

SOLIDARITY

IOWA POSTAL

Vol. 23, No. 5

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

June, 2019

The Good Old Days

Working conditions stink. Things couldn't be worse. Sound familiar? Comments I hear on the workroom floor every day — that I have heard every day since I hired in, back in 1961. Well, let's examine these statements.

Please bear with me because I rely strictly on memory and some statements might miss the mark by a bit, but not by much.

When I hired in you were known as a sub. PTFs to you newer employees. I subbed for just under five years. I think the rate of pay was around \$1.89 an hour. NO OVERTIME PAY! You might work as many as 76 hours, or as little as 12 to 20 hours (no guarantees). This was all done at straight time, NO OVERTIME!

You were required to make yourself available by phone every day, no starting time (if any) until you were called. You might work as little as two hours or as many as twelve hours. At a minute or two before the hour, a supervisor would come up and tell you, "Go Home", or "One more Hour".

Your work schedule consisted of 13 days on and one day off per pay period, with every other Sunday off. In actuality, you would probably work upwards of two or three months without a fun day off. Subs worked afternoons. Every other Saturday you reported at 4 a.m., no matter if you had worked until 12:30 or 1:30 in the morning the previous night.

I hired in with a group of 24, ALL MEN! No women were hired at that time. The only women working at the Post Office at that time were a group that had been hired about the time of the Korean War (early 50s). Your indoctrination began with City Schemes to learn. This amounted to three City Pri-



mary Schemes and at least two Secondary Schemes. You were not allowed to work "city side" until you had learned ALL of the city primary. To learn your schemes you were given a deck of cards and were required to fill them out and

study them at home on your own time. You were required to learn 18 cards per day and review your progress each day in scheme study class. Flunk your scheme and you were history right now!

When you reported to work, you

worked the "outgoing section". When outgoing mail was worked up you reported to "incoming mail" and worked city mail (unless you haven't completed your city schemes, in which case you went home).

No breaks! The union had no standing under federal law at the time. The union couldn't even represent you unless management allowed it! Get on the wrong side of a supervisor and he simply made it so miserable for you that you either punched him out or quit. Either way, you were done in at the post office.

The Break Rooms were a joke. Filthy and drab, few employees used them. The restrooms were likewise a joke. There were no doors on the toilet stalls! After all, there's no way of telling what illegal acts you might be up to while in there. Inspector's windows glared down on you as you performed your bodily functions. At this time we were just closing out the Eisenhower administration. Eisenhower had vetoed seven out of eight federal pay raises. (At this time you were paid according to the dictates

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Don't Let the Postal Service Take Your Pulse!

It is that time of the year when the Postal Service wants to take your pulse! Like previous years, the 2018 Postal Pulse survey showed the USPS what we already knew: Your work environment is not good; your supervisors treat you poorly and morale is low. The mean score changed by less than one-tenth of a point—suggesting nothing has changed at the Post Office. One statistic that trended in the right direction in the APWU's opinion, was

employee participation in the survey. It went down from 46% in 2017 to 42% in 2018. The APWU's goal is a zero-participation rate.

The APWU implores you once again: Do not participate in the 2019 Postal Pulse Survey. You are probably being flooded with emails, postcards to your home, stand-up talks, posters on time clocks, and other tactics to try to get you to take the survey.

So, what has the Postal Service done in the last year? Have things improved since the survey was first put out and found that the USPS ranked low in every category? The reality is, the steps the Postal Service took to make the workplace "more engaging" are meaningless. You still have difficult supervisors and you are having more demanded of you, putting your health and safety at risk. Staff is being reduced, people are being excessed and morale is being decimated.

And now, in 2019, the survey is being pushed immediately before the APWU will begin interest arbitration

with the Postal Service to establish a contract. There is more than a good chance that the results of this survey will be utilized, as has been done previously, in interest arbitration against you.

The Postal Pulse and any initiatives to get you to participate are not in your best interest. Participation in these programs will not fix the issues. Postal management has not listened to your direct pleas to your supervisors, either in your grievances or in meetings at the local, area and national level. Only collectively, demanding compliance of the Collective Bargaining Agreement and speaking in one voice, will we force management to change their ways. Stand united – and do not be fooled by these "wolves in sheep's clothing" initiatives created to divide us.

Management may also ask people to join focus groups and participate in management-initiated events to make the work place more "engaging" or

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Non-Profit
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Permit No. 303

Iowa Postal Worker
P.O. Box 539
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The Good Old Days

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of Congress and the President.) The one raise we received under Eisenhower was slipped through by Congress by giving everyone in federal employment a step increase instead of a percentage raise thus bypassing a probable veto. (We were the Level 4 clerks.) When Kennedy entered office one of the first things he did was to give the union officials standing under Federal law. This was the true beginning of the Federal union movement.

Christmas time. Not like it is now. You might have to work from the middle of November thru Mid-January without a day off at 12 hours a day. In

December, the place was flooded with Christmas help.

How about vacations? Forget it! Subs didn't get on the list and if they had the chance, they usually couldn't take advantage of the opportunity because they usually used up vacations hours to fill out skimpy paychecks thru the year.

Now, I certainly agree with the attitude of the employees today as to how bad conditions are today. BUT, things are by no means as bad as they were. However, if you wish to return to conditions such as I have related, don't support your fellow employees when they have a grievance that doesn't directly affect you. If you think you can make pri-

vate deals with management, and not weaken the contract which is your only protection from management dealing with you as it sees fit, you are sadly mis-

taken. "Those who do not learn from history, are doomed to repeat it."

That's all I have to say.

—Black Swamp Outrider

Don't Let the Postal Service Take Your Pulse!

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more "efficient." These are not sanctioned nor approved by the union. They were not negotiated and use of them violates the union's right as the sole representative of the bargaining unit employees under Article 1. Don't do it!

We have a negotiated grievance process and a negotiated labor-manage-

ment cooperation process to address workplace issues. Management needs to start following our contract, dealing with the grievances already filed and making sure the hostile frontline supervisors are dealt with. Your union knows the "pulse" of those we represent. If a local supervisor or manager cannot see the problems without a survey, then they are part of the problem.

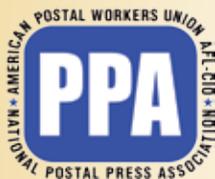


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The Labor Press is the most important media to keep its members informed.



President Potpourri

by Kim Karol,
IPWU President

Once again I have several topics to discuss, but no them-seems Potpourri is becoming a dictating theme.

Recently I was interviewed by FOX/CBS News at a rally for Women's Rights and I wanted to set the record straight. I participated in that rally because I feel very strongly that an individual should have the right to

make decisions about their health. Your body is sacred, and any decisions about what happens to it is intensely personal. This is not something that should have a gender label. I do not understand why we are still subjected to

distinctions regarding gender, race and others. Why are we not insisting that we all be considered as individuals equal under the law, required to pay the same taxes, given the same opportunities to health care, education and a living wage? Allowed the pursuit of happiness! Instead as individuals we are sanctioning the same tyranny that our fore fathers fled (economic elite = aristocratic elite) to set religious based public policy that divides communities and creates misery for anyone that does not share their religious values. It doesn't have to be this way, we have options. Participating in rallies, signing petitions, attending Town Hall meetings, writing letters to representatives are all tools that you can use to stop this wave of oppressive, regressive policy trend. The most powerful tool is your VOTE. I believe this country is great when we celebrate our individualism, welcome new ideas that stretch our imaginations and improve our understanding of the world we share. We should be collaborating for a better future, not stigmatizing one another and diluting the future's potential. I intend to fight for my right to be different, to live my life and for my children and grandchildren to have the same freedom. I will only vote for an individual that embraces these

ideas and have shown a commitment to these concepts through deeds or policy making. "I'll Live My Life and You lead yours" borrowed from a local farmer's sign that says "I'll Farm my land, You Farm yours."

We have conducted our first District Safety & Health Meeting in an effort to address many of your concerns regarding the conditions of your office as a result of the lack of

"I believe this country is great when we celebrate our individualism, welcome new ideas that stretch our imaginations and improve our understanding of the world we share. We should be collaborating for a better future, not stigmatizing one another and diluting the future's potential."

cleaning that is being scheduled by the Postmasters. At the moment this committee is comprised of Bill Bagg (Cedar Rapids, Maintenance) and Stephen Griffith (Davenport, Clerk) for the union and Anjie Pettinger (Mgr Human Resources), Jody McCune (Mgr. Safety) and POOMs that will rotate in, one each quarter to focus on issues in their respective

America's war veterans come in a wide variety of sizes, shapes and ages. Their collective experience spans two world wars and several foreign conflicts. They have followed war mules through Flanders Field, dropped from landing barges onto the beaches of Normandy, faced the icy cold of Porkchop Hill and trudged the rice paddies of the Mekong Delta.

But, regardless of differences in

areas. The next meeting has been scheduled for August 20 and will focus on issues in POOM Area 2. If Wendy Berg is your POOM and you have safety concerns please make sure that you are notifying the union of your concerns. If the issue needs immediate attention we will not wait until the next meeting to discuss your concern. If you consider this an eminent danger please talk to

your Postmaster to give them an opportunity to fix the danger immediately. If there is no response from the Postmaster file a PS 1767 with the District Safety Office at 7900 Hickman Road, Des Moines, IA 52403. The committee will be focused on providing the appropriate training to any clerks that are performing custodial cleaning duties, and making

sure the required PPE is available.

I have real concerns for all employees that are handling parcels. There is a real danger of exposure to opioids coming in to the area for delivery. Fentanyl is being shipped into the country for delivery in our state and I believe the Postal Service needs to do more to safe guard the employees that are handling this incoming mail. At the moment

Narcan is being deployed in plants around the country to be used in an emergency in which exposure is suspected. While this is a start, I do not believe the protection is good enough and have been advocating that Narcan be made available in all offices. At the District level I have asked that at least those offices that service communities with college campuses be provided with this preventative, believing students to have a greater tendency to order online, and be looking for these products. While I have not been

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A Veteran Is . . .



A veteran is the first man up as the flag passes by on the 4th of July, and the last one down, for he has been a witness to the blood and tears that make this and all other parades possible.

A veteran is a man of peace, soft spoken, slow to anger, quick to realize that those who talk most about the glory of war are those who know least about its horror. He

never jokes about war; he's been there, and still sees on memory's vivid screen

makeup and experience, all veterans share a common bond – a brotherhood of memory and hard-won wisdom that helps define their character.

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Keep Your Eye On The Prize . . . Your Paycheck!

by Stan Porter

Management has claimed, now for many years, that we are over-staffed. They continually make that claim, it seems, to justify the cutting of overtime hours. But the truth is we are horribly understaffed. Look around you. Every area, almost every machine, there are holes that need to be filled. The problem is management. If we are so over-staffed, why do we all continually see someone from the managerial staff posted up and working in one of the clerk-staffed areas. Especially in the DBCS areas.

Now the light has come on for management. Some managerial muckety-muck has realized that we are under-staffed and has decided to fix this problem. But instead of hiring more personnel or converting PSE's, they decided to right-size staffing by removing one (1) AFSM machine and one (1) AFCS machine and locking-out two (2) DBCS machines, which will occur in the near future. If they don't have those machines around that reveal the staffing reality, they can justify their claim of having too many employees. But, alas, those areas are still under-staffed.

Now information is coming to light that manage-

ment has performance bonuses directly tied to the shortening of overtime

hours that could be paid to you. So instead of you getting paid, someone from management will be paid because they stopped you from getting those overtime hours.

