to mail their packages. This station had just opened up, had 8 customers in line, and this customer had several packages to mail and would take up too much time and make the wait time longer for the other customers in line.

Now this supervisor could

went to the Staples store in Ankeny, this manager was completely different. He was rude, would not take our letter, said he knew nothing about this pilot program. As the weather was getting bad, we called the Ames Staples store and told them why we were calling and if we could send them the letter, they were very friendly and nice. When we called the Marshalltown Staples store, the manager was rude, didn't want the letter sent, and hung up on us.

This is just another way for the Postal Service to out-source our jobs, break the unions, basically sell everything piece by piece to other companies. Who

have gotten another clerk to come up from the back to work the window, but then the carriers would not get out on the street in a timely manner. Could you imagine going to clothing store or a grocery store and told to go somewhere else to spend your money. How would you feel? In my opinion, the Postal Service has the worst managers and supervisors in the last couple of years compared to the last 30 years. They are driving our customers away, don't care about the revenue, customer service, and they treat their employees like dirt. Let's cut their pay in half or better yet out-source those jobs!!!



Mike Bates, President of the Des Moines Local 44, APWU, stands in front of the a local Staples store. Bates presented letters to various Staples stores in the area.

— Photo by Cindy Housh.

— Blame-Shifting —

continued from page 5

support the change. This Seamless process has been talked about for quite some time but has been delayed with all the SOX attention the past few years. This process will eventually allow mailers to produce presort files, upload these files to Postal One, electronically submit 8125s, prepare and drop the mailings at a Plant without a BME clerk reviewing the mail. Random verifications would be called for which will include Full Service sampling with use of a scanner and wireless scale. The mail processing machines at the Plants will assist in determining if mail is presorted correctly; determine barcode readability, qualification for the rate claimed, etc.

We will be sharing much more information as it becomes available but

wanted to share this new information early because this process will have an effect on staffing and BME positions at some point in the future. However, keep in mind, Seamless Acceptance will only affect Full Service mailings so the initial impact will not be huge. In fact, during the parallel testing in the next months, we will actually be doing more steps for the Full Service mailings. It is also in our favor that the BMEU is currently sitting with BME positions in residual status (unbid) and we are already working with a limited staff.

At this point, I cannot forecast how this change will play out or how soon changes will be necessary. This is all new territory and no one really knows what to anticipate. I do see an interesting change to the scope of

the BME positions in the long term. Rather than looking at mailings, a good share of time will be spent instead, looking at reports and working with the mailers to identify and correct issues. There will be no immediate changes but as I hear more, I will share with everyone.

Thank you for all that you do.

So let's see . . . Pilot Programs . . . Well you read the one above . . . Trust companies not to screw us out of revenue, yeah right . . . NMO's to UPS which is delaying our packages to our customers. STAPLES . . . shift good Union paying jobs and benefits to low-waged corporate welfare company jobs. Beaverdale Station has a so called pilot program on certified mailings going through the ma-

chines instead of being accountable. Not sure what that is really about. So we see the trend clearly as a whole . . . RUN THE POSTAL SERVICE IN THE GROUND TO JUSTIFY PRIVATIZATION OF GOOD UNION JOBS THAT EMPLOYEE 21% VETS, 39% MINORITIES and 40% WOMEN The following breakdown was taken from **USPS.COM**. The Postal Service is one of the leading employers of minorities and women, with minorities comprising 39 percent and women comprising 40 percent of the workforce. 21 percent of employees are African-American; 8 percent are Hispanic; 8 percent are Asian-American/Pacific Islander; and 0.67 percent is American Indian or Alaska Native. In Solidarity.



ENGINEERING:

The United States Postal Service Suicide

by Frank Sample,
Secretary, Local 7027

I am sure that nearly every United States Postal Service Facility has been impacted negatively in the last 5 years. We have seen literally one-half of the Postal Distribution Network closed others with reduced status and staffing.

Those formerly employed at those facilities and those who managed to remain at a facility that remains open for operation have all faced many hardships brought on by this drastic belt tightening.

Lucky ones were able to accept the optional retirement offers and the modest incentive to get 22,800 senior employees with the most mature salary rates off the Postal Services' payroll.

As those retirees left for their well deserved reward to enjoy their golden years, they were replaced at the Des Moines NDC at least with a large number of temporary employees in the Postal Support Employee category.

