

# Meet Your 2022-24 Iowa Postal Workers Union Officers And Stewards



New Iowa Postal Worker Union Officers and Stewards are sworn-in at the conclusion of the IPWU State Convention April 7-9 in Ames. Front: Lance Coles, Editor; Mallory Shepard, Clerk Craft Director; Sandy Marshall, Trustee; Kim Adkins, Recording Secretary/Legislative Director; Kathy Bunda, Trustee; Callista Bates, Area Steward; Rebecca Rosenbaum, Area Steward; Jeff Simpson, Area Steward; Back: Jon Arnold Financial Secretary; Julie Bates, Vice President; Kim Karol, President, Mike Gillespie, Trustee; Jesse Larson, Maintenance Craft Director; Lonnie Matticks, MVS Craft Director; and Jamie Burge, Area Steward. Not pictured: Lee Gray, Support Services Craft Director.

## IPWU State Convention Report

The Iowa Postal Workers Union Convention was held in Ames, Iowa in early April where delegates elected officers and voted on resolutions.

**ELECTED OFFICERS:**

President  
Kim Karol

Vice President  
Julie Bates  
Editor  
Lance Coles

Treasurer  
Jon Arnold

Secretary/Legislative Director  
Kimberly Adkins

Clerk Craft Director  
Mallory Shepard

Maintenance Craft Director  
Jesse Larson

Motor Vehicle Craft Director  
Lonnie Matticks

Support Services Craft Director  
Lee Gray

**Trustees:**

Sandy Marshall; Mike Gillespie and Kathy Bunda.

For a first time in a while all Members At Large (MAL) stewards are staffed.

Northeast – Rebecca Rosenbaum

Southeast – Callie Bates  
North Central – Cory Leib  
South Central – Mike Bates  
Northwest – Jamie Burge  
Southwest – Sandy Marshall

Contact information for all officers and MAL Stewards can be found in the IPWU newspaper or on the APWUIowa web page [www.apwuiowa.com](http://www.apwuiowa.com).

Delegates were elected to attend the National Convention:

There were several resolutions voted on during the convention

One resolution was to get a uniform allowance for more employees. A second one is asking for Maternity/Paternity leave and a third asking for bereavement leave. Another resolution was requesting guaranteed time of 4 hours for a PTF that was sched-

*continued on page 3*

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# What About Us Retirees

by Lance Coles, Editor

I know most of the time National does not want to hear from retirees. They do like our COPA donations! But is someone going to explain what the postal reform will, exactly do to our health care and medicare? There are a lot of retirees confused on what they can and should do.

### Welcome To The Family

There were several new and young people at the Iowa Postal Workers Convention in April, and many are now officers or stewards. This is a great thing to see. Many of us have been active in our union for years and will retire soon, and someone has to take over.

### Members At Large

There are postal employees working in a small office that are not members of the APWU. Maybe you were never asked. We are asking now!  
If you receive this newspaper, you are a member. Don't throw it away – share it with someone who is not a

member. The IPWU is working on a program where if you get someone to sign up as a member you will receive a cash payment as well as the new member.

Go to [apwuiowa.com](http://apwuiowa.com) and contact an officer or steward to get more information.

*continued on page 6*

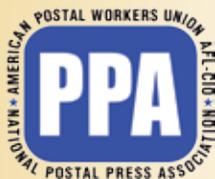


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Association, AFL-CIO

Iowa State Labor Press  
Association, AFL-CIO



Midwest  
Labor Press  
Association

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# 2022 Is A Historic Year For The Iowa Postal Workers Union

by Kimberly Karol,  
IPWU President

I am confident that it will mark a turning point for the state organization in which members of the bargaining unit in small offices are recognized as strong union leaders and union advocates. As an organization we have adopted language that provides an opportunity for members-at-large (MAL), or members that work in offices with out a Local Union structure to take an active role in the business of state union organization.

This year for the first time we organized a MAL Caucus designed to provide a forum for MALs to discuss issues they are experiencing in the workplace. The discussion allowed seasoned officers and stewards from Locals across the state in conjunction with the National officers attending the State Convention to brainstorm strategies for addressing these issues. Several issues were raised and discussed at length. One issue has stuck with me, the developing tendency of Postmasters to allow their PTF to loan to a neighboring office, only to have that office cancel the scheduled work with no notice, shafting the clerk that was willing to help their neighbor. This is yet another example of how short-sighted management is when dealing with their employees. Any Postmaster that engages routinely in this practice is training the workforce not to loan to other offices. Further any Postmaster that condones this practice is setting themselves up for failure as they will not be able to schedule clerks when there is no one willing to loan. The contract has very specific language that gives the clerk the power to limit their schedule to only hours in their home office. The Assignment of PTF Hub Clerks MOU on page 354 of the contract allows the PTF to have control of their schedule in this way if they provide written notice to their Postmaster that they do not wish to work in other offices. Working similarly to a reverse overtime desired list the clerks

are allowed to change their preferences 3 times in a calendar year. Working together, clerks in the area surrounding the office where the abusive behavior is developing could effectively shut down Postal operations by collectively refusing to loan to other offices. We all know that the Post Office has significantly understaffed their offices leaving them dependent on borrowing employees from other offices. When the pool of employees willing to loan to offices dries up Postmasters will fail in the mission of processing and delivering mail to the customers they serve. It will only have to happen a few times, probably at least one time in each POOM Area to get the attention of higher-level managers who can put a stop to this ridiculous power struggle.

Also noteworthy in this convention is the election for the first time of a member-at-large to an officer's position in the Iowa Postal Workers Union. Mallory Shepard, a full-time Sales and Service Associate for the Waverly Post Office has been elected as your Clerk Craft Director. Mallory became active as a steward for the Waverly Post Office nearly 2 years ago. Since that time, she has successfully addressed scheduling issues where a NTFT employee was loaned into the office prior to utilizing the overtime desired list, or PTFs

assigned to the office. She tackled the issue of hostile work environment and was instrumental in initiating a Labor Charge against the employer for interfering with the rights of bargaining unit employees in her office to seek union advice and file grievances. The claims in this case were upheld by the Labor Board and the Postal Service appropriately admonished for this activity. While there are still cases pending, Mallory has demonstrated unending courage in standing up to the abusive managers in her office and seeking justice for the offices she was later assigned as an Area Steward. Given the chance I am confident that she will be tenacious in the pursuit of a remedy for any violation that may be discovered in our state.

Moving forward I hope to continue the involvement of the members-at-large. Soon a small office survey will be sent to all member's email address. This survey will be the first in a series of short surveys designed to establish work history in the office and establish a base line for seeking the return of work that has been inappropriately assigned to management. There are no better experts on what is happening in your office than you, the clerk performing the work. That is why we are asking for your help. Once we have identi-

fied what work is being performed and by whom we can determine how to proceed with any grievance that may be initiated to return work to the clerk craft. As Postmaster DeJoy moves forward with his 10 Year Plan which includes reduced work hours and closing offices we must be proactive in protecting all the craft work possible. Through member engagement and education, I hope to stop his strategy from having an adverse impact on the communities in Iowa. Our success will depend on you. Together we can collect the data that is required to successfully document any case that counters a challenge to our jobs initiated by the Postal Service. Stay informed by joining the monthly membership ZOOM meetings the 3rd Wednesday of every month at 6:30PM.

This year we will be embarking on an ambitious organizing drive to reach out to employees in all offices across the state. It is my hope that a steward or officer will be able to visit every office in the state between May 1st and September 30th. I have made it a goal to have this plan fully developed and in motion by the next addition of Solidarity. I look forward to meeting as many APWU brothers and sisters across the state as possible this year.

Respectfully submitted.

## IPWU State Convention Report

*continued from page 1*

uled to work. One resolution wanted due process where grievances would be automatically sustained if the USPS did not meet at step 2. Another resolution asked for language that allows members to turn down conversions. The last resolution was where the IPWU shows support for the Midwest Labor Press Association.

There were two National Constitution resolutions proposed, one was to give retirees more voting strength at National Conventions and the other was to have the national Director of Industrial

Relations deal with the USPS and their non-compliance of grievance settlements. Both resolutions were approved.