You, yes you, must be vigilant in monitoring management utilizing their staff or using mail handlers to perform clerk craft bargaining unit work. You must report each and every incident that you see to your union. Someone once said to me "Well, if they want

to work, it's just less work that I have to do." Really! Grievances must be filed each and every time this goes on.

The job you save may be your own or someone with less seniority. This practice also stops management from converting PSE's because the work is getting done. Management doesn't care who does the work as long as the work is getting done.

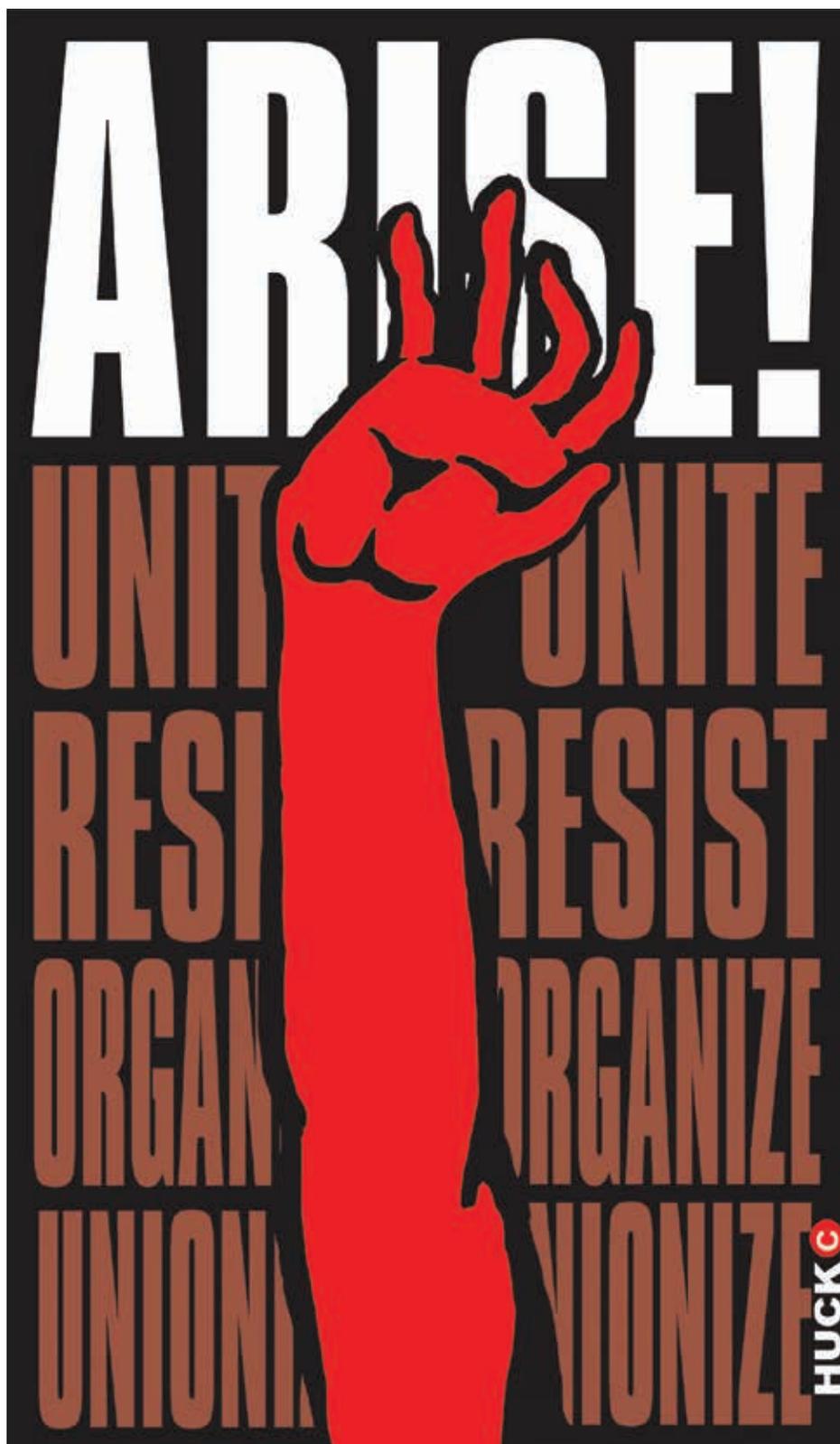
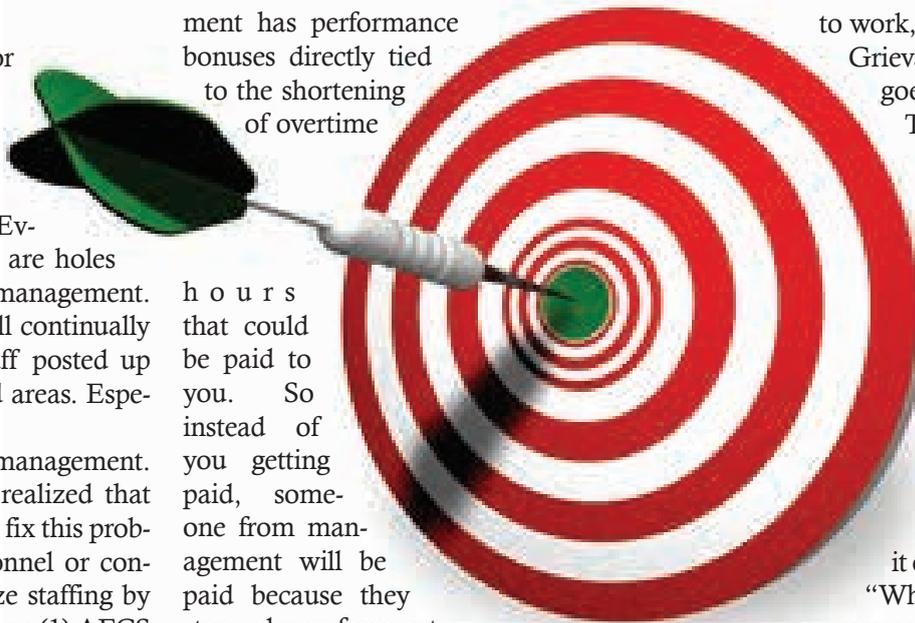
I implore you and also challenge you to report any staffing violations directly to you union representative. If no one is in the office, write a statement and slide it under the door in the inner office. Someone will see it and act on it. Your statement does not have to be on an official form. Write it on a plain sheet of paper. Just write it. Include "Who?, What?, When?, Where?, How long they were performing a function?

Also, be sure to sign, date and include your EIN on that statement.

Protect your job and your co-workers job. You are your brother's (and sister's) keeper.

Your Brother In The Struggle.

— The Communicator



New TSP Rules Effective September 2019

by Joe Gordon

The long awaited and sorely needed changes to the Thrift Savings Plan (TSP) withdrawal options will become effective this September. This will prove to be an incredible benefit to APWU members that have taken full advantage of this retirement investment program. I cannot overly stress the importance for FERS covered employees to contribute at least the matched amount of 5% base salary each and every pay period.

I shudder each time I hear a member tell me that they "cannot afford" to have TSP withheld at the present time; to that, I say you cannot afford not to! First and most importantly the money one contributes is matched by the USPS, so in effect, you're investment immediately doubles. I would also encourage folks to invest an amount above the 5% matching. The legal contribution limits for 2019 are \$19,000 with an allowance for an additional \$6,000 for the "over 50" crowd. It is not too late to take advantage of this important benefit regardless of how close to retirement you are today, just do it.

Now for the really good news. The TSP will allow withdrawal options that will essentially make the program as easy to access as a savings account.

They have expanded and improved the existing withdrawal options, both age based in service as well as after separation possibilities.

The TSP will now allow one lump sum withdrawal per month; In other words twelve times per year.

It would seem to me that once every 30 days would be more than sufficient to manage one's finances during their retirement years, especially considering that your pension and possible social security will be coming on a regular monthly basis.

I would suggest that everyone go to the TSP site to peruse the new regulations. There are a number of improvements on the existing options as well as information on the various funds, especially the Life Cycle funds.

Those retired members that have been accessing their accounts already will have the expanded options available this fall as well. Thus, I would suggest that retired members think long and hard before making a decision to roll their TSP investment out of the program into a private investment option; certainly, get professional guidance before doing so. A significant change will allow still working (in service) folks that are at least 59 1/2 multiple (up to four times per year) unpenalized lump sum withdrawal options.

— The Communicator

Stay
involved with
your Union!

Sometimes I Sits And Thinks (And Sometimes I Just Sits)

Don't you wonder why people do what they do? I do. I always try to determine just what may have motivated a person to make their decision. I try to look at the problem from their perspective and finally understand it. Once you understand a person's motives you can understand their actions; however, sometimes that is very difficult. I still can't understand why Mr. and Mrs. George would ever name their son (?) Boy.

A more pertinent question is why is the Postal Service so adamant that their employees are overpaid? First, it was the Heritage Foundation, then the Grace Commission Report and finally the Postal Board of Governors, they all determined that Postal Workers are in fact overpaid. You should know, you, the postal worker, don't you feel overpaid?

The motive seems simple enough: reduce payroll, increase profit. It is a very basic, if not THE basic, principle of business. The necessity for profit is real enough, it was mandated in the 1970 Postal Reorganization Act. But the USPS has in fact operated in the black for the past several quarters.

Thus, the motives must be more complex. Let's consider some possibilities. Maybe the Board of Governors, the Postmaster General and the powers that be have determined that the standard of living for postal workers is too high. Are we from a station in life that should not receive compensation for our efforts equivalent to what we are now receiving? If all postal workers quality of life is reduced through lower income; will that be beneficial to the Nation? I have difficulty accepting this position, but it may be possible that people from higher stations in life feel that we are not worth what we receive and desire to increase that gap that separates us from the "upper class."

Personally, I think something should be done to increase the standard of living for those at the very lowest station in life and then watch the "trickle up effect" take place.

A more acceptable motive may be that the powers that be are interested in repealing the Private Express statutes.

The White House has shown a consistent disregard for labor Unions and Federal employees. While at the same time the administration has been very friendly with business. The business world in a free market is obviously important. Also, to be effective a profit must be shown. Profit the "upper class."

Profit is the motive and thus the incentive. Unfortunately, it is difficult to determine the difference between incentive and greed. Make no mistake

about it, it is greed that motivates private industry to seek the right to handle first class mail. The time to make a move is now because they have a friend in the White House.

Will the public benefit from the break up of the Postal Service? Did the Russians attend the 1984 Olympics?

Did your phone rate decrease with the break up of the telephone monopoly?

Now it is much easier to understand the USPS position during con-

tract negotiations. First, offer a completely ridiculous contract proposal; second, stall through negotiations; third, make

a final last-minute proposal only slightly less ridiculous only to fulfill the obligation to bargain; and finally, attempt to disrupt the Unions and get public backing that will lead to repeal of the Private Express Statutes.

The whole scenario is quite depressing. The future is in the hands of the delegates to the National Conventions.

It is quite clear what our response must be. First, we conducted a National day of informational picketing on August 15, then on Labor Day we joined with all of labor to March in solidarity against the anti-labor administration.

Finally, on November 6, 1984 we can voice our displeasure with the White House by casting a vote.

Sometimes I sits and thinks and I get depressed, so I just sits. I can no longer just sits.

— The Communicator

The DMI-APWU Membership Appreciation Day

will be held on

Saturday,

September 7, 2019

11:00 a.m. – 6:00 p.m.



LABOR PARK
4640 Morningstar Dr.
Des Moines, IA.