The good news for these job seekers was that they were led to believe as most who looked at the new national bargaining agreement casually, that they were going to be on the Post Office payroll for 360 day appointments, they could be union members, a step up from the former temporary employees called casuals. With access to union stewards and a modest amount of paid vacation time, with hiring pecking order spelled out in the national bargaining agreement and the expectation they would be preparing for a Postal Career. A more focused reading of that provision was that their appointment would be for no more than 360 days, but with few certainties regarding their stature relating to job protections that career employees take for granted.

In 2013, barely more than 3 months into their appointments covering the vacancies of the retirees, it was discovered the Hawkeye District was over the 20% cap for number of PSE employees in the district. Instead of offering the replacement worker PSE employees the career positions of the retirees which would have helped relieve the excess of over 20% PSEs, the USPS management determined that they would simply layoff the PSEs from the Des Moines NDC. After several months of grievance work by the Des Moines BMC Local APWU, an agreement was reached regarding contractually violated unfilled bids and the USPS agreed to rehire the laid off PSEs and make 19 of them career employees. Another 5 were returned to the Clerk Craft as PSE employees.

However, that was still not enough employees for the mailprocessing activity at the Des Moines NDC as there were a number of excessed employees that were allowed to return to their original facilities in Minneapolis, Chicago and Detroit. So the USPS hired more temporary PSE employees at the Des Moines NDC. In another Scrooge like approach to

the Christmas Season, USPS headquarters managers decided that during accounting periods 3 and 4 they would hire as many PSEs as they darn well pleased and they would lay them all off at the end of accounting period 4, which was January 10th, 2014 with the cover story it was for "lack of work."

This premeditated cruelty did take place and those PSEs who were hired November 16th, 2013

and Rolls from the United States Postal Services Storage facilities which consisted of many leased trailers parked at other subcontracting facilities such as ABX who in a significant number of cases simply returned mail to the BMC as unconsolidated as we sent it to them except for the United States Postal Service paid them to store our unworked delayed mail.

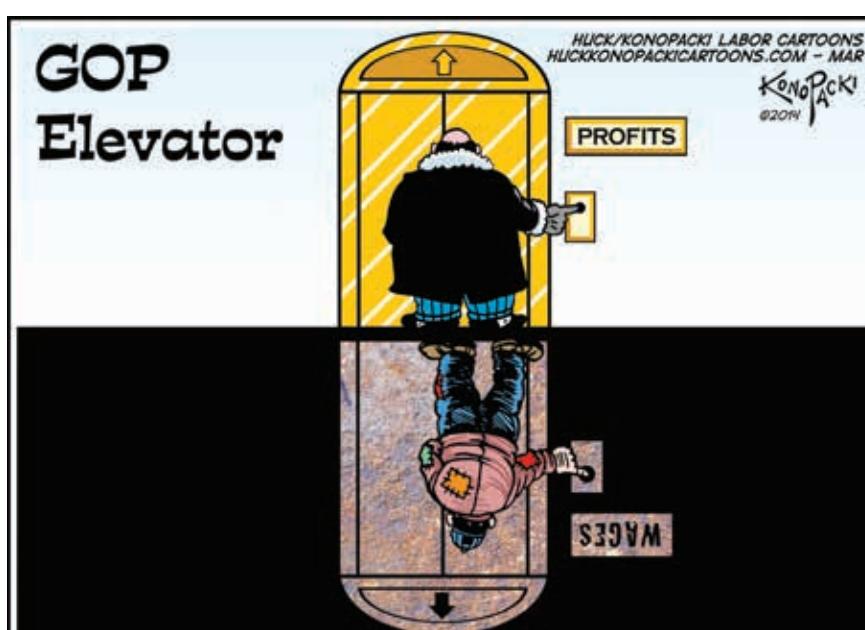
Yes it is quite a shell game. For having closed 50% of the Postal Service Distribution capability, it requires a lot of double shuffling to cover that up and to throw the money to private companies who have no scrutiny and no OIGs and who create and maintain and probably rearrange all the data regarding the mail the United States Postal Service is allowing to flow their way.

That is the way the United Parcel Service NMO Pilot Study is working at the Des Moines NDC. The United Parcel Service has located its computer terminals inside the United States Postal Service Des Moines Network Distribution Center. The United States Postal Service has allowed temporary Mail handler employees to distribute, scan, produce labels that all show the

same weight of 29 pounds regardless if the package weighs 2 pounds or 70 pounds. We have discovered that vast numbers of the US Mail items being diverted to the United Parcel Service are machineable parcels which the Des Moines NDC has lots of personnel and machinery to distribute the parcels and has lots of trailers which have unused capacity to load the mail which we have all the infrastructure to process and transport. But as the demi-gods at Postal Headquarters have ordained, the order of the day is to please the multimillionaires who chair the government reform and oversight committees in Congress and who live for little else other than to protect and add to their tax loopholes.