Changes were made to the Iowa Postal Workers Union constitution as well. The first change added a provision for the removal of appointed positions. The second one added the appointed position of Associate Editor and the third increased the salaries of the President, Vice President, Craft Directors and MAL Stewards.

Several National Officers were in attendance: Debby Szeredy (Executive Vice President) Steve Brooks

(Support Services Director) Central Region Clerk Craft NBA's Bob Kessler and Dan Skemp. Central Region Maintenance Craft NBA Jeff Beaton. Eight national officers painted pictures that were auctioned off for COPA, with an Iowa and Solidarity theme. The artists are: Mark Dimondstein, Debby Szeredy, Judy Beard, Anna Smith, Charlie Cash, Bob Kessler, Jeff Beaton and Dan Skemp. Kessler's painting won best of show.

Between the IPWU Auxiliary and the painting Auction there was over \$2500 raised for COPA.

# One Big Family

by Janice Gillespie,  
Iowa Auxiliary Editor

Attending the IPWU State Convention was like going to a family reunion with both sides of the family. You recognize almost everyone, although some of the younger ones are new. Some names are elusive, just like extended family members, but at the convention, you know the relationship of everyone. They are all brothers and sisters.

At the Iowa Convention, they had their matriarch, Kim Karol, AKA State President, her uncles and great-uncles, AKA National Officers, and all the kids and cousins, AKA officers and stewards and delegates. Now that brings up another point, you know almost everyone, but what hat are they

wearing? For that matter, what hat were we wearing?

The Auxiliary was there to assist with the convention, which I consider an honor and our purpose, and to hold our convention. In addition, we had eleven raffles to benefit COPA, two for the Iowa Auxiliary, and one for our Local DMI Auxiliary. Deb Dickerson donated the "Stars Above Iowa" quilt to be drawn for at a later date, with proceeds going to COPA. We also collected money for the National Human Relations project, Fisher House. We wore different hats depending on what we were doing, just as the APWU officers and delegates did.

It was, at times, confusing. Am I speaking for the State, or am I talking now for the National Auxiliary?



Or does it matter, as we are all family? If we are not also APWU members, many of us are members of the Retir-

ees Chapter, AKA Grandparents? Oh my! One constant is that APWU is in our name, and we are all in this together. That is how we get so much done. We all know there is strength in unity.

The Auxiliary members in attendance to help with the APWU convention were Karen Wolver, Janice Gillespie, Ellen Gripp, Deb Dickerson, Marsha Hermann, and Barb Wilson. We collected \$948.00 for COPA and added that to the \$1457.00 from a Calcutta Auction held by the IPWU. That totaled to about \$2400.00 for COPA. We also collected \$185.00 for the Iowa Auxiliary. The DMI and quilt raffles are ongoing but have brought in over \$200.00 each.

The Iowa Auxiliary Convention was led by our National Secretary Karen Wolver, wearing her State Treasurer hat. She guided us through the standard procedures and mentioned the "Book and Teddy Bear" project that the Auxiliaries in other states are doing. This project would entail the Iowa delegates bringing a book and a stuffed animal to the conventions to be given to needy children. The Auxiliary would donate these items to the Fire and Police departments to be distributed.

Elections were held for the next term overseen by the election committee consisting of Mark Sarcone, Christine Sarcone, and Kelly Albrecht. All offices went undefeated. Viola Seger is now President, with Ellen Gripp as Vice-President, Kathy Bunda as Secretary, and Janice Gillespie as Editor.

It was great to see so many delegates in attendance; of course, that was partly due to many IPWU delegates being Auxiliary members. The Auxiliary convention was held during the lunch break of the IPWU convention. Lunch was served in the same conference room as everything else, making for easy transitions. Everyone eating lunch also meant that we could show and explain to the new IPWU delegates, who otherwise would not be in attendance, what the Auxiliary is all about.

continued on page 5

## Congratulations!

### COPA Raffles

- |                              |                           |
|------------------------------|---------------------------|
| <b>Rebecca Rosenbaum (2)</b> | <b>Sandy Marshall (2)</b> |
| <b>Michelle Bass</b>         | <b>Mark Sarcone</b>       |
| <b>Bob Dew (2)</b>           | <b>Scott Fields</b>       |
| <b>Marsha Hermann</b>        | <b>Lonnie Matticks</b>    |

### 50/50 Card Game

- |                          |                          |
|--------------------------|--------------------------|
| <b>Scott Fields</b>      | <b>Kelly Albrecht</b>    |
| <b>Shaquita Sturgeon</b> | <b>Rebecca Rosenbaum</b> |

### Fireball Basket

**Deb Szeredy**

### Patriotic Picture

**Ellen Gripp**

### New Member Drawing

**Rebecca Rosenbaum**

# Biden's USPS Nominees Pledge To Reexamine Key DeJoy Initiatives

by Eric Katz,  
Senior Correspondent

President Biden's final two nominees to serve on the U.S. Postal Service's board of governors promised to take a close look at key decisions made by Postmaster General Louis DeJoy, telling a Senate committee recently they plan to be actively involved in overseeing the mailing agency.

Dan Tangherlini and Derek Kan's confirmation would ensure Biden's nominees constitute a majority of the Senate-approved seats on the board, perhaps shaking up the power dynamics that have allowed DeJoy to institute reforms without much resistance. Both nominees appear headed for swift confirmation after receiving bipartisan praise from members of the Senate Homeland Security and Governmental Affairs Committee.

While representing different parties — Tangherlini is a Democrat who headed the General Services Administration under President Obama, and

Kan is a Republican who held multiple positions in the Trump administration — both nominees told lawmakers they would review DeJoy's plans involving the slowing down of mail delivery, the purchasing of primarily gas-powered vehicles to replace its aging fleet and the implementation of recently passed postal reform legislation. The new service standards are a key part of DeJoy's 10-year plan to set USPS on firmer financial footing and erase years of losses, but have

been met with significant controversy and efforts to walk back the changes. Biden's three previous nominees to the postal board quickly voiced their concerns with DeJoy's plan after their confirmations.

Asked if he would reexamine the service standard changes that slowed down delivery for about 40% of First-Class mail, Kan said he "absolutely" would "take a look" at them. Tangherlini made a similar promise, calling it the "highest priority." Sens.

Gary Peters, D-Mich., who chairs the panel, and Tom Carper, D-Del., also pressed the nominees on a contract USPS signed with Oshkosh Defense to purchase up to 165,000 vehicles. While the White House and congressional Democrats have pleaded with DeJoy to buy more electric vehicles as USPS rebuilds its fleet, DeJoy has maintained going with primarily EVs would require an appropriation from Congress. The Postal Service last

*continued on page 6*

## One Big Family

*continued from page 4*

When speaking wearing my National hat, I felt that I had everyone's attention. I appreciated the opportunity to remind those familiar with the Auxiliary and explain to the new delegates what the Auxiliary does. I especially wanted to remind the IPWU and the Locals in attendance to seek out the Auxiliary when they need or want help with something. That's what we do.

Speaking of family, the National Convention will be held in person this year. The National Auxiliary asks that State and Local Auxiliaries bring or send to the National a "brag book" featuring their members and activities over the years. I would love to put together a scrapbook of the Iowa and DMI Auxiliaries in action. I need your pictures and articles. Please send me your old photos, new snapshots, yellowed news items, and current reports. Let me know who is in the pictures and what the event is. These books will be displayed during the National Convention and then returned to the respective Auxiliaries. I would like to see what past members have done and document current events for future members. You can send copies of your items to: Janice Gillespie, 224 38th St. West Des Moines, Iowa 50265 or email to [jgillespie@apwuauxiliary.org](mailto:jgillespie@apwuauxiliary.org).

Thank you to the IPWU and the Iowa Auxiliary for two great conventions.