There will be kid's activities, crafts,
free ice cream truck, music,
COPA prizes, Auxiliary raffle,
and plenty of food.



We need volunteers for set-up and clean-up.

TO VOLUNTEER CONTACT:

Viola Seger, 265-7371 or Cindy Housh, 669-9518

What Is An Employer Claim?

Whenever the U.S.P.S. makes a demand for money for any reason, this is called an Employer Claim. As an employee of the U.S.P.S. we may be liable to pay back money owed to our employer for any reason. Management can make a "Claim" when a Sales and Service Associate (Window Clerk) is "out of tolerance" on the window, or if an error is allegedly made when calculating negotiated benefits, or if the U.S.P.S./O.W.C.P. makes a "Claim" that the Clerk owes the Continuation of Pay benefit. In accordance with Article 28, management has the right to make an Employer Claim.

Some Clerks will receive an invoice from Eagan, Minnesota when the Clerk requests Annual Leave recredited when management has transacted A/L instead of LWOP (for FMLA, military, etc.). You have the choice to pay this invoice or leave things as they are. In this example, you requested this action which resulted in an invoice being sent to you and you have the option to pay this invoice or not. Sometimes,

you may receive an invoice from the U.S.P.S. payroll and have no idea why you received this document. You can ask your supervisor to find out why you were sent an invoice. Regardless of the reason, a good rule of thumb is that if you didn't request the action which triggered the invoice, the union recommends that you make sure the contract is followed. If management demands payment, request a Steward as soon as possible. The invoice itself may not have the information required in accordance with Article 28 of the National Agreement.

Article 28 states: "In advance of any money demand upon an employee for any reason, the employee must be informed in writing and the demand must include the reasons there for." Management must issue a "Letter of Demand" with the determination of existence, nature, and amount of debt. Furthermore, your appeal rights should be included. Management has a right to issue a Letter of Demand, and Clerks have the right to challenge

the merits. Always request a Steward to ensure that your rights are protected in accordance with Article 28 and the Handbooks and Manuals. Sometimes after a full investigation, it is found that you do owe the money. The contract states that, "No more than 15 % of an employee's disposable pay or 20% of the employee's biweekly gross pay whichever is lower, may be deducted each pay period to satisfy a postal debt, unless the parties agree, in writing, to a different amount" No money can be collected until the grievance and/or petition has been filed pursuant to the Debt Collection Act has been exhausted of contractual and/or administrative remedies.

NEVER IGNORE A LETTER OF DEMAND! A Letter of Demand that is ignored is a debt that must be paid.

Clerks who are Sales and Service Associates are especially vulnerable to receiving a Letter of Demand unless the Clerk "exercises reasonable care in the performance of his/her duties. What does that mean? Management

is responsible for adequate security, an established procedure for cashing checks, and giving audits every 4 months. Clerks should keep a record of poor financial practices at your Post Office. Always lock your drawer, never let anyone work out of your drawer, put your "RSS" in standby when away, stay within tolerance, and check your key envelope to insure that it has not been tampered with. Taking these precautions should help prevent a Letter of Demand.

I have grieved instances where management took leave right out of a Clerks Annual leave balance to collect an alleged debt, or issued a Letter of Demand for miscalculation of leave 25 years ago. Always check your paycheck to see if your leave/pay adds up, and question any invoices sent to you. Failure to grieve or file a petition pursuant with the Debt Collection Act could cause you to owe money that may not be contractually owed. Always request a Steward.

— Source: *The Hi-Lites*

Scapegoating Unions For The Postal Service's Phony Crisis

Blame it on the unions. When corporations, governments, or public agencies are facing financial challenges, this is often the default explanation.

We saw this knee jerk response at a recent Senate hearing on the U.S. Postal Service. The Committee on Homeland Security and Government Affairs called the March 12 hearing to discuss recommendations from a task force appointed by President Trump that include cutting or privatizing various postal services, increasing delivery prices, and — you guessed it — eliminating employees' rights to collective bargaining.

Committee Chair Ron Johnson, a Wisconsin Republican, seized on the anti-union proposals. He repeatedly inquired about the wages and benefits that USPS employees enjoy compared to private sector employees and questioned whether postal workers should be allowed to continue to collectively bargain over wages.

This hardly comes as a surprise. Johnson was an ardent supporter of Governor Scott Walker's efforts to undercut public sector unions back in his own state. Why wouldn't he be just as eager to cut union rights for postal employees?

As the Trump task force notes, postal service employees have more rights than other federal workers to bargain over wages and benefits. The workers won these rights during what's known as the Great Postal Strike of 1970.

Over the course of a week, as many as 200,000 postal workers walked off the job or called in sick to protest their meager pay, poor working conditions, and long hours. They shut down post offices in 13 states.

When the Nixon administration finally reached a settlement with the workers, wage bargaining rights were part of the deal.

Nearly five decades later, the Trump task force now argues that postal workers don't deserve these rights because they don't face "the same level of risk that their company will go out of business" as private sector workers do.

The postal worker unions beg to differ. Over the past decade, they point out, the postal service has endured tremendous insecurity, with the closure or consolidation of 485 of its 685 mail processing facilities, more than 200,000 career job cuts, and reduced hours of operations at 13,000 primarily rural post offices.

Despite these cutbacks, the postal service is still a vital source of good jobs in every community — and union

rights are a key factor. Research has long shown that collective bargaining rights lead to higher pay, narrower racial wealth gaps, and more generous employer pension contributions. Unionized workers

are also likely to be covered by employer health insurance.

Attacking postal workers' union rights is merely an ideological distraction from the real cause of the postal service's financial losses.

In 2006, Congress created this crisis by passing the **Postal Accountability and Enhancement Act (PAEA)**, which requires the USPS to set aside reserves sufficient to cover the cost of its employee post-retirement health benefits 75 years into the future.

Without this pre-funding mandate, the Postal Service would've made money in every year since 2013. To strengthen the postal service, Congress should repeal this onerous mandate and embrace other solutions, like in-

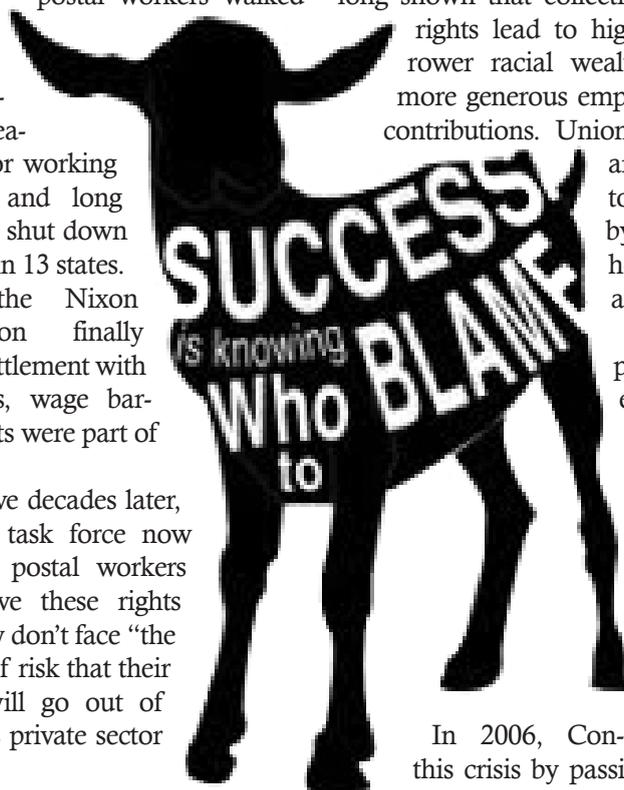
tegrating USPS retirees into Medicare and supporting expansion of revenue-generating services like postal banking.

However, at the senate hearing, Margaret Weichert, Deputy Director for Management at the Office of Management and Budget, agreed with Senator Johnson about the virtues of abolishing collective bargaining rights and ignored the prefunding mandate. OMB has taken a particularly hard line on the postal service. In a June 2018 report, OMB called for a shocking and unprecedented amount of service cuts. That, combined with their recommendations to end collective bargaining and to cut postal worker pay and benefits, is aimed to help "prepare [the USPS] for future conversion from a Government agency into a privately-held corporation."

Fortunately, the postal service and its customers and employees have a strong advocate in Vice Chairman of the USPS Board of Governors David Williams.

At the senate hearing, Williams dismissed the notion that ending collective bargaining rights would do anything to put the service on a stronger financial footing. Instead, he honed in on the burden that the prefunding mandate places on the USPS, saying that "It's been devastating. It wiped out our entire ability to make capital investments [...] We're having to cut back so fast, we can't understand fully the impact

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Benefits At A Glance: Newly Converted Employees

Get involved in your union. Go to union meetings. Congratulations to all newly converted career employees!

As a career employee you now have more rights and benefits. Below are many of the benefits that are either now available to you for the first time or which are improved upon as a career employee. All thanks in large part to the union negotiated contract with the USPS. **Health Insurance:** The USPS will now pay more towards the premiums of all plans thanks to the APWU contract.

Additionally, please remember that Health Plan Open Season occurs once per year for an approximate one month period near the end of the year and allows you to change your current plan to a different plan during this period. (Certain personal situations that meet the criteria of a Qualifying Life Event (QLE may allow you to change your plan during other times of the year. Marriage, divorce, birth of a child, etc. would meet the conditions of a QLE.).

Life Insurance: You now have the opportunity to enroll in a Federal Employee Group Life Insurance plan. If you have family members who depend on your income you may want to make sure they are protected in case something happens to you. You have a limited amount of time to enroll in this so please review all information the USPS sends you as soon as possible.

Job Bidding: As a career employee you have the opportunity to bid on vacant duty assignments that are posted. The rules vary somewhat depending on what craft you are in (Clerk or MVS) so contact your steward to find out more information on how to bid and apply.

Overtime List: You can sign up to work overtime for every 3 month period (quarter) during the year. The Overtime Desired List allows you to sign up to work your off days and/or before tour and after tour. Check with your steward on how to sign up for overtime if you have any questions.

Holidays: As a career employee you will get 10 paid Holidays. These are: New Year's Day; Martin Luther King Day; Washington's Birthday; Memorial Day; Independence Day; Labor Day; Columbus Day; Vet-

eran's Day; Thanksgiving Day; and, Christmas Day. Additionally, in conjunction with the holidays, you have a right to volunteer to work the day designated as your holiday and/or any of the other 2 days considered part of the "Holiday Call." Contact a steward for further information on how to go about this.

Contractual Pay Increases: You will get annual pay increases and Cost Of Living pay increases where applicable added to your hourly and yearly rates of pay.

Step Increases: In addition to your contractual raises and Cost Of Living Allowances guaranteed under the union contract with the USPS, newly converted career employees also get step increases depending on what pay level you are in as follows:

- Level 3 = 44 weeks
- Levels 4-7 = 36 weeks
- Levels 8-11 = 30 weeks

Sunday Premium: Full time career employees receive an additional 25% of their hourly base pay during a scheduled tour that includes any part of Sunday. This cannot exceed 8 hours per day and does not apply when you are working on overtime.

Penalty Overtime Time Pay: Also known as "double time" pay, this applies under certain situations such as when working both off days in a service week or over 10 hours in a service day.

Annual Leave: Is accrued based on your number of years of creditable Federal service (military time included.) less than 3 years of service = 104 hours per year; at least 3 years and less than 15 years of service = 160 hours per year; 15 years or more of service = 208 hours of annual leave per year. Keep in mind that these hours will be pro-rated for the remainder of the year but at the beginning of the new year you will get the total amount forwarded to you to be used for the duration of the year. Also, as a career employee you will be asked to choose annual leave for the next year as part of the "initial annual leave" selections. This is usually done in December and is based on your seniority in the section or office you work in.