It is sheer folly for the United States Postal Service to accept mail from customers at a rate which allows the United States Postal Service to barely break even, and then turn it over with no records kept by the United States Postal Service to a competitor, The United Parcel Service. UPS is the sole record keeper of what the United States Postal Service allows them to take. The United States Postal Service is not party to the Ronald Reagan caveat, "Trust but Verify." In theory UPS supposedly charges the United States Postal Service a flat fee of \$7.00 per item to haul the mail and distribute it for them. The United States Postal Service maintains the Post Office customer windows, window clerks, Business Entry facilities and technicians, and billing infrastructure, transports the mail to USPS distribution Centers, pays for the Distribution Center Operating and Real Estate Costs and pays United States Postal Service employees to unload the

continued on page 14



were all laid off. But that was not enough either.

Individual supervisors and 204bs were apparently given "carte - blanche" to simply go up to a remaining PSE employee they did not admire and tell them they were to leave the building for reasons such as, having been seen using a cell phone, not being motivated, not working hard, taking too long a break, or being investigated for gender conflicts. Coincidentally, most of the supervisors sending the PSEs out the door were racially white and most of the PSEs were racially black. The employees were denied stewards; given untrue promises of remaining in a pay status; and had trivial supporting paperwork with fabricated long after they were sent out the door. The BMC Local 7027 is seeking relief for a number of these unfortunate individuals. But BMC management is stonewalling the release of information and has been quite testy about the process of filing grievances on these people's behalf.

In another fit of madness, Postal Headquarters managers have arranged for our competitor United Parcel Service, to engage a "study" where the United States Postal Service at the Des Moines NDC and the Chicago NDC send United Parcel Service our mail. The process is named the UPS NMO Pilot Study. The fraudulent cover name would lead the uninitiated to believe that UPS is going to study processing our "troublesome" Non Machineable Outsides in a subcontracting venture to allow the United States Postal Service to "focus" on the types of mail it believes it can best handle, process and deliver.

However the UPS NMO Pilot Study has been really used to flush all the delayed Christmas mail, albeit, NMOs, machineable parcels, Small Parcels



Des Moines Bulk Mail Center Local 7027 APWU

PRESIDENT

Andrew P. Tuttle

VICE-PRESIDENT

Richard Clifford

CLERK CRAFT DIRECTOR

Cyndi Miller

MAINTENANCE CRAFT DIRECTOR

Robert Moyer

MOTOR VEHICLE CRAFT DIRECTOR

Robert Moyer

SECRETARY

Frank Sample

TREASURER

Teresa Daleske

EDITOR

Mark Clifford

TRUSTEES

Chris Strait

Mike Cope

Richard Schneider

STEWARDS

Cyndi Miller

Mark Clifford

Teresa Daleske

Richard Schneider

Robert Moyer

Phyllis Lawson

Dave Hefel

Barb Potter

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

Local 7027 Meeting Minutes

JANUARY 21ST – 22ND, 2014

Call to Order: Tuesday, January 21st, 2014: 1:30 pm. & 4:00 pm No Quorum; Wednesday, January 22nd, 2014, 8:00 am: Andrew P. Tuttle presiding.

Roll Call: Members signed in.

Minutes: Read By Frank Sample; Accepted

Treasurer Statement: December Financial Report reviewed by members; Accepted.

Officers' Reports:

Local 7027 President's Report:

Andrew Tuttle noted the 8 State Conference would be held in Iowa in April 2014 relieving the Local of any Hotel or Travel expenses for any Local 7027 attendees. Andy Tuttle thanked the NDC employees for their extra effort getting the increased seasonal mail volume through the NDC. Andy noted that it was a full State Convention this year; The Local Constitution calls for the Local President and Local Craft Directors to attend. Resolutions to improve the National agreement may be prepared to be presented at the Local level for the Convention to consider for moving to the National Convention. Concerns are being raised with NDC 204bs and supervisors determining by their own whim to terminate PSE employees on a 90 day probationary period, with no information provided to the Local on who, when, or why this is being done. It appears that these actions are based on the personal bias of individual supervisors. Other PSE problems are the USPS designating PSE hires as Holiday employees many of whom are planned to be terminated at the end of a 2 month period designated as "Accounting Period 4." The USPS feels they may pack the workforce with PSEs way over the 20 per cent ratio of PSE to Career Employees and that will justify them terminating PSEs when the 20% cap is again in force at the beginning of "Accounting Period 5." The USPS appoints poorly trained EAS personnel into virtually all their management positions in which they in large part ignore the Contract and the Manuals.