**DMI-APWU**  
*Spring Retiree Meeting*

**Retiree Members and Significant Others Only**

**The 2022 Retiree Meeting will be held in person at the Hall on May 17th at 10:30 AM. Please make your reservations prior to or by noon May 13th, 2022. Call the Union Hall at 515-265-7371, please do not leave a message, you must talk to Viola only. You can also email Cindy Housh, [cindermarie@msn.com](mailto:cindermarie@msn.com).**

**We will be serving Lunch from "In-The-Bag". Please let us know which kind of sandwich you would like when making your reservation. Your choices are ham, turkey, or roast beef sandwiches. If you are unable to attend in person, you can still order a bag lunch and we will deliver it to your car between 12:00 to 12:30 pm that day. The lunch will include a sandwich, chips, apple slices, condiments, and a brownie.**

**There will be a guest speaker, and door prizes.**

**If you can only participate via ZOOM, contact Cindy Housh by May 13th, 2022.**

**TUESDAY, May 17th**  
**10:30 AM**  
**at**  
**DMI-APWU Local 44 Union Hall**  
**1200 E. Euclid**

**Cindy Housh, Retiree Chapter President**  
**Email: [cindermarie@msn.com](mailto:cindermarie@msn.com)**

# Why It Is Important To Handle Grievances In A Timely Manner?

**Union members must address grievances in a timely manner. A prompt response that leads to quick resolutions of a complaint or grievance will help union members morale and show that the union steward is serving them in a quick solution to their issues.**

## FILE A GRIEVANCE

Grievances should be filed within 14 days of an incident – whether it is a warning letter, suspension or removal – or when a violation of the contract occurs.

When your supervisor issues discipline, it must be in writing, with your right to file a grievance outlined. Never wait until the last minute to contact your union steward to file a grievance – contact your representative immediately. If your supervisor refuses to permit you to see your steward, find a way to see the steward after work hours.

In order for your union steward to successfully represent you, he/she must know all the facts. Never hide information or documents. If a violation has occurred, a Step 1 grievance will be filed on your behalf.

If the grievance is not resolved at the Step 1 meeting, your union steward is authorized to appeal the grievance to Steps 2 and 3.

If the grievance is not resolved, a National Business Agent is authorized to appeal the case to arbitration. If the case is arbitrated, an arbitrator issues an award that is binding on both sides.

Note that several locals are involved in pilot disciplinary programs, where grievance procedures may be slightly different.

## DON'T IGNORE HARASSMENT

If you feel your rights are being violated – even if there has been no disciplinary action – consult your steward immediately, because harassment often leads to disciplinary action.

If you are being sexually harassed, inform harassers that you find their comments offensive and request that they cease. If the harassment continues, notify your union steward and request that a grievance be filed. Sexual harassment violates:

- Section 703 of Title VII of the Civil Rights Act
- Article 2.1 of the Collective Bargaining Agreement
- Section 673.222 of the Employee and Labor Relations Manual (ELM)

## DEALING WITH THE OIG, INSPECTORS

Some employees are petrified just by the thought of talking to an agent of the Office of Inspector General (OIG) or postal inspector.

If questioned by an OIG agent or postal inspector, even if you believe you are not guilty of any wrongdoing, you should:

- Remain calm;
- Identify yourself correctly;
- Request a steward or an attorney be present;
- Remain silent until you have consulted with

your steward or attorney;

- Prior to a search of your person or property, request to see a search warrant, and
- If they do not have one, inform them that you do not consent to the search, but do not physically resist arrest or the search.

## CONSULT WITH A UNION STEWARD OR ATTORNEY FIRST.

- Don't sign any papers waiving your rights;
- Do not admit to or deny any allegations, and
- Do not make any written or oral statements.

*Remember, the OIG agent or postal inspector will not inform you of your right to have a union representative present. You must request one.* Beware of the good guy/bad guy routine. One OIG agent or inspector may act as the “bad guy” while the other acts as the “good guy” and tries to con you into believing he/she is helping you.

Don't buy what he/she is selling. Refuse to answer questions unless a steward or an attorney is present. What you say will definitely be used against you.

Knowing your rights will make working for the Postal Service less stressful. If you are interested in learning more about your rights, contact your local union officers or stewards.

## Biden's USPS Nominees Pledge To Reexamine Key DeJoy Initiatives

*continued from page 5*

week officially placed its first order for 50,000 trucks and vans, including a higher-than-expected proportion of EVs.

Tangherlini said he would “take whatever the appropriate steps are” to “see if there are changes that are necessary.” Kan vowed to review the economic assumptions behind the decision making and to hold discussions with postal management “to ensure it was a thoughtful process.” The House Oversight and Reform Committee is scheduled to hold a hearing on the Oshkosh contract and the EV purchases next week, while the Postal Service's inspector general is planning to further probe the award and decision making process.

In addition to his time at GSA, Tangherlini has served as a senior official at the Treasury Department. Kan previously worked as an aide to Sen. Mitch McConnell, R-Ky., and later as a President Obama appointee to the Amtrak board and a President Trump appointee to Treasury and the Office of Management and Budget.

They would replace Ron Bloom, the board's former chairman whose term has expired, and John Barger, both of whom are allies of DeJoy.

Many advocacy groups and congressional Democrats have called on Biden to remove DeJoy from his post, but only the board can do so and it has yet to show any inclination to take that step. While their confirmation would give Biden appointees a majority of the Senate-confirmed seats, neither Tangherlini nor Kan expressed any desire to remove DeJoy during their confirmation hearing. Asked after the hearing why he did not more pointedly seek their perspective on whether DeJoy should continue in his role, Peters said it is up to the board to decide and was therefore not his place to disrupt the hearing with such a question.

That answer echoed one White House Press Secretary Jen Psaki gave when asked in November if Tangherlini and Kan's confirmation could lead to DeJoy's ouster.

“It's up to the board to make a determination about leadership, but we

have continued concerns about the postmaster general's leadership,” Psaki said.

Both nominees said they were excited to oversee the implementation of the recently passed postal reform legislation, which will end onerous payments toward health care benefits for future retirees, create new oversight requirements for postal delivery

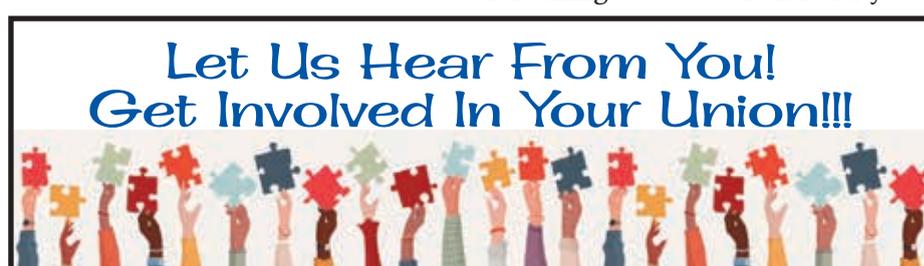
and open up new lines of business. Kan said he will ensure the implementation fully comports with congressional intent and vowed to ensure the new data reporting is as granular as possible to better enable USPS to identify areas to improve. Tangherlini said he was looking forward to overseeing the customer service elements of the law. — govexec.com

## What About Us Retirees

*continued from page 2*

We want to represent everyone that falls under the APWU umbrella, but doing so can be expensive for the IPWU. Too often postal workers in small offices are harassed or denied

their rights. The union is here to help you. We need you as members, but we also need to hear from you. It is against the law for management to deny you union representation or to punish you for talking to us. We are here for you.



# Worried About Inflation? You Should Worry About Corporate Greed

A gallon of milk. A gallon of gas. New tires. The past few months, it seems like everywhere you look, prices are through the roof. Newspaper headlines and TV talking heads shout about record-breaking inflation. To an extent, the headlines are true – consumer prices through January 2022 are up 7.5% over the past year, the fastest annual increase since the 1980's.

So, who's to blame? Some pundits point to coronavirus response legislation and stimulus checks, saying they've "overheated" spending, diminishing the value of a dollar and driving up prices. But you might be surprised to learn that all those price increases you've seen at the pump, at the grocery, or at the hardware store are being driven in large degree by something else – corporate greed.