Sick Leave: Is accrued at no more than 4 hours per pay period based on number of paid hours in a pay period.

Unlike annual leave, sick leave is NOT forwarded to you as you must earn it as you go.

Transfers: As a career employee you may request a transfer to another office anywhere around the country.

The approval is based on certain criteria that must be met prior to the transfer being approved.

Human Resources Shared Services (HRSSC): You can call 1-877-477-3273 when you have to report an absence, to bid or to check on other postal related benefit issues. You should have already received a pin number sent to you to allow you access to the HRSSC phone system.

Federal Employee Retirement System (FERS): You qualify for a pension when you retire and are automatically enrolled in FERS. The amount is based on your years of service and your base pay. Previous military service and casual service prior to 1989 can be counted provided you take measures to buy back that time. HR Shared Services can be contacted for further info on military and casual buyback at 1 877 477-3273.

Thrift Savings Plan (TSP): Is a retirement savings and investment plan that is separate from the Fed-

eral Employees Retirement System plan.

You may contribute money from your paycheck into the TSP with matching funds up to 5% of your base pay. There are several different funds you can invest in. See tsp.gov online for further information.

Liteblue and PostaleASE: Make sure you are password registered to access these sites in order to utilize many different employment options from viewing your pay information to bidding on jobs to applying for a transfer to TSP contributions. Remember, the password for these sites is different than the one used to contact HRSSC by phone. The web addresses are liteblue.usps.gov and ewss.usps.gov.

*These sites are best viewed using the Internet Explorer browser.

APWU Website and News: As an APWU member you can keep up on postal and union related news at the website apwu.org. Additionally, you should receive the APWU magazine every 2 months and the local newsletter 10 times per year. Read this information to learn about your rights as postal employees and ask questions!

Postal Jargon Decoded

POSTAL TERMINOLOGY: Adjust delivery frequency to better reflect current mail volumes and customer habits.

ENGLISH TRANSLATION: Less service to the public and hope they do not notice.

POSTAL TERMINOLOGY: Expand access to postal products and services.

ENGLISH TRANSLATION: Install more APCs.

POSTAL TERMINOLOGY: Establish workforce flexibility that allows USPS to put the right people at the right place, at the right time.

ENGLISH TRANSLATION: More casuals.

POSTAL TERMINOLOGY: Apply the Consumer Price Index cap to all Market Dominant mailing products, rather than the current restriction which caps prices for every class of mail at the rate of inflation.

ENGLISH TRANSLATION: Charge the average customer more to give big mailers a larger discount.

POSTAL TERMINOLOGY: Expand products and services by allowing USPS to evaluate and introduce more new products consistent with its mission.

ENGLISH TRANSLATION: We screwed up the core business so bad, we need to try something else.

POSTAL TERMINOLOGY: "There is no easy or quick fix," said Potter. "When you hear us talk about solutions, we're talking about a 'suite of solutions.' We want to keep a balanced approach and consider the interests of all stakeholders."

ENGLISH TRANSLATION: Going to try to abolish the "no-layoff" clause and COLA during contract negotiations. If successful, it should result in a big "pay-for-performance" bonus.

— 101 Facts

Scapegoating Unions For The Postal Service's Phony Crisis

continued from page 6

of what it is we're doing. It's been very, very serious."

Getting rid of collective bargaining, as has been suggested, is not the way to ensure the sustainability of the postal service and its role as a provider

of good middle class jobs. We need to can the pre-funding mandate so we can keep moving the USPS forward.

— *Oped originally written by Bruce Wakamo. Brian Wakamo is a researcher on the Global Economy Project at the Institute for Policy Studies.*

Management 101 – Divide & Conquer

by Michael L. Fincher,
Trust?

Be careful who you trust, and always remember – management cares more about themselves than they ever will about you! Sort of a strange way to lead off with an article, but a few things occurred recently that got under my skin a little bit more than normal. While I wanted to focus on Interest Arbitration and what it means for our expired CBA, I need to shift gears a bit and make some things crystal clear. While USPS Headquarters is out for blood with the National Contract, wanting to cut benefits, no lay-off protections and freeze wages (to name a few), these things hit a bit closer to home and should serve as a stern reminder to every one of you to *never* rely on management to do the right thing, and *never* take them at their word.

Incapable Of Doing Right!

I was recently in a Step 2 meeting handling a subcontracting grievance. For those unaware, step 2 grievances are pretty much the highest level of handling locally – If we can't agree at step 2, they are sent off to have regional labor reps have a try – for MVS, our labor rep is in Chicago. During this meeting, grievance time limits were brought up. Seems management thinks I was late in filing my grievance, and to demonstrate the time limits to me, management seemed overjoyed to parade an arbitration award in front of me. This arbitration was one that management had won weeks prior **right here in Toledo!** The specifics of their arbitration were moot in our step 2, because it was apples to oranges (though management is convinced their win is the be-all, end-all to the grievance process – despite years of mutual latitude in the grievance process). What stuck out to me was the fact that management even presented this case to arbitration, prevailed, and was now rubbing my nose in it. Seriously? See, the NALC (Letter carrier union) filed a grievance some time ago and won some money for their member(s). Fast forward till more recently, USPS still hadn't paid up. So, the NALC filed a grievance to get their

people paid and it ended up at arbitration – and management won based on time limits. The union should have filed within 14 days of not getting paid, to get paid (confused yet?). In a nutshell, management screwed their employees and lost in the grievance arena. Management then refused to pay those same employees that got screwed, and because the NALC was beyond 14 days in demanding those employees get paid, the 2nd grievance was deemed untimely and denied at arbitration, rendering the 1st grievance dead, and those members totally out of luck, despite a settlement agreement to pay them. Now, we can say shame, shame, shame all day for the NALC in being lax in enforcing the settlement. I'd hate to wear that egg on my face. Perhaps there was good reason in not enforcing it. I know often, settlements are made and without requiring proof of payment, they fade into memory. Weeks fade to months and years, then we are asked "what ever happened to my grievance about . . .?", only to find it was settled and never paid. **What cuts me to the bone** is management going to such great lengths to stick it to their employees. It's this sort of bad bargaining that takes the fracture between Labor/Management and opens it up to a divide that rivals the Grand Canyon. Not only did management violate the employees the 1st time around, they did it a 2nd time by not paying them – and for good measure, they prevailed against those employees they owed on a technicality. Rather than doing the right thing and simply paying up what was owed – management took this grievance "the distance", to stick it to the employees. And now to add insult to injury, they were presenting it to me as a reason why my grievance won't hold up. First, I don't care if it was thousands of dollars and years had gone by. You owe it, you pay it. – And here they are, showcasing this win in front of me basically saying, yep, we violated the contract, but because we've been getting away with it, we get to do it forever. Its disheartening working with people who are suddenly incapable of doing what is right, because their job is to

get away with what is wrong. Make no mistake though. If you somehow owe them money, you best pay up! – Remember this when you're asked to go above and beyond, skip your lunch or work through your break. Once upon a time, doing the right thing, was the right thing to do. I guess only us bargaining employees are held to that standard these days. Here we have management personnel whose job is to abide by collective bargaining agreements, going to great lengths to circumvent those agreements and mitigate liability. Years ago, we had some in management who would settle these cases based on the facts. Now they refuse to settle and then twist those facts to dismiss responsibility. Now more than ever, it is critical that you notify your union (request union time) of potential violations ASAP. Be willing to participate by writing a statement and going on the record. The more we unite, the harder it is for them to divide, and that seems to be management 101 – Divide and Conquer.

Weingarten Rights

Let's talk Weingarten rights quickly. This is an important right that **YOU** must exercise. Weingarten rights is your right to union representation at investigative interviews (among other rules that go along with it). This isn't like being read your Miranda rights by the police, where *they* must initiate. **You** must stand up for your rights, otherwise management will continue and leave you in a sketchy situation. Any time management sits you down and conducts an interview that could result in discipline, affect your working conditions or relationships or could result in you being fired – you have an undeniable right to representation before continuing. **USE IT!** I suggest you carry with you a Weingarten Rights card, and any time you are confronted by management – present it to them and keep quiet. My personal recommendation is to simply not talk to management period. You're there for a job and so are they. Unless they are providing job instruction and guidance, they should have few reasons to engage you. Plus keep in mind,

any time you talk with management, it could potentially lead to discipline for you or your co-workers. So its easiest to simply not associate with them, and if they want to talk anything aside of giving job instruction, have a witness (preferably a union steward) present. Often you can figure out managements motives simply by requesting a steward. Do your job. Do it well. Even if you have nothing to fear – 100% innocent, or you are totally guilty and ready to pay the piper, you need your rep! **Never** rely on management to do the right thing, and always be cautious of where you place your trust. The grass is full of snakes – and all snakes bite.

Toxic VMF

Very briefly; we are still dealing with a toxic environment in the VMF. Despite a climate survey that suggested deep concerning issues in the VMF – Management has done what management does best. Nothing. This is a systemic failure that starts from the top down. This is going to continue to draw grievances, EEOs and Labor Charges. Not to mention the impact it causes on employee's lives, morale and well-being. We recently went through a shop re-bid which should have been a straight forward process that allows employees to exercise their rights to bid on assignments based on seniority – but management seized the opportunity and changed hours of bids to make them less desirable for everyone. In true management fashion, if it makes sense, chances are they'll pick the opposite in spite.

PVS Issues

In PVS, we're still hiring for the DAS award, even though nobody (on either side) can explain to me what the issue is. Management seems unwilling to do their due diligence and work hard at getting these positions filled – which suggests to me that they don't want it to work. Perhaps the plant is closing? Perhaps they are hoping the work will get awarded elsewhere? Perhaps they are biding their time till retirement and don't care? I hope sometime soon we get this off the ground, but in the meantime – I hope APWU HQ puts their foot down and starts incurring damage. I have been told that USPS keeps pleading for mercy because they can't find enough people. Hogwash! First the PTFs were getting hours by taking work (not hours) from the FTRs. Then they were sitting in the break room to get their hours. Now they are getting their minimum guarantee and are frustrated to say the least. Hang in there folks! It'll happen. I've been complaining several times a week up the chain trying to get some progress. If they'd insource the work, the people would come. Nobody wants to leave a job to come to USPS and sit at home waiting for work. But they don't care. In solidarity.

— The Black Swamp Outrider

MEMBERS' BILL OF RIGHTS

From The Constitution And By-Laws Of The American Postal Workers Union, AFL-CIO (as amended 8-18-06)

1. Every member has the right to be respected as a human being.
2. Every member has the right to be respected as a brother or sister of this Union.
3. Every member has the right to freedom of speech and the right to be heard.
4. Every member has the right to the freedom to listen.
5. Every member has the right to the freedom of the press.
6. Every member has the right to participate in the activities of this Union.

7. Members shall not be denied the right to seek any office or the right to vote in this Union because of race, color, creed, sex, sexual orientation, nationality, handicap; political affiliation, age, or religion.
8. Every member has the right to support the candidate of his/her choice and to participate in that right with others.
9. Every member has the right to a fair trial, to be represented by an individual of his or her choice, and to proper appeal procedures.
10. Every member has the right to be secure in his or her basic rights without fear of political, economic, physical, or psychological intimidation.