Clerk Craft Director: Cyndi Miller addressed management's lack of cooperation, management's ongoing failures to provide requested information to the Union. There are weekly conflicts of PSEs working excessive hours and receiving OT hours while the OTDL is not maxed out on OT hours. The USPS is improperly allowing inappropriate mail to be diverted in an ongoing Pilot Study which they send USPS Parcels and some NMOs to UPS to distribute and possibly transport. 1 employee has been put off work and denied a steward while management investigates a complaint. Cyndi has filed 3 grievances over improper bid posting issues and erroneously designations of employee eligibility. 11 PSEs were terminated; management claimed a blanket lack of work for all 11. Engineer Mark Cummings sent a vulgar sexually overtone e-mail to Cyndi.

Maintenance Craft Director: Rob Moyer listed the custodial arbitration progress with final position papers due from the parties on Thursday, January 23rd, and an Arbitrators decision after 30 days. Rob noted assigning of BEM employees to attend to Mail Processing Equipment was now a violation and would be protested. Mechanics are being improperly assigned to snow removal duties. Maintenance Mgr. improperly assigned a non – holiday volunteer to work both Christmas and New Years Days Holidays. The issue is being pursued for additional premium and "Admin" Leave at step 2. No welding class has been arranged. Rob noted the requirement of specific amounts of time between training travel and work shifts and the practice of extending training schedules to accommodate the required time between training shift changes or travel. The maintenance trainer does not want to train on nights or weekends. There are 2 disciplinary actions in maintenance. Rob discussed the propriety of Article 16 practices and other non-disciplinary management/employee reviews. Supervisory appointments and Tours were discussed. Supervisors are improperly issuing and recording work completion in Maintenance. Making the designation of the specific amount of time and the designation of work non-completion may be entered by employees on their assignment sheet records before management gets the records back from the employee if the assignment has been curtailed without the time specified to accomplish the job has not been allowed to the worker.

Motor Vehicle: Rob Moyer has gotten 1 MVS discipline thrown out. Management so far has not agreed to convert a PSE to career. Problems with NTFTE SDO assignments. Steward Teresa Daleske noted 1 Maintenance Discipline and Holiday Schedule violations. Management is altering Sick Leave to LWOP if employees do not provide medical documentation. Supv. Pettit has been requiring Light Duty employees to key in excess of the Ergonomic Repetitive Motion Limitation Agreement. Engineer Mark Cummings became aggressive and rude over steward's investigation of the UPS NMO Pilot Program activity.

Safety: The computer to monitor air handlers is unstaffed, unattended, and is in a locked room which prevents mechanics from needed access to properly service and operate the air handlers.

Motion Made: To Authorize the Local 7027 Executive Board to determine the number and names of Local 7027 delegates expenses to be paid by the Local 7027 Treasury to attend the 8 State Conference to be held in Altoona Iowa April 10th – 12th, 2014.

T-Shirt Winners: Mike Cope, Dennis Toney, & Todd Storesund.

Door Prize: \$300.00 was not collected by Merle Jones; he did not attend the meeting.

Consolation Door Prize: \$20.00 was won by Dan Stamper.

VOE Survey \$25 Drawing: Anthony Hughes, Rikki Williams, & Larry Goodman.

Adjournment: Wednesday 08:45 am.

FEBRUARY 18TH – 19TH, 2014

Call to Order: Tuesday, February 18th, 2014: 1:30 pm - No Quorum; 4:00 pm - Andrew P. Tuttle presiding; Wednesday, January 22nd, 2014, 8:00 am - Andrew P. Tuttle presiding.

Roll Call: Members signed in.

Minutes: Read By Frank Sample; Accepted

Communications: Requests for donations: Wounded Warriors; National APWU Membership Organizing Drive

Officers' Reports:

Local 7027 President's Report:

Andrew Tuttle discussed who the 8 State Conference delegates would be. Resolutions to improve the National agreement may be prepared to be presented at the Local level for the 8 State/State Convention to consider for acceptance for the National Convention. Andy discussed an employee investigated by Inspectors and being put off work during the investigation but currently had been brought back at work. Andy advised members to request a steward before answering inspector's questions.

Clerk Craft Director's Report: Cyndi Miller filed to reverse Holiday Leave Pay denied for a member so the member who was properly eligible will get Holiday Pay. One Steward denied Steward Duty Time grievance. 204b supervisor worked over 60 hour grievance. Supv. Paz-Cintron denying clerks their breaks grievance. Management has informed the Local they intend to reduce overtime hours. Grievances pursued over Mailhandlers working machineable parcels. Grievances pursued over UPS NMO Pilot Program. Cyndi is preparing Unfair Labor Practice Complaint over information denied by USPS.