That's right. Even amidst the uncertainty of the pandemic, unemployment and supply chain issues, the biggest companies in the country are doing great. In 2021, corporate America saw their highest profits in over 50 years. Corporate profits in the quarter ending September 2021 totaled \$2.7 trillion! And despite these record profits, company after company continue to jack up prices, squeezing workers in nearly every sector of the economy.

The CFO of Constellation Brands, a Fortune 500 company that owns beer companies Modelo and Corona, was pretty direct about his company's strategy. He said, "We want to make sure we're not leaving any pricing on the table. We want to take as much as we can . . . we'll take as much pricing as we think the consumer can absorb." That might sound like the desperation for a struggling company. But that's not Constellation – last year they netted over \$2 billion in profits! Your Friday night keeps getting more expensive while Constellation investors are laughing all the way to the bank.

The supply chain issues we've all read about are just another excuse for corporate fat cats to jack up prices and increase profits. Take the example of consumer-goods giant Procter & Gamble. They make Pampers diapers, Charmin toilet paper, toothpaste, laundry detergent and dozens of other products we have in our homes. P&G reported recently that supply chain issues, labor shortages and increased shipping costs were causing production costs for their products to tick upwards.



for skyrocketing prices. An antitrust expert Matt Stoller recently concluded that the massive increase in corporate profits accounts for 60% of the inflation hitting our pocketbooks. Former Labor Secretary Robert Reich, writing in The Guardian, summarized it well. He said, "With corporate profits at near record levels, they could easily absorb the cost increases. They're raising prices because they can – and they can because they don't face meaningful competition."

While inflation takes a bite out of working people's paychecks, thankfully as postal workers, we're protected from the worst of price increases by the Cost of Living Allowances in our contract. But to help keep prices in check we'll have to be part of a political movement that tackles the root cause of today's rising prices – unchecked corporate greed.

With annual revenues of nearly \$80 billion, you might think a company like Procter & Gamble could absorb some additional costs during a few uncertain months. Wrong again. Procter & Gamble simply passed those costs onto consumers

and posted tremendous profits – \$4.2 billion in the last quarter of 2021! So despite hand-writing that government spending, COVID stimulus or rising wages are to blame for record inflation, it's clear that there's another major culprit responsible

## Why are costs going up?

From groceries to gas, higher prices are taking a toll on working families.



**Disrupted supply chains.**  
The pandemic disrupted our supply chains that were focused on squeezing out more corporate profits instead of being resilient.



**Overseas manufacturing.**  
With much of our manufacturing overseas, supply disruptions are even more painful and vulnerable to international events.



**Corporate greed.**  
Corporate profits are at record highs and billionaires added \$2 trillion to their wealth during the pandemic. Even as oil prices come down, gas prices have stayed high. Big corporations are squeezing working families so Wall Street gets richer.

## How do we fix this?



**Upgraded infrastructure.**  
We need to complete repairs and construction to our bridges, roads and ports to make our supply chains stronger and prevent disruptions.



**American manufacturing.**  
We need to bring manufacturing jobs back home to create good union jobs and shorten our supply chains.



**Higher wages.**  
We also need to raise wages so that working people can afford everyday necessities. Workers organizing can check corporate greed and help build a more fair economy.

Higher costs are one of many issues that we all care about.

**What else matters to you?**

**Take the survey.**  
Use the QR code or the link below to fill out the Union Member Issue Survey and tell us what issues matter to YOU!



[aficio.org/MemberSurvey](https://aficio.org/MemberSurvey)

# We Need Your Help! (Does Your Postal Facility Look Like This?)

by Debby Szeredy, APWU National Executive Vice-President

The Postal Accountability and Enhancement Act of 2006 that helped manufacture a financial crisis at USPS was passed by Congress with only a voice vote. This was a plan that many believed would be the beginning of privatizing the Postal Service, not enhancing it. Looking at the plan, it utilized more contract drivers, caused massive downsizing of mail processing facilities, forced over a \$5 billion an-

nual payment to the Treasury each year and helped our competitors.

Between 2006 and 2012 the USPS downsized over 284 facilities by taking out their mail processing equipment. In 2012, management proposed an additional 82 facilities to consolidate, calling it Phase 2. Phase 2 could not be done without adversely affecting the transportation network and ending overnight delivery of first-class mail within a geographical area from the facility. Over 69 of the plants had their

canceling machines (AFCS) taken out, forcing the raw mail arriving to their facility to be transported by truck to another understaffed facility with minimal space that on average is between 2-4 hours away. This caused further delays of that mail, and required the USPS to reduce the service standards in 2015.

PMG DeJoy then reduced the service standards again in 2020, wreaking havoc on our ability as workers to provide the great service we had provided before the

2012 changes. His plan also utilizes Surface Transfer Centers (mostly contracted out) to take the place of our Mail Processing Facilities. The consolidations caused much of the bloated transportation costs by utilizing more contractors to deliver our mail, another step to privatizing.

We need Postal facilities fully restored with mail processing equipment, properly postal staffed, and we need our 2012 service standards back (94%-97% performance scores). The answer is easy, but it takes all of us together to force the USPS to decentralize our postal facilities and go back to the 2012 Service Standards. We can only provide better service when there are more postal first-class letter and package mail sorting facilities and better staffing that utilizes postal workers in a non-hostile work environment, who can provide prompt, secure, sanctity of our mail service and faster service that safeguards our mail ballots, our democracy for 2022 and beyond.

— apwu.org

**Nilan Scholarship Official Application Form**  
 Essay Topic: Why is Diversity Important in the Union?

Applicant's name \_\_\_\_\_

Mailing address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Telephone # \_\_\_\_\_

Last school attended \_\_\_\_\_ Date \_\_\_\_\_

College or vocational school you plan to attend and  
 course of study or degree completed \_\_\_\_\_

School name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Sponsoring APWU member's name \_\_\_\_\_ Telephone # \_\_\_\_\_

Name of Local & State \_\_\_\_\_

**PERSONAL INFORMATION**  
*(optional - to be used for information for a press release if your entry is selected as our winner)*

Spouses name (if applicable) \_\_\_\_\_

Children's names & ages \_\_\_\_\_

DOB \_\_\_\_\_ Sex M \_\_\_ F \_\_\_ Current occupation \_\_\_\_\_

Hobbies, special interests \_\_\_\_\_

Community involvement: \_\_\_\_\_

Additional comments and future goals \_\_\_\_\_



## Thank The Union For:

1. Weekends
2. Paid Vacation
3. FMLA
4. Paid Sick Leave
5. Child Labor Laws
6. Social Security
7. Minimum Wage
8. 8 Hour Work Day
9. Overtime Pay
10. Health & Safety OSHA
11. Health Care
12. Dental Care
13. Vision Care
14. Collective Bargaining
15. Breaks
16. Wrongful Termination Laws
17. Age Discrimination Laws
18. Raises
19. Sexual Harassment Laws
20. American Disabilities Act
21. Holiday Pay
22. Military Leave
23. Equal Pay Act
24. Civil Rights
25. Workers Comp

All essays must be: typed-double-spaced-on white paper-and postmarked on or before July 1, 2022  
 Word count between 175 and 250 words

Applicant must be an Auxiliary member in good standing for at least one year and out of school for at least one year. See the Auxiliary website for more information:  
[apwuauxiliary.org](http://apwuauxiliary.org)

Essay must be accompanied by the official application form. Completed applications and essay must be sent via Certified Mail, Return Receipt Requested To:

Debra Stewart, Chairperson  
 6400 Guilford  
 Fort Worth, TX 76119-7111  
 E-mail: [dstewart@apwuauxiliary.org](mailto:dstewart@apwuauxiliary.org)

# Union Values And Concepts

Unions are a public good. They advance the welfare of all wage earners. They are based on the idea of justice, progress, and betterment of self and of society. They embody the universal ideal of human rights and the need to aspire to become more complete human beings. By becoming an active participant in the labor movement, members become part of something larger than themselves.