Hatch Act

The U.S. Office of Special Counsel (OSC) is an independent federal investigative and prosecutorial agency. Their basic authorities come from four federal statutes: the Civil Service Reform Act, the Whistleblower Protection Act, the Hatch Act, and the Uniformed Services Employment & Reemployment Rights Act (USERRA).

The Hatch Act is a federal law passed in 1939. It prohibits federal employees, including postal workers, from engaging in political activity while on duty or in a federal room or building. For purposes of the Hatch Act, political activity is defined as activity directed at the success or failure of a political party, partisan political group, or candidate for partisan office. This prohibition is broad and encompasses more than displays or communications, including in-person and via email or social media that expressly advocate for or against President Trump's reelection. For example, while on duty or in the workplace, employees may not: wear, display, or distribute items with the slogan "Make America Great Again" or any other materials from President Trump's 2016 or 2020 campaigns; use hashtags such as #MAGA or #ResistTrump in social media posts or other forums; or display non-official pictures of President Trump.

Some of the things you MAY NOT do are:

- May Not engage in political activity;
- May Not wear or display partisan political buttons, t-shirts, signs, or other items;
- May Not make political contributions to a partisan political party, candidate for partisan political office, or partisan political group;
- May Not post a comment to a blog or social media site that advocates for or against a partisan political party, candidate for partisan political office, or partisan political group.

Some of the things you MAY do are:

- May be a candidate in a nonpartisan election;
- May register and vote as they choose;
- May assist in voter registration drives;
- May contribute money to political campaigns, political parties, or partisan political groups.

Any employee who violates the Hatch Act is subject to a range of disciplinary actions, including removal from federal service, reduction in grade, debarment from federal service for a period not to exceed 5 years, suspension, letter of reprimand, or a civil penalty not to exceed \$1000.

In October of 2016, there were 2 postal employees both from the office in Ashtabula, Ohio, who were



suspended for violating the Hatch Act. The first employee violated the Hatch Act's prohibition against engaging in political activity while on duty and in the federal workplace when he brought campaign signs promoting a presidential candidate into the post office. He had obtained them from his union to distribute to other union members, but was advised not to distribute the signs at work. Nonetheless, he announced during a morning staff meeting that the union had endorsed the candidate, and he had signs in his work-

space for anyone who was interested. In a settlement agreement, he agreed to serve a 30-day suspension for his violation. The next morning, post office employees received a briefing on the Hatch Act. The second employee, who supported a different presidential candidate, then filmed himself inside of his postal vehicle and posted the video to Facebook. In it, he identified himself as a postal employee, criticized the presidential candidate whom the union had endorsed, and praised the candidate he supported. He concluded by stating,

"I don't care about this Hatch law. If I lose my job, so be it. But I want my country back." OSC also discovered that the second employee had posted several other messages that either supported or opposed a presidential candidate while he was on duty or in his postal vehicle. The settlement agreement provides that he will serve a 60-day suspension for his knowing and willful Hatch Act violations.

It would be best to leave ALL of your political gear at home and not wear it inside the workplace. Not only would it be a violation of the Hatch Act to promote your political candidate who is or will be running for a partisan office, it would also prevent creating a hostile work environment. Not everyone has the same views as you on political candidates. If you have any questions on the Hatch Act, please contact your Union Steward or visit www.osc.gov.

¹39 U.S. Code § 410

²For further guidance, please see OSC's Latest Guidance Regarding Pictures of President Obama in the Federal Workplace Now That He Is Officially a Candidate for Reelection

Legislation Calls To Repeal Prefunding Mandate

On Monday, Apr. 29, members of Congress introduced H.R. 2382, the USPS Fairness Act. This legislation would repeal, in full, the onerous prefunding of retiree health care benefits mandate Congress put in place in 2006. The mandate requires the Postal Service to pre-fund its retiree health care benefits 75 years in advance, paying for retirement health care for individuals who haven't been born yet, let alone enter the workforce. The mandate is accountable for 92 percent of the Postal Service's net losses since 2007 and is a constant threat to the financial sustainability of the Postal Service.

Representatives Peter DeFazio (D-OR-04), Tom Reed (R-NY-23), Xochitl Torres Small (D-NM-03), and Brian Fitzpatrick (R-PA-01) sponsored the bill.

APWU fully supports this legislation. The Postal Accountability and Enhancement Act (PAEA), which created the congressionally manufactured prefunding burden, has not only drained the Postal Service's funds, but also limits its ability to make vital innovations and expand services.

"This legislation is a necessary step to solving the disastrous prefunding mandate that is dragging down the

Postal Service," said APWU President Mark Dimondstein.

H.R. 2382 would return the Postal Service to the procedures in place prior to the PAEA, utilizing a pay-as-you-go method for retiree benefits, the standard practice across federal agencies and private businesses. "Ending the prefunding mandate is essential to postal jobs and benefits," said Legislative & Political Director Judy Beard. "We are asking our members to contact their Representatives to cospon-

sor this important bill."

Call 844-402-1001 to contact your member of Congress and ask them to cosponsor H.R. 2382, the USPS Fairness Act. Be sure to also promote H.R. 2382 on social media using #repealprefunding #HR2382 #peoplebeforeprofit and/or #unfairburden.

Reach out to your family, friends, and neighbors and ask them to call their representatives as well. This legislation affects every American household.



The Most Important Trait Of A Good Union Steward

by **Debbie Hughes**

What makes a union steward good at their job? Experience is a contributing factor, but I would argue it's not even in the top ten of the most important. I have known some "newbies" with amazing instincts that led them to the needed reference materials that a more experienced steward would already know about. A good steward always asks those who have been around longer for help anyway. So it is not necessary that an individual steward possess grievance and contract knowledge to be good, only that they recognize their lack

of experience and do the research required.

Writing skills are important. A good steward knows how to show what happened and how it violated the contract using words in a concise way so that even if the case goes out to someone who has never set foot in our postal facility, they will understand the situation. A strong written grievance refers to supporting documents using labels and/or descriptions so that others reviewing the case file know exactly what each piece of paper in the file is and why it is there. Anyone considering be-

coming a steward should have some writing skills, but should not think they have to know how to present a written grievance to get started. One can copy the style of previously developed arguments in case files available in the union office. Our local has a strong history of sending stewards to training to help them develop arguments that incorporate the appropriate contractual references. We also have some very talented experienced stewards who would be very happy to let new people borrow phrasing and other style considerations. I would definitely place writing in the top

ten skills a steward must have, maybe number two or three.

Mediation is something the steward does regularly. A number of "grievances" are more about misunderstanding than real contractual violations. In those situations, the union steward might simply serve as a sounding board to help the grievant develop a plan of action to resolve the issue themselves. Or the steward may take the issue to a Step One Meeting to allow the parties involved to resolve the issue, with the steward functioning more as an intermediary than a representative. The steward is always on the side of the grievant, but in some situations, it is more important that the employee tell the supervisor what the problem is directly, with the steward there as support. I have always believed this function is just as important as winning someone's job back, or any other "big" win in the grievance procedure.

Our workplace has many stressors and I cannot imagine how I would have survived the past twenty years without the union to help me let off steam or figure out a way to deal with the irritations that go with our jobs. Mediation skills can be taught, but I think you have to be the kind of person who cares about others and wants to understand them to be good at it. This leads me to the trait I believe to be number one for a good union steward — compassion.

Compassion is defined as deep sympathy in the dictionary. It is also described as pity, sympathy, and consideration. A good steward cares about the grievant's issue.

Without compassion, a person cannot possibly be a good union steward. They may have the skills to present a sound contractual argument, both verbally and in writing, but if they don't care about the grievant, they will never be motivated to do it.

Most of the cases a steward handles do not affect them personally in a direct way. What if they don't especially like the individual who is being disciplined? What if they had to work some unwanted overtime to cover for the individual's absences and now management is imposing discipline on that person? How can they work to present the grievant's side of the issue? Only with compassion.

They have to be able to sympathize with the circumstances the individual is dealing with in their life and want to help that person keep their job. It may not even be that serious. The grievance may only be about when they have to take their breaks. A good steward cares enough about the person to consider their concern compassionately. If it is important to the grievant, it is important to the steward. — *The Pacer*

Stamp out supervisors who do your work!

If you witness a supervisor performing clerk work, this is a violation of the National Collective Bargaining Agreement Article 1. Section 6.A, which states:

Article 1, Section 6. Performance of Bargaining Unit Work

A. Supervisors are prohibited from performing bargaining unit work at post offices with 100 or more bargaining unit employees, except:

1. in an emergency;
2. for the purpose of training or instruction of employees;
3. to assure the proper operation of equipment;
4. to protect the safety of employees; or
5. to protect the property of the USPS.

This means that they cannot: Jog mail, case mail, move GPMCs, load the feeders, sweep mail, carry trays of mail, load/unload mail on conveyor belts or from containers, etc.

<h1>Incident Report</h1>	
Name of supervisor performing Clerk work:	
Date of incident:	
Time of incident:	From: _____ To: _____
Location of work performed:	
Did you notify this supervisor that he/she was in violation of the National Agreement Article 1.6.A?	YES NO (circle)
Description of Clerk work performed:	
Your Name (printed)	Witness
Contact information (Work and/or Cell #)	
Your Pay Location/ Station/Facility	

Don't be afraid to stand up for yourself! Fill this form out and give it to an APWU steward, or mail to your local union hall.

Protect your job! Report all incidents of supervisors doing YOUR job!

I Have A Job To Support My Family — Not A Family To Support My Job

“Too many times in our lives we forget what’s important.” Yes, that’s a total cliché. But it’s also very true.

Sometimes we forget that a job is about earning the living to take care of your family. Of course, that means being away from them to do that job. But, please don’t forget to spend time with your family.

That simple fact is why I AM UNION. I’ve personally worked jobs

that required me to be away from my family 25 or may days a month. I had almost no vacation time and no health benefits, no sick leave, no support at work if management decided they didn’t want or like me (for whatever reason). In fact, I was once fired from a company because I found out a boss was stealing from the company from co-workers (long story)!

What it all boils down to is – The

Union and the Collective Bargaining Agreement is the only protection you have from bad management. Yes, it’s not perfect. There are humans involved.

But you need to get involved yourself, if only to protect yourself. At least go online and read the Contract so you know for sure if your guaranteed rights are being violated – and not just your feelings being hurt.

Getting back to my point . . . Spend time with your family! Be sure they know you care about them. (Even if it means being corny sometimes.) (My daughter thinks I’m the “King of Corny”.)

Also, do your job. Be proud of what you do. The Post Office isn’t giving you that paycheck – You earn it!

—Razorback Scheme

The Forgotten Tool And An Under Utilized Defense:

Pre-Interview Consultation And Citing Modified Discipline

Our contract provides an extremely beneficial but rarely utilized right for the employees that we represent and that is the right to a “PRE-INTERVIEW CONSULTATION.” This is typically what happens. Management contacts an employee, informs them of the need to conduct an investigative interview or pre-disciplinary interview, and the Union Steward is requested or notified. All too often, the Union Steward marches off and sits down in the meeting and begins the interview without finding out the specifics of the meeting or meeting with the employee in advance of the interview. This is what I refer to as “**Meeting in the Blind.**”

Simply put, this means that as a Union Steward you have not found out what the meeting is about and what evidence does the employer intend to use or has in its possession regarding the issue. Our contract allows for a “Pre-Interview Consultation” [JCIM page 155; paragraph 3] in which as a Union Steward you have the right to meet with the employee and give them consultation on the subject of the investigation proposed by management **BEFORE** the interview takes place. This meeting is crucial due to the fact that we all know that the responses to the investigative interview or Pre-disciplinary interview are often Exhibit No. 1 in the majority of disciplinary cases as management tends to cite “excerpts” from these investigations in the actual discipline.