Steward Richard Schneider noted a non-volunteer forced to work on 2 Holidays. Management attempts to violate maintenance occupation groups. Addressed management's lack of cooperation, management's ongoing failures to provide requested information to the Union. There are weekly conflicts of PSEs working excessive hours and receiving OT hours while the OTDL is not maxed out on OT hours. The USPS is improperly allowing inappropriate mail to be diverted in an ongoing Pilot Study which they send

Maintenance Craft Director: Andy Tuttle reviewed Rob Moyer's written report: Some MPEs to get changed schedules of duty letters in a couple weeks; Tour 3 will get 1 more MPE; MPE bidding will be reserved to in section until change in assignments is completed; Number of MPEs matches number of remaining positions on Tour 2 & 3; Tour 1 MPEs will remain "as is" until further Area Input; 2 outstanding Custodial Staffing Cases pending arbitration.

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BMC Local 7027 Meeting Schedule

Tuesday
March 18, 2014
1:30 PM & 4:00 PM

Wednesday
March 19, 2014
8:00 AM

Tuesday
April 15, 2014
1:30 PM & 4:00 PM

Wednesday
April 16, 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.

Maintenance Craft Director: Rob

WATERLOO CORNERSTONE

The Key To Our Success

by Kimberly Karol,
President APWU Local 451

Recently I was required to watch the Postmaster General in his most recent State of the Business Address. In this edition he complemented the employees on their achievements over the Holiday delivery season. He noted that nationally we saw an increase in Priority Mail volume at 16%, and specifically recognized our efforts in successfully handling the overwhelming demand of customers over our competitors. Ironically in the same address he then tries to down play the out sourcing of work to inexperienced, underpaid workers at Staples. His rationalization is not without merit, we do need to increase our visibility and provide additional outlets for customers to conduct business. But I disagree with the method he is employing to achieve that goal. The Postal Service already has a prominent presence in hundreds of communities across the country; most offices are in prime business locations near the center of those communities. We could easily increase our visibility by resisting the trend to close offices, and reduce window hours. In my opinion we should be protecting the security of the mail and attempting to gain the market share

of the parcel business by extending our window hours into the evening and on weekends. In this way trained clerks would be utilized to properly collect postage, and protect the security and safety of the mail as well.

It became apparent to me that changes that have been made are

is my firm belief that the key to our success is the filling of these assignments, which ultimately will mean the conversion of non-career employees. Only then will we have the ability to increase our productivity, and improve our service to the customers. Right now we are running on empty, employees can't

"It is my firm belief that the key to our success is the filling of these assignments, which ultimately will mean the conversion of non-career employees."

beginning to affect our customers locally. Just a few weeks ago invitations were sent to for my daughter-in-laws baby shower. In some cases the invitations were not delivered to guests until a day before the shower was scheduled. These invitations were being sent from Waterloo to Waterloo addresses and they still took 5-10 days to be delivered. So much for overnight delivery or even next day delivery. At this shower several guest commented that they have experienced similar problems with the delivery of their mail items to addresses in town. Is it any wonder why customers are turning away from the Postal Service? As you all know I have been fighting to protect duty assignments in our Installation. It

give any more. The long hours have taken their toll.

Duty assignments are on the chopping block as well. Management is using their Mail Processing Variance (MPV) and Customer Service Variance (CSV) to try to justify the reversion of vacant duty assignments. I fear that these tools may be utilized to abolish duty assignments as well. To avoid this it is imperative that all clerks are making moves on the electronic badge reader every time they change operations. It doesn't matter how long you are in the operation it needs to be clocked

properly-move as many times as you are instructed to move by your supervisor. In addition you need to make sure that the work you are doing is being counted properly. In each work area there are clip boards where you can record the number of containers that you work, or the volume of mail you sort in inches or feet. We need to make sure this is being done every day. If you do not know how to record volume ASK! It is critical that we are getting credit for the work we do in each operation, and it is showing up in the MPV or CSV accordingly.

If you haven't already, now is the time to be thinking about your vacation time. Prime Time bidding will begin on March 5. Remember bids must be full weeks, from your non-scheduled day to your non-scheduled day; only two bids are allowed, a bid for one week and a second bid for a maximum of two weeks. You should prioritize your bids by identifying which bid you want most with preference #1 so that you can be awarded your preferred time in seniority order. Please look for your bidding period on the union bulletin board.