## Why Do Unions Exist?

- ✓ To level the playing field between labor and management;
- ✓ To raise levels of fairness and justice in the workplace;
- ✓ To introduce meaningful democracy to the jobsite;
- ✓ To insure that ALL wage earners are treated with dignity and respect;
- ✓ To create a ladder that everyday wage earners can use to climb out of poverty and into the middle class (unions were the nation's first successful anti-poverty programs);
- ✓ To introduce morality to a "greed-driven" economy;
- ✓ To give those employees who work hard and play by the rules a fair shot at a piece of the American Dream;
- ✓ To provide a set of "checks and balances" in the workplace;
- ✓ To protect and advance the well-being of all wage earners;
- ✓ To reduce levels of fear and insecurity associated with "at will" employment;
- ✓ To insure that the economy works for all of us . . . the best friends of Main Street merchants are well paid workers;
- ✓ To resist the injustice associated with management's desire to become "leaner and meaner" and to "do more with less."

## What Do Unions Oppose?

- ✓ Selfishness, prejudice, inequality, exploitation, and cruelty.
- ✓ The idea that "greed is good."
- ✓ Management's unilateral right to arbitrarily establish and change, literally at will, wages, hours and terms of employment.
- ✓ The concept that employers are "job creators" and deserve special privileges.
- ✓ Management's strategy of "divide and conquer."
- ✓ The idea that the only way jobs will return to the U.S. is when wages and working conditions are lowered to third world standards in what appears to be a "race to the bottom."
- ✓ Management's desire to return to the Gilded Age with its "Robber Barons" and "Huddled Masses."
- ✓ The idea that the "so-called" free market is in any way moral.

## What Are Some Union Values?

- ✓ Fairness, honesty/integrity, re-



sponsibility, compassion/empathy, safety, health, generosity, hard work/responsibility, community, freedom, democracy, binding contracts, equality, opportunity, respect, stability/security, unity, quality work, justice, collective action, dignity/respect, charity/community service, and due process.

*"You can't be a good trade unionist and be a racist, sexist, homophobe, xenophobe, or elitist."*

— Maureen Holder, labor educator  
IAMAW William W. Winpisinger  
Education and Technology Ctr 2004  
In the U.S. here are some laws that

unions played a critical role in enacting:

It is important to note that each of these laws extend basic rights to all wage earners and their families. This list is particularly useful in rebutting the anti-union stereotype that unions are "narrow special interests."

- Public education
- Worker's compensation
- Social Security
- 40 hour workweek
- Civil Rights Act
- Medicare and Medicaid
- Americans with Disabilities Act

- Regulation of child labor
- Unemployment insurance
- Minimum wage
- Equal Pay Act
- Voting Rights Act
- Occupational Safety and Health Act
- Family Medical Leave Act

One of the most important labor quotes ever was given by Samuel Gompers, first president of the American Federation of Labor, around 1892. Gompers was asked, "What does labor want?" His reply was not widely read or appreciated. "What do we want? More schoolhouses and less jails; more books and less arsenals; more learning, less crime; more leisure, less greed; more justice, less revenge; in fact, more of the opportunities to cultivate our better natures."

Gompers' quote speaks to the hope and aspirations of what we now call the "American Dream." It explains the "WHY" of organized labor. It speaks to the values that we all hold dear. The media of Gompers' day, chose to "reframe" this quote in a way that remains with us to this day. What does labor want? "MORE." The media response chooses to portray union members as greedy. This anti-union "reframing" effectively omits the idea that we live in a greed-driven economy where our largest and most powerful economic actors compete with each other to maximize short-term profits . . . reminding us that frames are intentionally chosen to evoke emotional responses by intentionally including some information and excluding other information.

## TYPE 2 DIABETES - MYTHS AND MISCONCEPTIONS

Type 2 diabetes is a lifelong disease that keeps your body from using insulin the way it should. People with type 2 diabetes are said to have insulin resistance. While close to 10% of Americans have diabetes, there's a lot of misinformation about the disease. This is especially the case for type 2 diabetes, the most common form of diabetes.

**At least 90% of people with diabetes in the U.S. have type 2.**

So to help, here are 5 myths about type 2 diabetes — and the facts that debunk them.

### 1. Diabetes isn't a serious disease.

Diabetes is a serious, chronic disease. In fact, two out of three people with diabetes will die from cardiovascular-related episodes, such as a heart attack or stroke.

### 2. If you're overweight, you'll automatically get type 2 diabetes.

Being overweight or obese is a serious risk factor, but there are other factors that put you at an increased risk.

### 3. Diabetes requires giving yourself shots.

While injectable medications require shots, there are many other treatments available. These include insulin pens, blood sugar meters, and oral medications that don't require injections.

### 4. Insulin will harm you.

Insulin is a lifesaver, but it's also difficult to manage for some people. New and improved insulin allows for much tighter blood sugar control with lower risk of low or high blood sugar.

### 5. People with diabetes can't eat sweets.

There's no reason people with type 2 diabetes can't eat sweets, as long as they fit into a normal meal plan.



## How Can APWU Health Plan Help?

The **High Option Plan** has great benefits for diabetes! With this plan you can get your diabetes medications delivered through mail-order:

- \$0 copay for generic oral medication, formulary blood glucose test strips and lancets
- \$25 copay for a 30-day supply of certain Insulin and non-Insulin drugs to treat diabetes
- \$75 copay for a 90-day supply of certain Insulin

If you have the **Consumer Driven Option** then you may already know that your costs for your diabetes medications come straight out of your PCA funds but did you also know that diabetes screenings are covered at 100% if you stay in-network? So make sure to take advantage of that and get your blood sugar tested!



TOGETHER.  
BETTER HEALTH.

www.apwuhp.com  
(800) 222-2798

# Defend The Postal Service, Expand 'Postal Services'

Supporters of the public Postal Service should take encouragement from the two recent developments in the postal world. First, necessary postal reform legislation, long south- after by a broad coalition of postal users, postal workers, and congressional allies, is finally gathering momentum on Capitol Hill. Second, the Postal Service's massively successful COVID-19 test kit distribution program, which has already delivered millions of test to the American public. Together, these exciting achievements underscore the critical

and growing role the postal system plays in American life, and gives us a glimpse of what the Postal Service of the future could look like.

Let's first dive into the COVID-19 test kit program. As the pandemic ravaged the country this past winter, the Biden Administration made a commitment to procure and provide up to a billion at-home test kits, on-demand and free of cost, to the general public. In normal times, and in times of a public health crisis, there exists no other institution – public or private – that has the ability to deliver

necessary goods to every home in the country with the speed and efficiency of the Postal Service. Partnering with USPS to deliver the test kits was a natural choice for the Administration.

But the Postal Service's involvement in the program has been much more than simply delivering packages. For the first time in modern postal history, postal workers have been tasked with fulfilling orders for goods, packing boxes full of tests in much in the same way workers of Amazon, Walmart and other e-com-

merce giants pick, pack, label and prepare packages for shipment.

This new program has been a resounding success. By all accounts, this fulfillment operation by postal workers has been running smoothly and precisely, with the postal network handling orders as quickly as the tests have been presented to the Postal Service.

Such fulfillment services aren't traditionally considered "postal services" under the law. But the test kit program is an exciting preview into the new and expanded services postal workers could provide to better serve the needs of the public. The People's Postal Agenda, created by A Grand Alliance nearly a year ago, includes many such opportunities for the Postal Service to play a higher role in e-commerce, warehousing and inventory management, even delivering fresh fruits and vegetables.

The experience of the test kit programs is evidence that postal workers are committed to serving the public and eager to use their skills and the postal network to contribute to the common good. Postal workers, union leaders, postal management, postal Governors and Congress should all learn from this experience and continue to look for innovative ways to leverage the people's postal network to serve the needs of our communities.

Critically, the *Postal Service Reform Act* would provide the Post Office with an opportunity to do just that. If passes, the reform bill would allow the Postal Service the freedom to partner with state, local and tribal governments on new expanded service projects in the same way it has partnered with the federal government to deliver test kits. Whether by offering hunting and fishing licenses, providing identification and drivers license services, expanding the reach of food assistance and poverty relief programs, aiding in natural disasters, contributing to agricultural programs, or delivering new services to schools and universities, the Postal Service and postal workers are uniquely positioned to carry out the desperately needed work.