As a Union Steward you want to make sure that the employee is fully prepared for the interview so that the employee is reasonably aware of what they are about to walk into and what evidence management is relying upon. This Pre-Interview Consultation is your opportunity to speak privately with the employee without the interference of management. The “Pre-Interview Consultation” is more than just a contractu-

al provision it derives from the Federal Law more specifically the “Weingarten Rule.” It is a contractual violation for the employer to deny the employee the right to meet privately with the Union Steward and engage in this all too important consultation.

It is extremely advantaging for Management to “blind-side” an employee with the subject or context of an investigation especially when the employee starts answering questions without the benefit of being advised by the Union Steward in advance of the line of questioning. As a Union Steward you fully have the right under Article 17 and 31 to initiate an information request for any and all documents, statements, video tape, or evidence management is relying upon in the investigation. Management may state, “Oh, well it is an ongoing investigation and the investigation is not complete yet.” Your response is this, “Oh, I fully understand that, but what I am requesting is any and all documentation that you have or are relying upon at this time.” There is no contractual requirement or pre-requisite that the Union has to wait for the full completion or exhaustion of a management investigation in order to request information relative to our investigation in preparation for the interview.

Citing Modified Discipline In A Present Action

Article 16.10 (JCIM page 150) and a 1988 Step 4 resolution prohibits the citing, utilization, or reliance upon previously modified discipline unless the exceptions as identified under the section are present. Many times, we focus solely on whether or not the modified discipline is cited in the “past elements” as that is a blaring violation but there is more to it than that. If an employee has a 14-day suspension from let us say January 15, 2017 that was reduced or mod-

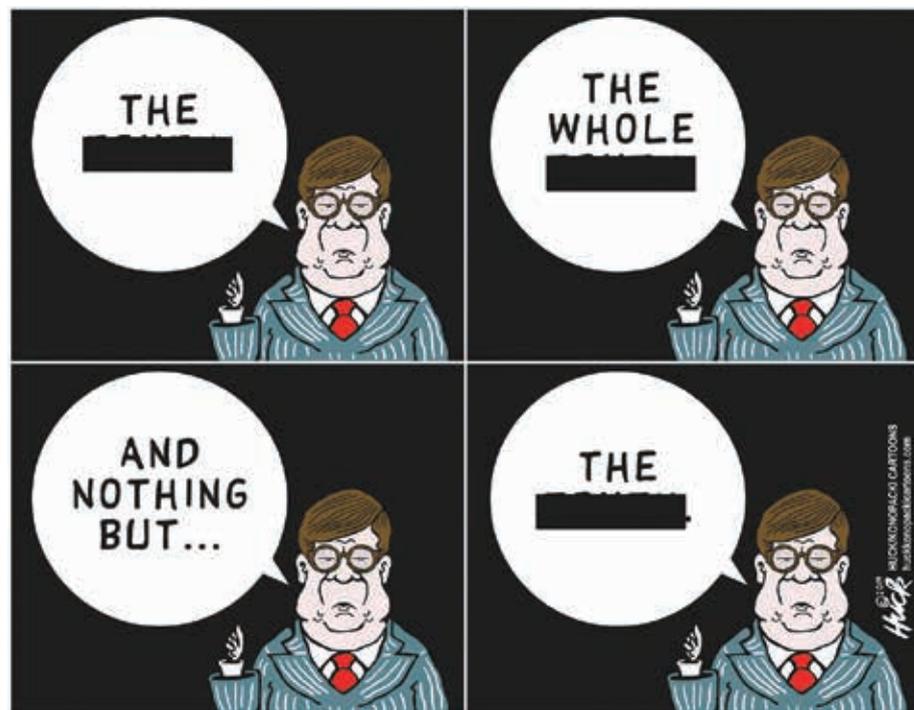
ified to a LOW (Letter of Warning) the USPS is prohibited from mentioning the original discipline (14-day suspension) in any subsequent discipline. In fact, article 16.10 states in part, “If a disciplinary action has been modified, the original disciplinary action may be modified by pen and ink changes so as to obscure the original disciplinary action in the employee’s Official Personnel Folder and supervisor’s personnel records, or the original action may be deleted from the records and the discipline record as modified.

[Management cannot state anywhere: “The employee had a 14-day suspension which was modified to a LOW.”] Management can only list or make reference to the LOW or the final outcome of the modification.

Many USPS officials are aware of this prohibition so they do not list the original discipline in the “past elements” but they have become “slick” so they mention the original discipline in the Step 2 denial or somewhere else in

the body of the discipline. This is just an attempt to make an “end-run” around the language while at the same time memorializing the fact that the employee had a 14-day suspension without specifically citing that in the “past elements” section. If you see the original discipline listed anywhere in the grievance file by management make the argument that it is violative of the contract and the discipline is procedurally defective. If the reviewing and concurring official (or the issuing supervisor) has seen the original discipline than we argue that the USPS has impermissibly considered the original discipline {how do you un-ring the bell?}. Management often enters the original disciplinary documents, this is also a violation as those original documents should not even be in existence in its original format. Entering the original documents is simply managements attempt to “couch” the improper citing of the past elements into an actual exhibit during the grievance process.

In Solidarity.



LEADERSHIP – Starts At The Top!

by John Greathouse

I have been seeing several posts coming through on Facebook about what happened with our contract negotiations. All of the stories come back to show me that I am seeing fracturing between the National Leadership and the Members that must be addressed and healed quickly before management is able to exploit it and tear us down farther.

As much of my leadership perspective is drawn from my experience in the military. When I had my first leadership role as a commander, I learned firsthand that people will do best at what they “want to do” and not what they “need to do.” People will operate best from knowing “why” they do what they do, and not just “what” they need to do.

Having an effective leader in place to assist people with visualizing the end goal is the key that enable me to lay this vision out for my team.

Below, there are shown the six essential traits of a Leader that can guide them on their quest, but in our case, there seems to be a disconnect of these between our National Leaders and the members.



In order for the APWU to be successful, they need to embrace these key elements.

1. **Teamwork**
2. **Dedication**
3. **Accountability**
4. **System-oriented**
5. **Drive**
6. **Higher purpose**

The needs of my team come be-

fore my own, it is this kind of culture that builds camaraderie, tenacity and drive as these qualities are necessary for us to not only survive, but to thrive.

Strong leadership cannot happen if trust is broken with the people who are following and will result in a collapse of whatever mission that you laid out! I also learned people need to see and visualize the end game in order to walk the lengthy path, and laying a vision is critical.

After writing this part of my article, I paid a visit to the Google gods and took a look at what was presented and picked pieces & part of the posts for the following, as I also felt they presented additional traits of a good leader that should be followed, the best part is these came with wonderful examples.

Integrity is the integration of outward actions and inner values. A person of integrity is the same on the outside and on the inside. Such an individual can be trusted because he or she never veers from inner values, even when it might be expeditious to do so. A leader must have the trust of followers and therefore must display integrity.

Dedication means spending whatever time or energy is necessary to accomplish the task at hand. A leader inspires dedication by example, doing whatever it takes to complete the next step toward the vision. By setting an excellent example, leaders can show followers that there are no nine-to-five jobs on the team, only opportunities to achieve something great.

Magnanimity means giving credit where it is due. A magnanimous leader ensures that credit for successes is spread as widely as possible throughout the company. Conversely, a good leader takes personal responsibility for failures. This sort of reverse magnanimity that helps other people feel good about them-

selves and draws the team closer together. To spread the fame and take the blame is a hallmark of effective leadership.

Leaders with **humility** recognize that they are no better or worse than other members of the team. A humble leader is not self-effacing but rather tries to elevate everyone. Leaders with humility also understand that their status does not make them a god. Mahatma Gandhi is a role model for Indian leaders, and he pursued a “follower-centric” leadership role.

Openness means being able to listen to new ideas, even if they do not conform to the usual way of thinking. Good leaders are able to suspend judgment while listening to others’ ideas, as well as accept new ways of doing things that someone else thought of. Openness builds mutual respect and trust between leaders and followers, and it also keeps the team well supplied with new ideas that can further its vision.

Creativity is the ability to think differently, to get outside of the box that constrains solutions. Creativity gives leaders the ability to see things that others have not seen and thus lead followers in new directions. The most important question that a leader can ask is, “What if ...?” Possibly the worst thing a leader can say is, “I know this is a dumb question ...”

Fairness means dealing with others consistently and justly. A leader must check all the facts and hear everyone out before passing judgment. He or she must avoid leaping to conclusions based on incomplete evidence. When people feel they that are being treated fairly, they reward a leader with loyalty and dedication.

Assertiveness is not the same as aggressiveness. Rather, it is the ability to clearly state what one expects so that there will be no misunderstandings. A leader must be assertive to get the desired results. Along with assertiveness comes the responsibility to clearly understand what followers expect from their leader.

A **sense of humor** is vital to relieve tension and boredom, as well as to defuse hostility. Effective leaders know how to use humor to energize followers. Humor is a form of power that provides some control over the work environment. And simply put, humor fosters good camaraderie.

For the APWU to grow, our leaders, at the Local, State and National level need to embrace these Leadership Skills and unify us and make us stronger! In Solidarity.

— Michigan Messenger

Twelve Union Rules To Live By

The Union and membership alike have a responsibility for accountability.

Always be honest. If you don’t like the way your Steward handled your grievance, tell him/her. Don’t tell everyone else, and let him/her find out through the rumor mill.

Count your blessings. Not every job has a Union willing to go to bat daily for an unethical treatment by management.

Bear each other’s burdens. Let’s not forget that we are in this together. We must support one another.

Forgive and forget. Sometimes hanging onto that piece of discontent can be like a cancer, slowly eating away at the body. We need to take care of it, and move on.

Be kind and tender-hearted. Sometimes a soft answer is all that is needed. Sometimes, just placing ourselves in the other’s shoes is a great eye opener.

Comfort one another. Sometimes we win, and sometimes we lose, but if we have done our best, and the membership believes that we have done our best, then we can take comfort in knowing that we tried.

Keep your promises. The Union and membership alike have a responsibility for accountability.

Be proud of one another. Tell your Steward what a great job they did when they come through for you. Thank them for endless hours they took away from their families to get your grievances done, and I promise you that, in turn they will remember to tell you what a good Union member you are for the tireless job you do in working and supporting your Union.

Get to know one another. Take the time to really know your steward, and they will take the time to really get to know you.

Be true to one another. Don’t talk behind each other’s backs. Let’s be up front with each other, with our likes and dislikes, and of what we do, and how we do it.

Look after each other. That’s what friends and associates do. Be there for them, and they will be there for you.

Treat each other with the utmost respect. Treat each co-worker as you treat your friends, for that is what we all should be, friends.

— Pikespeaker



Challenges, Changes, And Contemporaries

by Frank Sample, Secretary

It is a beautiful day. The sunshine is the first this week after some chilling rain. We just wrapped up another monthly meeting. We discussed innovations to encourage member meeting attendance. The Local has a motion to change the monthly meeting door prize to add chances the door prize will be collected more frequently by a meeting as it has not been collected by a meeting attendee a while. The proposal is that when the door prize has reached the \$300 dollar amount, that month if not won, that for each year the door prize has not been collected by an attendee an additional random number will be drawn for each one of the number of years the door prize has not been collected. If the motion passes at the next month meeting, we will draw up to 3 random numbers. It is your democratic duty to attend the June Meeting and vote on this issue.