PSE Corner

— Kick Off —

by Reverend James McNear

Football coaches, teams, and fans get excited about the advent of, Kick Off; realizing that, no game is started or won except this action is first executed. The players must not let past fumbles or misquie's that caused to lose past games cloud their mind, and that kick off means, that this is a new ball game.

In the game of life, January first was the kick off for 2014, New Year's resolutions, plans and goals have been set. Let us not let the fumbles of 2013 cloud our hopes for a successful year. Kick off doesn't win the game, it only says we are in the game.

There is much happiness to be gained by mending our fellowship with God, family and friends. In the bible we see a good example of a man named Saul, having made a wreck of life toward God and fellow man, wrote – "I count not myself to have apprehended (arrived) – but – forgetting those things which are behind (past failures) – and reaching forth (ahead) to those things which are before, I press toward the mark – for the prize – (satisfaction of reaching my goal of being what I want to and should be.) Phillipians 3:13-14.

The game isn't over, but . . . we are in it to win it.

As you all know PSE employee schedules are subject to change from day to day. While typically you have the same non-scheduled days, it is not guaranteed. As a precaution it is recommended that you take proactive action to ensure that you have the time off that you need. Fill out a PS Form 3971 whenever you do not wish to be scheduled. By requesting the time in advance you maximize your chances of not being scheduled on that day. If you MUST

have the time off check the annual leave box on the 3971. If it would be nice to have the time, check the box for other and in the remarks request the day as a non-scheduled day that week. This will assist you in managing your leave balances in the event of an emergency or to protect your earnings during your 5 day break each year.

Important Dates In March

- 5-Mar
Prime Time Bidding
Begins
- 15-Mar
Meeting- Evansdale OP,
11AM

WATERLOO
APWU Local Officers
Kimberly Karol, President
Bill Henriksen, Vice-President/
Steward Director
Lisa Henriksen, Secretary/Editor
Penny Thompson, Treasurer

ENGINEERING:

The United States Postal Service Suicide

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mail, distribute the mail to the UPS scanners and computers, pays United States Postal Service employees to scan the data into UPS computers, wait for stick-on UPS labels to be printed and apply the labels onto US Mail completely covering the US Mail Labels and customer return and delivery addresses. The United States Postal Service pays for the power pallet jacks, operators, forklifts and operators, to move the US mail to the trailers leased and owned and maintained by the United States Postal Service and pays United States Postal Service Employees to bedload, that is to hand stack the parcels on the floor and pack the trailer to the ceiling. A practice the United States Postal Service long ago abandoned for its own operations.

A United States Postal Service Dock Clerk is paid to close and seal the trailer and United States Postal Service Vehicle Operations Assistants must control the computer records of those trailers movements.

The attempt was made during the depth of the current recession to do the very same thing just in a more grandiose fashion. The United Parcel Service backed out of that deal over not receiving the commitment from the United States Postal Service to pay them enough for them to engage in the Sub-contracting.

Something has changed and it can only be one thing. That must be that the United States Postal Service has crawled over to United Parcel Service with a promissory contract that meets UPS demands.

We all know that the United States Postal Service is terribly bad

at negotiating contracts with the businesses it contracts with. That is a great deal of the United States Postal Services problem. Transportation contracts tend to be paid to private transportation companies as if they provided the capacity year round as if they were hauling Christmas Season volume year round. Well they are not, but the United States Postal Service pays them year round as if they do.

In addition to the Collection, Protection, Transportation, Distribution, and Handling, of the mail which the United States Postal Service gives away the revenue to its competitor United Parcel Service, The Des Moines NDC has been staffed with 3 gentlemen with Engineering Experience. One formerly worked at NASA. What it appears these 3 engineers focus on is what our line supervisors used to do. Which was oversee the unloading, movement and correct distribution of mail, and the timeliness of departing the trailers as well as keep supervisors and Automation System Specialists company at the loading area. There must be some extraordinary mathematical manipulation of the vast amount of data that requires such Engineering Expertise. But what that may be, I cannot fathom. I have witnessed up to 13 mailhandler employees, a tour manager of distribution, 2 supervisors, an automated systems specialist, a UPS manager of Global Mail Interface, and 2 of the 3 new Plant engineers and our Plant manager observing and working to get one trailer loaded. That is one huge effort. I shudder to think if all that manpower and brain power were needed at all the other 104 dock doors at the Des Moines NDC. We would have well over 1000 people on site per tour. But I guess that is our Postal Headquarters genius at work.