Passing the laws which will grant state and local governments permission to pilot these projects will be the easy part. Convincing them to actually use that power to pursue partnerships with the Postal Service will be another fight of its own.

We must prepare now to win that fight, for the sake of postal workers and postal customers everywhere.

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

## DMI-APWU 2022 COPA FUNDRAISER

TICKETS \$5.00 EACH OR 3 TICKETS FOR \$10.00

### "STARS OVER IOWA"

This large, 36 X 36, wall-hanging, or table topper quilt will be given away at the SEPTEMBER 21st, 2022, Union Meeting. This specialty 2018, All Iowa Shop Hop fabric resembles postal cancellation marks. The quilt also has the Iowa flower, Iowa bird, and Iowa Capitol building in the design. To purchase tickets contact: Cindy Housh, (515) 669-9518 or Viola Seger, (515) 265-7371.



\*PIECED BY DEBRA DICKERSON

\*QUILTED BY SHEILA ARNEY OF TAPNEY QUILTS

\*PATTERN DESIGNED BY RETIRED POSTAL EMPLOYEE

\*JACQUE JOHNSON OF ADEL QUILTING & DRY GOODS

\*2022

# Safety Ambassador Settlement

On January 28, 2022, the American Postal Workers Union, AFL-CIO reached a settlement agreement with the Postal Service on the Safety Ambassador Program. The case was scheduled to be heard in national arbitration on February 3rd and 4th. However, with the settlement, the hearings were cancelled.

On October 26, 2017, the APWU was informed that the old Safety Captain Program would be standardized into a nationally controlled program called the Safety

Ambassador Program. The APWU demanded to meet with the Postal Service over the new program and objected to it. The new program was created unilaterally by the Postal Service in violation of Article 19 and the Union's Article 1 rights to be the exclusive representative of the bargaining units represented by the APWU.

Specifically, objections were raised regarding how the ambassadors were to be appointed, that "verbal" safety reports be made instead of the PS Form 1767 pro-

cess, how the program would usurp the contractual Joint Labor Management Safety and Health Committees, and how the ambassadors would be responsible for observing co-workers and reporting their actions to management. In March of 2018, a national dispute was initiated on the program after our meetings with the Postal Service failed to produce any meaningful results. An article on this dispute was posted at the time the dispute was initiated.

As full and complete settlement

of the dispute, the Postal Service agreed to permanently suspend and withdraw the Safety Ambassador Program. This includes any guidelines, manuals, or training that the Postal Service attempted to introduce with the program.

Thanks to the hard work of the National Officers (Lynn Pallas-Barber, Terry Martinez, and Jason Treier) assigned to Article 14, Industrial Relations Department staff, and our attorneys, the APWU was able to successfully fend off the Safety Ambassador Program.

## The Amazon Workers Union Victory In Staten Island And The Ongoing Union Election In Alabama

The Union victory today of Amazon workers in the Staten Island, NY warehouse is exciting and great news. In addition, the too-close-to-call election results at the Bessemer, Alabama Amazon warehouse is also encouraging news.

The 8,000 workers at the Amazon Warehouse in Staten Island, NY voted "union yes" by joining a new independent union, the Amazon Labor Union (ALU).

In an outstanding example of independent self-organization, workers prevailed against a massive, multi-millionaire dollar anti-union campaign of coercion, threats and intimidation.

The Amazon workers, led by Christian Smalls, who was fired for leading a walk out over lack of COVID safety protocols two years ago, were not to be denied. They drew important lessons from the pandemic – workers must organize to have dignity, respect and safe working conditions. They were undoubtedly encouraged by the wave of new worker militancy around the country as well as growing public support for unions. And they were rightfully fed up with a company raking in billions in profits while refusing to share the wealth created by the workers' labor.

The APWU welcomes this news – the first union beachhead in the battle for workers' rights against a massive, anti-union company and their greedy billionaire executives. It is a powerful first step which will undoubtedly serve as an inspiration to the one million U.S. Amazon workers who need a union to win better wages, benefits, workplace safety and a true voice at work.

The organized labor movement should unite and build a multi-union crusade to help organize Amazon workers throughout the country. We should help propel the movement forward, whether Amazon workers



More than 4,000 votes were cast in the New York election.

choose to join an established union such as the Retail Wholesale and Department Store Union (RWDSU) in Alabama, or others, or if they organize new independent initiatives such as the ALU in Staten Island.

We salute the determination of the Amazon workers in Staten Island and

Bessemer, AL in standing up to their bosses.

Unionization at Amazon holds a special significance for postal workers who work in the same mail/package/delivery industry. When one group of workers rises, we all rise.

The APWU stands ready to as-

sist the newly organized workers in Staten Island in any way we can in the coming and challenging battle to win a good first union contract and stands ready to work with all Amazon workers and all unions in building Amazon workers' power at Amazon.



# APWU Retirees: Still Fighting For Justice!

APWU retirees no longer work in the post office, but they are still a fighting force in the union and their communities. Delegates from around the country who attended the Retiree Conference held in conjunction with the 23rd Biennial APWU National Convention made that crystal clear.

Western Region Delegate Byron Denton said that since Retiree National Convention Delegates were established in 1994, "We have grown so much . . . We are going to fight like heck for what's ours!"

The 88-year-old member of the

Sacramento Area Local, who is not seeking re-election, was one of two delegates given special recognition. Denton served as a Retiree Delegate at the 1996 National Convention, the first where Retiree Delegates were credentialed.

"I am very deeply honored. I felt I wouldn't make it here, but I did," Denton said. "I love all of you and depend on you to keep up the good David Bernstein, president of the Florida Postal Workers Retiree Chapter, was given a special video tribute to his 60 years of union activism.

Like active members, the new Collective Bargaining Agreement (CBA) was on everyone's mind. "So many of you have emailed me asking, 'What's in the contract for us?'" Retiree Director Nancy Olumekor said. "The CBA is generally negotiated for active members working every day . . . But the union has taken steps forward to expand its ability to negotiate benefits for retirees."

Some of those benefits include the Peak Holiday Season Memorandum of Understanding, which allows annuitants to work up to six weeks as Holiday Clerk Assistants without af-

fecting their retiree benefits.

Retirees are still mobilizing and organizing. President Mark Dimondstein saluted their "tremendous spirit of activism," especially in the Stop Staples campaign.

"By the way, we are winning. We haven't won yet, but we are on the road," Dimondstein said of the campaign to drive Staples out of the postal business. Retirees are also busy fighting on behalf of the Campaign for Postal Banking, opposing the Trans-Pacific Partnership, donating money to COPA, and working to turn out the vote this November.

# Prepare Death Benefits For Postal Spouses

by Yoggi Riley

Recently, I was summoned to help the spouse of a former coworker that had passed away.

She was an emotional wreck, as could be expected, but fortunately her husband's paperwork was in order for her and he had all the info ready for her. We went over the steps and I thought it needed to be shared with others.

Notify the U.S. Office of Personnel Management (OPM). This can be done by phone, online or in writing. How to report the death of a deceased annuitant to OPM:

Visit <https://www.servicesonline.opm.gov/> and click on "Report an Annuitant Death". This will link you to an online form to complete and submit or send an email to [retire@opm.gov](mailto:retire@opm.gov). You can also call OPM at 888-767-6738.

1. Notify the bank where annuity payments are deposited. Any annuity payments deposited after the date of death will be returned to OPM.

2. Obtain enough death certificates for your needs from the mortuary.

3. Notify the retired member's local union or local retiree chapter.

4. If the retiree was a veteran, notify the Veterans Administration at 800-827-1000. (Monday through Friday, 8:00 a.m. to 9:00 p.m. ET)

5. Call the Social Security Administration at 800-772-1213.

6. Notify insurance companies (life, health, home, automobile etc.).

7. If the retiree had health insurance through any FEHB plan, the OPM will inform the health plan. When a spouse is entitled to survivor benefits, he or she will continue to receive health insurance through the FEHB as long as he or she was covered under their spouse's FEHB plan at the time of death and there is some survivor benefit taken at retirement. The health plan will automatically change to self only unless there

are minor dependents and switched to the surviving spouse's name.