Retirements this Spring; Ron Leonard left this February, Ken Coughlin went in April, Rob Zagar will go this month, and Ken Marchant, Mike Wessel, and Bill Seibert will all finalize their lengthy careers shortly for well-earned retirement.

Presumably the bidding and conversion process, transfer will relieve the short staffing at the plant. We just had 7 or 8 clerk assignments posted and all but 1 were filled with bidding. We expect a PSE conversion. Marshelle Green, senior PSE clerk is in line for conversion. More duty assignments should be posted but I have not seen those on the bulletin boards. Currently, President Moyer and Clerk Steward Daleske are the bid wranglers. The management Operations Support Specialist(s) on the other hand appear to be directed to delay duty assignment vacancies from being posted for bid, to eliminate as many weekend bids as possible, to allow far more transfer requests than the conversion ratio permits, and to delay PSE conversions to career as many months and years as possible. And the operations support staff seems to

relish the opportunity to do the opposite of what the collective bargaining agreement requires to make every effort to create desirable duty assignments.

Stewards have continual overtime conflict grievances. Excessive hours assigned to the temporary workforce when the career clerk OTDL is not utilized, supervisors doing the bargaining unit work, improper cross craft assignments siphon off clerk work mostly to the detriment of the customer and the efficiency of the operation, and the clerk craft as a whole.

Some in management appreciate

“Some in management appreciate the challenge to stewards, but there are a few who truly resent stewards, and do all that is in their power to obstruct the union steward’s efforts to investigate and file grievances to recover the losses to the craft.”

the challenge to stewards, but there are a few who truly resent stewards, and do all that is in their power to obstruct the union steward’s efforts to investigate and file grievances to recover the losses to the craft. We have some poor management decision making, and chronic understaffing. Management obstruction places an additional burden on the stewards. The time it takes to acquire information and reports, to sift through reports, make notes, interview witnesses and supervisors, list data and facts and apply the agreement, and to discuss issues with management. A lot of employees take it for granted that resolving grievances is automatic; fill out a form and money rolls out of the grievance machine. It takes much more. The contract is hard to understand for those who haven’t been trained to apply it, and very few in management are trained. Members like to think the contract is airtight, but it accommodates management to a degree. We are all seeking and hoping for improvements in the contract. We expect we will begin National Contract Binding Arbitration this year. The last offer management made to the union

was rejected by the rank and file committee. Management demanded concessions from the union which are not improvements, part time employees being given even less surety in scheduling, permitting management to do a lot more bargaining unit work, management making long term details to temporary supervisor, erasing progress from the previous contract to recover bargaining work performed by supervisors, impairments to staffing lead clerks who are chronically underutilized. In maintenance, management had demanded that the requirement to clean facilities be cut to

reduce management’s Line H liabilities rather than clean facilities.

The management demands flew in the face of the union which fought these chronic management abuses year after year. It was agreed among the rank and file that these hard fought battles could not be sacrificed with no further improvements offered. Management will not observe contractual provisions and simply will not follow the contract. They simply leave it up to the Labor Relations Department to try to defend the management contract violations. To allow to management to be contractually exempt from provisions which up until now were in place to protect the craft workers, was far too much to give up. Even though we are currently legally permitted to be represented by a union, we need to be aware that in these times that the management interests and the interests of business competitors, and the interests of those whose agenda is not that of working for a living as a craft employee at the Postal Service all have a tendency to serve the political winds of partisan politics to impair our legal rights to organize. The current executive branch of the United

States government does not favor federal sector unions, and where he was able in federal government unions, deprived union stewards from being able to do grievance work while being paid by the employer. That is an attack on working people. We should be aware that the current Iowa State Legislature and Senate and Governor which are all dominated by 1 party has passed laws preventing the state, county and municipal worker union dues from being deducted from those workers pay checks. The state now prevents the union from any representative function other than bargaining for wages. The state prevents any wage bargaining which exceeds the rate of inflation.

That state government has impaired all employees’ ability to seek unemployment benefit. If injured on the job the employees ability to be protected by workmen’s compensation is impaired. If such claims are denied, the state government has created barriers to appeal denied claims. The state has implemented barriers to Medicaid requiring sick people to be employed before they get Medicaid insurance.

Voting for the party and candidates who are willing to work with unions and for working class family is a necessity for us. The current state legislative and executive majority has demonstrated time and time again that they will grant huge tax exemptions to corporations many of which are foreign, and raise citizens fees, licenses, ordinance compliance costs, traffic violation fines, and sales taxes which affect the average wage earner disproportionately to the wealthy corporate interests. The current state legislature majority party and federal government executive are entirely in the camp of the wealthy corporate interests. That is a power coalition which is utilized to keep workers’ wages low, and demands for productivity high, and used to force employees to make wage and benefit concessions in spite of huge profit margins

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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

June 18, 2019

1:30 PM & 4:00 PM

Wednesday

June 19, 2019

8:00 AM

Tuesday

July 16, 2019

1:30 PM & 4:00 PM

Wednesday

July 17, 2019

8:00 AM

Tuesday

August 20, 2019

1:30 PM & 4:00 PM

Wednesday

August 21, 2019

8:00 AM

The Des Moines BMC Local 7027 Union Hall has Moved to 8435 Suite 1, University Boulevard, Clive, IA 50325.

Local 7027 Meeting Minutes

May 21st – 22nd, 2019

Call to Order: May 21st, 1:30 pm, 4:00 pm

President Rob Moyer presiding. Wednesday May 22nd: Discussion and Drawing.

Roll Call: Members signed in.

Treasurer's Report: Teresa Daleske went over travel billing for room reservation for All Craft Conference in October and February Tri-State Hotel Rooms Arkansas for 2 delegates. Flowers were for Jeff Bell's and Jeff Silzer's wife passing; and Ken Coughlin retirement gift card.

Membership: Congratulations To Rob Zagar and Best of Luck on his retirement!

Officer's Reports:

President Rob Moyer: Rob negotiated a 4 year lease for the Local 7027 Office for stability of rent rates. The lease also provided a reduction in HVAC seasonal inspection fees. Rob discussed candidate's petitions for National Office. 2 major teams were providing joint campaign announcements. The Fighting 4U team with top office presidential candidate John Marcotte current health plan director and the Together We Win team list with top office presidential incumbent Mark Dimondstein.

There are some people on each campaign group list and also some not on a campaign list worthy of your support. There are some candidates in each campaign group which have a record which is less favorable. Opinions on candidates will be shared with members. Not all candidates will move the union as favorably as some others are expected to. Elected National officers will have a great deal of influence over our collective bargaining agreement and the degree of collective bargaining and arbitration success which we all rely upon for our wages, working conditions, and benefits. Issues of historical craft autonomy could be lost if the members don't vote wisely in the union national election to protect it. The deadline for National Union Officer candidate petition submission is June 1st. We will then know all the candidates planning to run for office. It is important that members cast their vote. It was noted that the current Iowa Legislature majority party has voted to end unemployment benefits to workers for the 1st week of their unemployment. It is recommended that members engage in more political activism to show displeasure over that legislation as this will affect PSE employees during their 5 day break who will no longer have unemployment benefit to cover the days they are not permitted to work each year as well as some private sector craft workers who must take time away from paid job duties to attend periodic training which previously made them eligible for unem-

ployment while not being paid while they are at school many which have state licensing requirements. Phone or write your state legislator and state representative and ask them to vote to restore the unemployment benefits as have been historically available. There are rumors of current Hawkeye District Labor Relations department staffing changes due to transfers and promotions.

Clerk Craft: Director Cyndi Miller reported on disciplines, emergency placements, and a removal.

Maintenance: Members noted Local clothing vendors are unavailable with only online/mail order taking clothing allotment voucher orders. Line H grievance was settled for 2016 with custodians settlement payments expected within 60 days.

Some duty assignments were filled with 1 custodian being assigned to Tour 2 and one moving from Tour 2 to Tour 3 for Saturday

Sunday SDOs. Some members had gotten subcontracting grievance settlements. Maintenance PER test scoring and 150 day test period was discussed.

Motor Vehicle: 1 full time appointment duty assignment is being denied by Operations Support Specialist.

Safety: A labor/management inspection Team will make several rounds in the plant on 5/22, 5/29, and another in June. Current District Safety person Bennett is rumored to be considering retirement.

T-Shirts: Won by Todd Storesund and Elizabeth Leonard.

Cups: Won by Mike Cope and Darlene Steinbach.

Cup for member at the plant: Won by Alan Harding.

Door Prize: \$300.00 name drawn: Dan Keen – did not attend.

Recesses & Adjournment: Tuesday at 2:30 & 4:25 p.m.

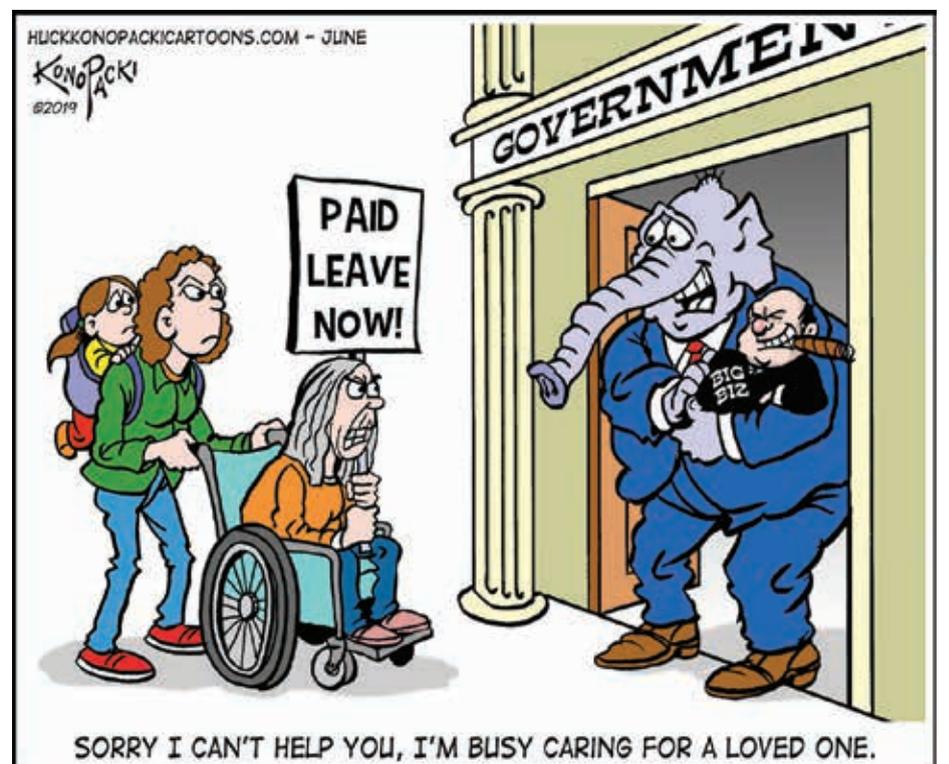
Discussion: Wednesday 9:30 a.m.