From what I can see, this is the beginning of the end for the United States Postal Service being its own mail processing distributor.

The Postal Service has eliminated 50% of its mail processing distribution capability and is working hard to eliminate the remaining 50%.

This will all serve wealthy CEOs and their anti worker puppets in

Congress. But it will end up costing the nation its United States Postal Service as they once knew it. It will be another story of good jobs lost, wages and benefits slashed, formerly stable workplaces cast to the winds of chasing fly – by – night contractors, a myriad of opaque warehouses operated by who knows who, and of low-wage, un-vetted immigrants, and unsecured transportation.

Just in case you overlooked it, this is an election year for Congress. The chairman of the congressional government reform and oversight committee is Darrell Issa. He is from Orange County California. He has obstructed the reform of the \$5 billion dollar tribute the United States Postal Service must pay to the United States Treasury each year. Most of you will not be able to vote for or against him directly. But he is a partisan of the Republican Party. I don't know how the party of Lincoln got to be the Republican Party of today. I think it had something to do with the "gilded age" where the businessmen who were the profiteers of the Post Civil War era were much more interested in the subjugation of all working people regardless if they were black or white or hispanic or asian. The Chinese were forced to leave the US after building the railroads. The Hispanics were forced to leave after picking the fruit and the cattle roundups. The Blacks were allowed to be Jim Crowed in a segregated south and financial, educational, and associative avenues were all ignored under the long serving Republicans of the late 19th and early 20th Century. The whites were from a European background of nationalist identity prejudice and it was easy to encourage them to keep the other workers of racial diversity apart and limited in their ability to organize and ignorant they all shared human DNA.

That is the darker side of the Republican party.

If you happen to vote for a candidate for Congress with an R next to their name, you are voting for Darrell Issa to end the workplace that you currently enjoy and to return to the "gilded age" of your great grandfathers. R stands for Ruin for Postal Workers in Distribution Centers.

Going Back To Basics

by Bill Henriksen, Vice President
APWU Local 451

This month my article is going to go back to basics. I simply want to convey a few simple reminders.

Employees on the Overtime Desired List- Scheduled overtime is not optional. You must report when you are scheduled. Failure to report when scheduled could result in discipline for failure to maintain your schedule, or worse AWOL. Bargaining unit employees are not allowed to determine their own schedule. If you are late reporting for overtime, you may not stay that time at the end of your tour without prior approval of the supervisor. (This is true for all employees regardless of whether or not they are on the OTDL)

Under NO circumstances should you intentionally swipe the time-keeping badge of another employee. Every employee is responsible for making sure that they are properly using the Electronic Badge Reader (EBR) when they are making critical clock rings or moving between operations. Moving to the appropriate EBR to make these rings is time that the employer "suffers and permits" as part of the cost of doing business. You are not being more efficient by saving your work partner the steps to make the ring, You are setting both of you up for removal for falsifying timekeeping records.

Make all rings PERSONALLY.

Follow the directions of your supervisor unless their instruction puts you in eminent danger. The stewards and officers know that PSE's are being required to sort standard letters in the morning. This is only one of many things that management has recently determined need to be altered in the RI 399 Inventory. Management has been put on notice that this is improper and we will proceed with all appropriate actions to rectify the situation.

Last – But most important, be wary of promises that are too good to be true when it comes to the recruiting tactics of current managers. They (EAS) are desperate to fill positions to either ease their work load or justify not returning work to the bargaining unit. The vacant positions have gone multiple rounds without any bidders. My experience has taught me that rarely do they make good on their promises. Your hours and non-scheduled days will no longer be guaranteed. This is not to discourage you if you are truly interested in management-merely a warning so you will make any such choice fully aware of the consequences.

Thank you to all APWU Represented employees. I'm proud to be representing so many hardworking, and dedicated individuals.

From what I can see, this is the beginning of the end for the United States Postal Service being its own mail processing distributor.

The Postal Service has eliminated 50% of its mail processing distribution capability and is working hard to eliminate the remaining 50%.

This will all serve wealthy CEOs and their anti worker puppets in

Local 7027 Meeting Minutes

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Motor Vehicle: Andy Tuttle reviewed Rob Moyers' written report: Closing out old issues – no new MVS issues.

Motion Passed: To Authorize the Local 7027 Executive Board to determine the number and names of Local 7027 delegates expenses to be paid by the Local 7027 Treasury to attend the 8 State Conference to be held in Al-

toona Iowa April 10th – 12th, 2014.

T-Shirt Winners: Rob Anderson, Richard Schneider, Steve Eddins.