8. If the retiree participated in the

Thrift Savings Plan, contact the TSP at 877-968-3778.

9. If the spouse of a retiree passes,

the annuitant notifies OPM and steps will be taken to return the annuitant to full retirement payments. — *Newscaster*

### SURVIVOR BENEFIT INFO TO KEEP ON HAND

Have the following info ready in the event of retiree's passing:

Retired member's full name: \_\_\_\_\_

CSA (claim) number: \_\_\_\_\_

Date of birth: \_\_\_\_/\_\_\_\_/\_\_\_\_ Social Security \_\_\_\_-\_\_\_\_-\_\_\_\_

Federal Employees' Group Life Insurance Yes \_\_\_\_\_ No \_\_\_\_\_

If yes, amount: \$ \_\_\_\_\_

If yes, beneficiary: \_\_\_\_\_

### THE SURVIVOR:

Survivor's full name: \_\_\_\_\_

Relationship to deceased\* \_\_\_\_\_

\*If spouse, is spouse entitled to a survivor annuity? Yes \_\_\_\_\_ No \_\_\_\_\_

If yes, enter monthly amount: \$ \_\_\_\_\_

Date of birth: \_\_\_\_/\_\_\_\_/\_\_\_\_ Social Security \_\_\_\_-\_\_\_\_-\_\_\_\_

Phone#: \_\_\_\_/\_\_\_\_/\_\_\_\_

Email address, if applicable: \_\_\_\_\_

### MINOR/DISABLED/STUDENT CHILDREN:

Name: \_\_\_\_\_

Social Security \_\_\_\_-\_\_\_\_-\_\_\_\_ Date of birth: \_\_\_\_/\_\_\_\_/\_\_\_\_

Name: \_\_\_\_\_

Social Security \_\_\_\_-\_\_\_\_-\_\_\_\_ Date of birth: \_\_\_\_/\_\_\_\_/\_\_\_\_

Name: \_\_\_\_\_

Social Security \_\_\_\_-\_\_\_\_-\_\_\_\_ Date of birth: \_\_\_\_/\_\_\_\_/\_\_\_\_

Name: \_\_\_\_\_

Social Security \_\_\_\_-\_\_\_\_-\_\_\_\_ Date of birth: \_\_\_\_/\_\_\_\_/\_\_\_\_



# Des Moines BMC APWU

## Local 7027 Meeting Minutes

**APRIL 19TH – 20TH, 2022**

**Call to Order:** Tuesday April 19th, 2022, 1:30 pm - 4:00 pm; Wednesday April 20th, 2022 08:00 President Rob Moyer presiding.

**Roll Call:** Members signed in.

**Financial Statement:** Regular office monthly Expenses; Utilities; Phone/Internet; Salaries/Taxes; Flowers for Michelle Morris-Hardiman Local "get well" initiative.

**Officers Reports:** President Rob Moyer discussed The APWU National Collective Bargaining Agreement Pay Raises from September 21st, 2021. The newest pay scale effective February 26 includes the March 2022 COLA increase is based upon the 2nd full pay period following the January 2022 CPI-U economic index publication and application with the USPS CPI-U COLA percentage derivative. The new pay rate will begin to be on the employee regular pay period pay in June. A retro-active pay provision will be calculated from September 21st, 2022 through June, and will be paid in a lump sum expected to be in conjunction with regular pay later in the year perhaps August or September. Rob noted that both Eagan and Greensboro were short staffed resulting in lengthy periods for pay corrections and personnel action updates. Robot Induction Units planned on the Secondary Parcel Sorter Machines on 2 high speed induction units on each of PSM-3 and PSM-4 have been "site surveyed" but not yet arrived. Other proposals to tear out all the Primary Parcel Sorter machines and conveyers, has allegedly been suspended for 2 years. The APWU National Convention is planned for August 11th - 19th, which the Local Officers are looking at attending. Rob Moyer explained and discussed proposed the Local Constitutional Amendment will not cause any member dues to increase and will be modified each time there is a contract or COLA increase so Officer pay will not lose value when wages and Cost Of Living Allowances increase. Wages have increased 67 per cent since the Local Officer Salary increase in 1998. The current Officer Salary was shown to be out of balance when MVS craft di-

rector salary was less than the MVS director made when she was a steward.

**Maintenance:** President Rob Moyer had been informed management is attempting to survey maintenance employees regarding employees personal assessments of their "Job Analysis adequacy", their "knowledge, skills, and abilities" capacity to perform their duties, and if sufficiently trained for their duties. Rob had contacted National Maintenance Assistant Director A Terry Martinez to determine the National APWU position on such surveys. Rob counseled Local members that until the application of the Maintenance "Survey" has been determined, that Maintenance employees refrain from completing or participating in surveys as past Postal Employee surveys have been used at arbitration to the detriment of the employees appearances that harm employees efforts to be provided with wages, benefits, and conditions commensurate with their responsibilities and duties. Rob noted that management was only contacting employees with the surveys by ACE/Blue e-mail which many maintenance employees may not easily or regularly have workstation access for. In the event the surveys could be used against the employees or union in any way such as had been applied previously to MOS clerk, BEMs, and

MS-47 detriment, there may be a Local moratorium with a proposed \$25 drawing of those who can show they did not participate in the "Job Analysis Adequacy" Surveys.

**Clerk Craft Report:** Craft Director Cyndi Miller discussed 3 employees issued removals were provided job return opportunities; only 1 accepted the return to work but already transferred out of craft. Rob Moyer explained the union is not permitted by law to fail to represent an employee who is issued discipline or removal and client popularity may not be a factor in representation. Cyndi Miller discussed 3 Act Of God cases resolved by pre-arbitration settlements for storm days in December and January that our National Business Agent noted were the first AOG cases that had ever been settled with pre-arbitration agreement! For those who had not been able to be at work on the Derecho storm days due to weather/travel issues there is an initiative to be eligible for administrative leave pay.

**PSEs:** At least 13 PSEs will convert to Full Time Regular career status no later than May 21st, 2022. There may be more due to some retirements and a dismissal.

**Parcel Support Annex:** The fulfillment work has been rerouted to Kansas City, and impacts to Parcel

Support Annex – "New Work" PSEs locally is that some of them will be "transferred into the NDC 360 day PSEs to replace the 13 plus PSE to Full Time conversions.

**Motion Passed:** Discussion on the Local Constitutional Amendment Addressing Local Officer and Steward Salaries not been addressed for 24 years, to establish a formula for Local Officer and Stewards salaries to be tied to the continuing USPS pay rates and pay increases 2nd and Final Monthly Vote for the Local Constitutional Amendment: The majority having voted unanimously in the affirmative:

**Motion Made:** To authorize the Local 7027 Executive Board to determine the number of authorized delegates to the 2022 APWU National Convention with Craft Conventions, workshops, and BMC Meeting in National Harbor, Maryland: and BMC August 10 – 20th, 2022 which travel, per diem, and necessary LWOP will be paid for by the Local 7027 Treasury.

**Door Prize: March and April 2022 Door Prize, Cup, and Shirt Drawings and biannual VOE Survey Drawings:** Will be conducted during the May 2022 Meeting.