Challenges, Changes, And Contemporaries

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of the corporations. That power coalition is focused on devastating the legal abilities of workers unions to have any way to bargain for higher wages and better benefits. Anyone who works for a wage should understand that the party of the wealthy corporations will legislate to enhance profits at the cost and loss to the wage earner. The balance of benefiting the corporate profit line and the enrichment of the already well healed billionaires and their heirs is tilted in the state and the federal government executive. Those advantages to wealthy corporations are at the expense of wage earning workers. Most wage earners do not go lobby at the statehouse or to Washington D C to schmooze at the White House. It

would be wise to support your union and take your union's advice on who will vote for your economic future and understand who is already working against the wage earner. There are some working class people who are willing to sacrifice your economic future as well as their own while being swayed by fears of racial, religious, ethnic, gender line fear mongering from prophets of identity politics hoping to lift themselves into power. History teaches such fear mongering leads time and time again to a great deal of misfortune and loss of humanity. We should beware of those who perpetuate those fears and not empower them to be the architects of disaster. We should be reasonable, get involved in our unions and vote for our family's future.



Do As I Say, Not As I Do!

Can you imagine working for a company that has a little more than 500 employees and has the following statistics?

- 29 have been accused of spousal abuse
- 7 have been arrested for fraud
- 19 have been accused of writing bad checks
- 117 have directly or indirectly bankrupted at least two businesses
- 3 have done time for assault



• 71 cannot get a credit card due to bad credit

• 14 have been arrested on drug related charges

- 8 have been arrested for shoplifting
- 21 are currently defendants in lawsuits
- 84 have been arrested for drunk driving in the last year

Can you guess which organization this is? Give up yet? It's the 535 members of the United States Congress. The same group of Idiots that crank out hundreds of new laws each year designed to keep the rest of us in line.

President Potpourri

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able to get a commitment from management, they are considering this proposal. Short of that I think it is important that you all know how very dangerous this drug is and take precautions to prevent coming into contact with it. Car-Fentanyl is a drug that is used to tranquilize elephants. A small amount, less than a regular aspirin has the ability to kill several hundred people on contact. This drug is entering the country from China, India and several other countries and has made its way into our district. Fortunately this incident was handled properly and there was no exposure. The fact that it was found in our district is proof to me that precautions need to be taken by any employee that handles incoming parcels. I highly recommend that anyone that sorts incoming parcels wears Nitrile gloves to minimize the possibility of coming into contact with any

contaminated articles. These gloves should be in every office available to properly handle any spills and

for use if you are assigned custodial cleaning duties. Please protect yourself and use them when you

are sorting parcels. "An ounce of prevention is worth a pound of cure."

– Benjamin Franklin

A Veteran Is ...

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the wounded and the dying, the widows and orphans; he knows first-hand that no war is good and that the only thing worse than war is slavery.

He is friend to all races of man, begrudging none; he carries with him the knowledge that it is not the man who is the enemy but enslavement and false ideologies. Those whom he once faced across the hostile battle lines, he now esteems as his brothers.

A veteran is at once proud and humble: Proud of the fact that in 200 years no foreign enemy has set foot on American soil; and humble in the realization that many of his comrades who helped him make this lofty aim a reality, never returned.

A veteran is every man grown up a little taller – a person who understands the awesome price of life's intangibles of freedom, justice and democracy. His motto is to live and let live. But, if he had to, if he had to choose between servitude and conflict, the veteran would once again answer a call to duty.

Because above all – above all else – a veteran is an American.

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Why Contribute To COPA?

APWU COPA, the union's Committee on Political Action, was created to raise voluntary political campaign contributions from our union's active, retired and Auxiliary members to support the campaigns of candidates for public office.

Campaign contributions from members of organizations who give through a fund such as a political action committee often have a major influence on congressional elections, thereby influencing votes on many important issues. The APWU must have a strong voice in political affairs, and we must support the elected officials who advance our interests and help defeat those who oppose them. If we sit on the sidelines, organizations that oppose our goals will go unchecked.

Simply put, our union has too much at stake to turn a blind eye.

Over the last 20 years, building a strong COPA fund has become a major priority for the APWU. With the support of tens of thousands of APWU members, COPA raised more than \$2.5 million during the 2003-2004 election cycle, and nearly \$2.6 million in 2005-2006. As a result, our voice on Capitol Hill, which in the past was just a whisper, can now be heard.

Thanks to the generous contributions of many members and an even larger percentage of our retirees legislators are now aware that the American Postal Workers Union, AFL-CIO, is a political force to be reckoned with.

Every APWU or Auxiliary member or retiree who contributes to COPA is vitally important, no matter the size of his or her contribution.

What COPA Does With Your Contributions

Every contribution is recorded in our computer system and deposited directly in COPA's bank account. By law, COPA funds may not be co-mingled with other APWU funds. The Secretary-Treasurer's Department is responsible for administering the COPA account, and employees in APWU's accounting office make sure that individual and group contributors receive acknowledgments from President Guffy.

COPA committee members meet regularly to survey the political landscape and to determine the best possible use of COPA's funds. We consult with headquarters staff and other APWU national, state and local officers about supporting incumbents and challengers. The COPA committee also consults the APWU Auxiliary, the Retirees Department, and retiree chapters to get their input.

Criteria for COPA's Support

The COPA Committee uses many criteria to determine if, or how much, financial support will be given to candi-

dates. Some criteria are:

For Incumbents:

Does an incumbent candidate serve on a congressional committee that has legislative or budget authority on vital issues for APWU's membership? (The key committees are: the Senate Homeland Security and Governmental Affairs Committee, the House Government Reform Committee, the Senate Finance Committee, the House Ways and Means Committee, as well as the committees on appropriations, budget, and rules in both chambers).

Does an incumbent support APWU/labor goals? The COPA committee uses APWU voting records to determine an incumbent's record on important issues.

For Challengers:

Has the candidate responded to an APWU questionnaire in which we ask about their positions on issues that area important to APWU members? If so, how well did he or she answer?

Is the candidate running for an open seat, or is he or she challenging an established incumbent?

For All Candidates, Incumbents and Challengers:

Has the AFL-CIO endorsed a candidate?

Is the race expected to be close or winnable? During election years, members of the COPA Committee meet regularly with representatives of other AFL-CIO unions to decide which races are expected to be close, winnable, and/or crucial to labor's interests. Other factors we take into account include a candidate's fundraising ability, partisan voting patterns in congressional districts, and polling results.

Locals Make it Happen

Members contributions to COPA continue to be strong, particularly in response to various proposals to cut postal pay and benefits that continually surface in the ongoing postal reform and debate. We must constantly keep the COPA war chest full, even in non-election years, to help protect our jobs, wages, benefits and collective bargaining rights.

Across the country, locals have established COPA fundraising programs. Many have developed innovative and effective ways to raise COPA funds through special events, such as golf tournaments, dinners, 50-50

drawings and raffles. Many locals promote COPA in their local publications, and they often compete with other locals to see which local can top the other. What is your local doing?

On the state level, competitions at conventions have proven to be very successful. State organizations also request COPA funds in their publications. The fundraising efforts of each state have been charted in The American Postal Worker, our union's national magazine, to assist them in monitoring their progress.

Thanks to Retirees and Auxiliary Members

COPA's most loyal contributors have always been APWU retirees, and that trend continues. Proportionally, retirees are our most frequent and regular contributors.

Nor can we overlook the involvement of our APWU Auxiliary members in COPA fund-raising. In addition to running their own COPA campaigns, Auxiliary members contin-

ue to assist local and state fund-raising efforts.

Building a strong COPA fund is truly team effort.

How to Give to COPA

Please help your union maintain a strong voice in Washington.

You can give to COPA:

- On-line with your credit card at APWU.org
- Via payroll deduction through PostalEASE;
- Through Electronic Funds Transfer from your checking account;
- By mail with a check or credit card;

Whichever way you choose to give, please contribute to COPA today.

CONTACT YOUR LOCAL UNION OFFICER FOR DETAILS

Federal law prohibits soliciting contributions from outside the restricted class and that such contributions, if made, will be returned to the donor.

— Queens APWU Local

To Contribute to COPA through PostalEASE

(Employees may designate three payroll allotments.) Follow the instructions below:

1. Add your Social Security number to the 8-digit COPA account number (29320001) in line 11 on this form. This 17-digit number (no hyphens) will enable the APWU to identify this contribution as having come from you.
2. Dial 1-877-477-3273 (1-877-4PS-EASE).
3. Press #1 for PostalEASE.
4. When prompted, enter your employee identification number.
5. When prompted again, enter your USPS PIN number. (If you do not have a USPS PIN or cannot remember your PIN, follow the instructions on this form, under "Don't Have Your USPS PIN?")
6. When prompted, choose option #2 (to select payroll allotments).
7. When prompted, choose option #1 (to select type of allotment).
8. When prompted, press #2 to continue.
9. When prompted, press #3 to "add" the allotment.
10. When prompted, ad routing number: 054001220.
11. When prompted, enter the COPA account number: 29320001 _____, followed by your Social Security number (no hyphens, 17 digits total). Press #1 if correct.
12. When prompted, press #1 for checking.
13. When prompted for the dollar amount of the allotment, enter \$_____.00, your choice for a biweekly allotment. Press #1 if correct.
14. When prompted, press #1 to process. At this point, you'll be provided with a confirmation number and the start date of the allotment. Record the confirmation number _____ and start date _____.
15. Press #1 to repeat, or press #9 to end the call.

Don't Have Your USPS PIN?

To obtain your PIN: Call 1-877-477-3273. Press #1 for PostalEASE. When prompted, enter your Social Security number. When prompted for your PIN, pause, then press #2. Your PIN will be mailed to your address of record the next business day.

To Contribute to COPA via Electronic Fund Transfer

Please fill out this form and mail with a voided check or a copy of a check to:
APWU COPA • PO Box 630759 • Baltimore, MD 21263-0759

The COPA fund will automatically deduct the amount you choose to contribute, with no fee to you.

I hereby authorize my bank to deduct from my checking account the sum of:

\$1 \$2 \$4 \$6 \$10 \$_____

per pay period and forward that amount to the American Postal Workers Union, Committee on Political Action (COPA).

I make this authorization voluntarily and may revoke it at any time by notifying the APWU COPA Committee in writing.

If you are currently contributing to COPA through EFT and want to change the amount of your deduction, please check this box:

Name: _____

Social Security # or Employee ID#: _____

Address: _____

City: _____

State: _____ Zip: _____ Date: _____

Local: _____

Occupation: _____

Please fill out this form and mail with a voided check or a copy of a check to: APWU COPA • PO Box 630759 • Baltimore, MD 21263-0759

To Contribute to COPA by Check or Credit Card

Please fill out this form and mail to:

APWU COPA • PO Box 630759 • Baltimore, MD 21263-0759

My check in the amount \$_____ is enclosed.
(Please make your check payable to APWU COPA)

I would like my contribution of \$_____ charged to my:
(Check one) MasterCard Visa American Express Discover Card
(Check one) Monthly Quarterly One-time Only

Card Number: _____

Expiration Date: _____

Signature: _____

I authorize COPA to charge my contribution to my credit card.

Name: _____

Social Security # or Employee ID#: _____

Address: _____

City: _____

State: _____ Zip: _____ Date: _____

Local: _____

Occupation: _____



COPA YES!
Doing Our Part to Build a Better Future

This COPA solicitation is paid for by the American Postal Workers Union, AFL-CIO, 1300 L. St., N.W., Washington, D.C. (202) 842-4200; it is not authorized by any candidate or candidate's committee. Contributions or gifts to COPA are not deductible as charitable contributions for federal income tax purposes. COPA will use the contributions it receives for political purposes, including making contributions to candidates for federal, state and local offices and addressing political issues of public importance. Contributions to COPA are voluntary. More or less than the suggested amount may be given, and the amount given or the refusal to give will not benefit or disadvantage the person being solicited. Federal law requires political action committees to report the name, mailing address, occupation, and employer for each individual whose contributions aggregate in excess of \$200 in a calendar year.



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