

2018 STATE OF THE UNION ADDRESS

Hello brothers and sisters, it is time for us to have this discussion again. Well let's talk about what happened in 2017 and what to expect for 2018.

FINANCES

In January of 2017 I talked about paying off the APWU-DDAL Attorneys. Well as of April of 2017 the firm that we have utilized for decades has been paid in full for charges this local has owed them for at least two administrations. In August of 2017 we paid a small amount of funds that represented charges we had been represented on as well. Our current balance with Leggiho & Israel P.C. is \$0.00.

This year we also started paying our retired members their \$300.00 Retirement benefit as required by the Constitution. We have a very long list because the list started back in 2012, but thanks to the Executive Board coming up with a plan to start addressing two retirees per month the number is decreasing. This was all accomplished without raising your **Union Dues**.

BUILDING UPGRADES/REPAIRS

We have addressed the upkeep of our Union Hall. The basement, if you haven't seen it recently, you may not recognize it. Our friends from Federal Employees First Alliance (FEFA) donated two 50-inch big screen televisions. We have painted the area and added molding. We are currently making arrangements to have new hand rails installed at the building entrance.

GOALS

Our local has started the necessary process of addressing our finances. We are currently paying those who have retired \$300.00, two per month. The monthly utility bills are being looked at, and we are making cuts to those that can be cut. We are settling all the grievances that we can. The 204b award is on the way. I can't say when, but I would think within the next 60 days. Management has tried 3 times to excess our members, and 3 times the event has been cancelled. We

must understand that all of us, represent the **UNION** in one way or another. The membership must inform the Union, and provide a written statement every time you witness Management performing our work. This is how we get you monetarily compensated. The Union or your Co-workers are not your enemy, Management is, we don't want you to be sent 50 miles away, management does, we don't want to see you written up, management does. I could go on and on.

Our local plans events for you the member. I would like to see you participate in these events. I believe that getting to know each other, gives us a better ability to understanding each other.

If your supervisor talks negatively about your Union, that should offend you. They are only trying to get you not to utilize your union benefits like paid vacations, sick leave, 40-hour work weeks, paid overtime, safe working conditions, FMLA, protection against layoffs, health benefits, protection against sexual harassment. Everything mentioned is a direct reflection of hard **UNION** work. Let's agree to work together today for a better tomorrow.

Until next time brothers and sisters remember this, when you talk, you are only repeating what you already know. But if you listen, you may learn something new.


Keith M. Combs

President APWU-DDAL