**Recess:** Tuesday 14:30 and 16:34

**Adjournment:** Wednesday 09:00 a.m.

## APWU Biennial National Convention

### August 15-18, 2022

## Gaylord National Harbor

201 Waterfront Street  
National Harbor, MD

**Hotel Rate: \$179.00 (which includes the \$22 resort fee) plus tax**

**PRE-CONVENTION WORKSHOPS: Beginning August 12, 2022**

**NATIONAL CONVENTION: Beginning August 15, 2022**

**Craft Conferences will be held August 13 - 24, 2022**

**The BMC CONFERENCE will be held August 19, 2022**

You should visit [apwu.org/convention](http://apwu.org/convention)  
for more information



## Des Moines Bulk Mail Center Local 7027 APWU

**PRESIDENT**

Robert D. Moyer

**VICE-PRESIDENT**

Steve Allen

**SECRETARY**

Frank Sample

**TREASURER**

Teresa Daleske

**CLERK CRAFT DIRECTOR**

Cyndi Miller

**MAINTENANCE CRAFT DIRECTOR**

acting Rob Moyer

**MOTOR VEHICLE CRAFT DIRECTOR**

acting Andrew P. Tuttle

**EDITOR**

Mark Clifford

**TRUSTEES**

Chris Strait  
Mike Cope  
Richard Schneider

**STEWARDS**

Maintenance  
Mark Clifford

**Clerk**

Dave Hefel

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

## BMC Local 7027 Meeting Schedule

**Tuesday**

May 17, 2022

1:30 PM & 4:00 PM

**Wednesday**

May 18, 2022

8:00 AM

**Tuesday**

June 21, 2022

1:30 PM & 4:00 PM

**Wednesday**

June 22, 2022

8:00 AM

**Tuesday**

July 19, 2022

1:30 PM & 4:00 PM

**Wednesday**

July 20, 2022

8:00 AM

T-Shirt and Cup Drawing each Month  
March 2022 Door Prize Amount: \$40.00  
April 2022 Door Prize Amount: ???  
May 2022 Door Prize Amount: ???

**LOCATION**

8435 University Boulevard, Suite 1  
Clive, IA 50325

# The Sad Whine of Supreme Court Right Wingers

by Jim Hightower

Ralph Waldo Emerson told about a guest who came to dinner and spent the entire evening prattling about his own integrity: “The louder he talked of his honor,” Emerson wrote: “the faster we counted our spoons.” Today, America has not one, but six guests in our national home babbling about their integrity. They are the six extremist Republican judges who now control our Supreme Court, and it’s a bit unsettling to hear them go on and on, almost frantically pleading with us to believe in their judicial impartiality. For example, the Court’s newest members, Amy Coney Bar-

rett, suddenly blurted out at a public forum in September that “this court is not comprised of a bunch of partisan hacks.” Whoa – better count our spoons! In fact, each of the six were installed on the court by right-wing Republicans specifically because they had proven to be devout partisan hacks. Interestingly, Barrett made her unprompted and strained assertion of judicial integrity at the McConnell Center – named for Mitch McConnell, the rabidly-partisan GOP senator who pulled a fast one last year, rushing Barrett onto the bench on a party-line vote just before Republicans lost control of the senate. Indeed,

old Mitch himself, introduced Barrett at the forum where she gave her “we-are-not-partisan-hacks” speech. He grinned proudly at the pure hackery of his partisan protégé. Another hardcore partisan on the court, Sam Alito, whined in October that critics accuse the Court’s GOP majority of being “a dangerous cabal that resorts to sneaky and improper methods to get its way.” Well golly Sam, yes, we do think that, because again and again you partisans sneak up on the Constitution and We The People to twist the law to fit your political bias and personal whims. If you don’t want to be considered political hacks – stop being political hacks.



## WHAT IS A 1767?

### A Powerful Form!

**(PS FORM 1767 – Report of Hazard, Unsafe Condition or Practice)**

- Officially documents and addresses employer’s safety hazards or concerns in writing.
- Requires a timely written response during your tour by management consistent with ELM Section 824.632.

employee to use! Not locked in a supervisor’s desk or any non-accessible area.

The employee must be provided a signed copy of the form (blue copy). It is also suggested you have your union representative make a copy before it is submitted to the supervisor.

This form can be used to document other safety and health related concerns as well (i.e. housekeeping issues, buildings not maintained, dirty bathrooms, bad lighting, abusive supervisors, etc.).

The form may also be completed anonymously and submitted directly to the safety office.

**For More information and assistance in establishing your own safety and health committee, please contact Your Regional Coordinator Your Regional Safety Rep**

**Text SAFETY to 91990 for a link to the PS 1767 page.**



- It is traced and identifies abatement date.
- The Joint Local Safety and Health Committee is required to review all 1767s at their meetings.
- User friendly form that is easy to complete – instructions are clearly printed on the back of the form.

The form must be readily available for an

# What... Did You Not Vote On The CBA?

by Omar M. Gonzalez,  
APWU National  
Western Regional Coordinator

By now the fate of the contract is decided. You either exercised the power of your membership or let it go to waste.

If you voted, thanks, because for over 180 years postal workers had very little, if any, say in their employment. The Post Office Department was all powerful. Now the PO's power is subject not just to the law (such as it is), but also to the contract. Our years of struggle to get and pursue collective bargaining is rich with lessons learned.

### Modest Start & Struggles

President Kennedy's 1962 Executive Order gave us limited negotiation rights over promotions, transfers, RIFs and some working conditions. A government-imposed union election in 1962 determined postal unions recognition. It took another eight years and a nationwide wildcat strike to produce real negotiations.

The 1971 contract was negotiated (by 7 unions no less) before the law establishing USPS was signed. Nixon's promised pay increase was blocked by his wage freeze. But the AFL-CIO's helped force that first pay increase and APWU was born!

### Real Bargaining, More Struggles

Postmaster General DeJoy is not the first corporate boss we've negotiated with. In 1975 PMG Benjamin Franklin (kid you not) Bailar and the Unions, negotiating together, settled for a 12% pay increase with the strike fresh on everyone's mind.

The 1978 negotiations were bitter! Management called us overpaid and underworked. Facing debt and volume decreases, wage cuts were demanded. Negotiations stalled. No contract – no Work was the call of the day. The PMG's threats to fire all strikers didn't stop Bulk Centers in New Jersey & California from walking out.

A deal was struck for a 2% pay increase and capped COLA. The Rank & File Committee rejected the pact which was sent out for a vote anyway. The National Convention and 94,400 members voted to reject the CBA. The PMG refused to reopen negotiations ending with an arbitrated 9% pay increase but weakened lay-off protections.

### The Struggles Continued

In 1981, the PMG, trying to force a government election to recognize only one union, refused to negotiate. A media blitz threatened another postal strike. A deal was reached only to have the bosses re-write what had been agreed to. Eventually

we went from a \$1,850 pay boost to a \$300 annual increase, and some "cash" payments. Even so the CBA was ratified.

In 1984, the Board of Governors openly meddled in negotiations calling us overpaid. Talks stalled with bosses unilaterally imposing a 23% lower entry wage resulting in court and congressional action. The battle over postal economics resulted in an arbitrated 2.7% pay increase and lower starting pay with longer step increase periods.

Three PMGs came and went but in 1987 PMG Tish promised to negotiate an agreement resulting in a 2%

pay increase, followed by \$300 and \$200 increases.

We've negotiated through wars, oil embargos, wage controls, the PATCO strike and other seemingly insurmountable hysteria. We have had contract extensions, more arbitrations, and rejected CBAs.

Space doesn't permit more history. My point is to express how much goes into getting a contract that makes your career and living standards worthwhile. Now through a worldwide pestilence altering our lives, economy, education and prices, a negotiated contract was produced and your precious right to vote on your destiny was preserved.

### More Power In Your Hands

Exercising your Union vote yields real power. As bromidic as it sounds, YOU ARE THE UNION! Two upcoming critical events, the national convention and the national Union elections, will let you flex your union power again.

Your vote determines Convention delegates who set union policy. Your vote elects officers that administer that policy and representation.

Again, destiny is in your hands. Coordinators Stone, Beasley, Foster, Jones and I urge you – DON'T WASTE YOUR POWER!

— apwu.org



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# IPWU State Convention

by Sandy Marshall,  
Steward Area Southwest

I attended my very first Iowa APWU Union Convention this month. When they say that the Union is a family, they are not blowing smoke! It truly feels like my extended family who are there to help and build you up. No one is alone in this adventure! Becoming a member of the union is very important during these trying times with the USPS. We must all join together in making sure that our Post Offices will still be here in years to come.

It is important, not matter the size of the office, that everyone has a voice in order to improve working conditions. If you have not already joined our family, please give your local steward a call and learn what the Union can for you!