Door Prize: \$300.00 was not collected by Lola Rice; she did not attend the meeting.

Consolation Door Prize: \$20.00 name drawn was Frank Sample.

Recess: Tuesday 4:23 pm.

Adjournment: Wednesday 08:17 am.



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Iowa Postal Workers Convention Call

APRIL 13 - 14, 2014 ALTOONA, IOWA

This is the official notice to all members of the Iowa Postal Workers Union for the state convention that will be held April 13 – 14, 2014, in Altoona, Iowa.

This is an election and resolution convention, and you have to be a certified delegate to vote. Credentials will be mailed out 60 days prior to the convention. Those locals in arrears will be notified. Credentials shall be returned no later than 14 days prior to the convention.

Voting strength shall be the average number of members on which

per capita has been paid to the IPWU over the one year period immediately preceding the issue of the convention call.

There will be elections for: President, Financial Secretary-Treasurer, Recording Secretary/legislative Director, Editor, one Craft Director for each craft, and three trustees.

There will also be elections for delegates to the national convention and the strike board.

The delegates will discuss, debate and vote on resolutions to be sent to the national convention.

TPP – NAFTA On Steroids

by Lance Coles, Editor
Iowa Postal Solidarity

"It's a steamroller that will be more crushing to American jobs and the middle class than the wave of outsourcing unleashed by the North American Free Trade Agreement (NAFTA) in the 1990's," Isaiah Poole said about the Trans-Pacific Partnership (TPP).

The TPP discussions are going on now and have been since late 2009, and this little talked about secret pact will have little to do with free trade, "It can be more accurately be described as a pact designed to increase the wealth and power of corny capitalists." said Dean Baker, Co-Director for Economic and Policy Research.

The apparent intent of the pact is to use international trade agreements to create regulations that will be more favorable to corporations. "Indeed, the Trans-Pacific Partnership could end up empowering multinational corporations to bypass, among other things, individual countries' efforts to protect the environment, stop price-gouging on life-saving medicines, and maintain equal access to anyone who want to post content or do commerce on the internet." said Poole, "Meanwhile the deal would not do anything to arrest the corporate race to the bottom that is undermining American wages."

The TPP would backdoor deregulation for financial firms wrecking the economy. Floods of unsafe foods and products would be allowed in the country. A ban on Buy America policies, and foreign corporations will be empowered to attack our environment and health policies in a foreign tribunal.

The agreement is not only intended to open the markets of goods and services between the twelve partners, but it will establish

horizontal guidelines to dictate how regulation is put in place and what regulation is unnecessary, said Yorgos Altintzis. This would open the door for big capital to get around regulations bringing us back into a recession.

Foreign investors can skirt do-

Streaming services, like Pandora, would get much more expensive. The TPP could prevent blind from listening to eBooks, and deaf from inserting closed captioning onto protected DVD's. It would impact lending services at public libraries.

- It would be a Bankster's de-

for consumers, and it would cut off millions in developing countries from life-saving medicines. This would also mean extra cost to patients and a bigger burden on health budgets.

Foreign firms would gain: rights to acquire land, natural resources, factories without government review. Special treatment for relocating. Compensation for loss of expected future profits from health, labor and environmental laws. They would have the right to move capital without limits. They will have new rights over vast definitions of investment, intellectual property, permits derivatives, ban performance requirements and domestic content rules.

The AFL-CIO and many other organizations are saying "flush the TPP" and develop "fair trade" pacts that would benefit workers and consumers around the globe, not just corporations, said Poole.

The TPP is the answer to the question: "how can we make the rich richer?"

It is imperative that everyone contact their elected representatives and ask them to stop TPP.



mestic courts and laws and sue governments directly before tribunals of three private sector lawyers operating under World Bank and United Nation rules. History shows that just by threatening to use such a tribunal, a company can achieve a "chilling effect" on a government that wants to design or enact new regulations and policies.

Baker said, The TPP will create rules that will favor big business at the expense of the population of both the United States and in other countries.

Some examples of what TPP could do are:

- It would require the U.S. to import food that does not meet U.S. safety standards (modified foods) and limit food labeling.
- It would require internet service providers to "police" user-activity and treat individual violators as large-scale for-profit violators, and people could be banned from all internet use. It could make downloading music a crime where your computer could be seized.

light, because TPP would roll back reregulation of Wall Street which would prohibit bans on risky financial services and undermine "too big to fail" regulations.

- It would offer incentives for offshoring jobs and would take away elected officials' obligation to Buy American or Buy Local.

- It would bring longer monopoly control on drugs by big PhaRMA and cause higher prices



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