



*"Striving to preserve prosperity, dignity
and life through united effort."*

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2020 STATE OF THE UNION ADDRESS FOR THE APWU-DDAL

Greeting brothers and sisters, it is time for us to have this annual communication regarding the state of our union. I have just complete four years as the president of the APWU-DDAL. It has been an honor to continue in this position. Thank you for all your support throughout the years.

In the 2019 State of the Union I talked about our administration foundation and how important it was to solidify it. This was necessary because we had to restore our local to its once greatness. I'm happy to say we have accomplished that goal.

APWU-DDAL FINANCES

As usual the incoming finances for 2020 are less than the previous years, and that has been the case for multiple years now. We have more members retiring lately and part of that is because of our relationship with Federal Employees First Alliance (FEFA). They have done a remarkable job of informing us about FERS as well as Civil Service retirement. The USPS in my opinion could do a much better job of educating us on these benefits as well as the pro's and con's of the Thrift Saving Plan, but they don't. It is because of the employer's unsatisfactory assistant regarding FERS that I decided to search out and find a company that would assist us in providing knowledge on how to best utilize FERS and the Thrift Saving Plan. This is what started the relationship with FEFA over the past three years. We have lost members, but we gained the respect of those retiring that now know all about FERS and how to properly address the Thrift Saving Plan.

In the past four years we have managed to balance the annual budget without asking our members to increase their union dues. Although membership has been dimensioning and everything is increasing in cost your union dues has remained the same. Although this local in the past four years hasn't increased your dues. The National APWU will increase the dues of every member nationwide every time we have a wage increase, not the local APWU but the National APWU. This has nothing to due with us at the local level and it should be a very small amount averaging out to be a matter of cents. I should also mention that for the local to increase your dues, it would take a vote of the membership.

BUILDING UPGRADES AND REPAIRS

We have done our best to upgrade our building every year because it was so neglected in past years with no attention to details. We have recently purchased new fire extinguishers because the equipment that was in the building was several decades old and most likely were unserviceable. The aging lighting system is needed to be replaced and we have started phase one of that to be completed in three or four phases. We have painted most of the basement, but the bathrooms are not yet completed. The bar area will be upgraded as well and maybe the stove and refrigerator. We still must take a serious look at the roof of the building, and the automatic gate and cameras. To date most of the work has been done free of charge with no labor cost to the union, but of course this comes with us having to devote our time and services on weekends or after hours. In the past three years the local has replaced three furnaces, front door, outside steps, a banister, hot water heater, two copiers, the new speaker system as well as painting the foyer and parts of the upstairs. We are excited about upgrading our Union Hall and we want you to be excited about our transformation as well.

OUR UNION GOALS

We are now seeking new stewards and committee members. If it is your desire to become a union steward or committee member, then you should submit a letter addressed to the President and mail it to 20530 Southfield Rd. Detroit, Mi. 48235.

There is a small percent of non-members in our local. We have always maintained a 90% or higher membership rating. I would like us to be a 100% unionized local and together we can achieve this.

I realize too many members may hear someone make a negative comment regarding the union. I also realize that we will not always agree, and sometimes we must agree to disagree. However, I ask you, do you want to be part of the problem or a part of the solution? It is easy to moan and groan. But a problem solver finds solution instead of making the problem worse by complaining.

The tongue that brings healing is a tree of life.

PROVERBS 15.4

There is a bond between officers, stewards and members. A friendship that is an example of a family, and those that seek to destroy that are also trying to destroy our union. We must come together and fight because our job may very well depend on it.

The Trump administration as well as the USPS is forcing us to fight against the privatization of our Public Postal Service and we need every employee and customer to join us, because the threat is probably more real today than every before. The Trump administration is attacking unions out of fear because anytime you have a group of men and women, clerks, maintenance

and motor vehicle united for a positive cause, you have a winning team capable of outlasting those willing to cause harm. Please join us and stand with us for what is right, fair and good in the face of adversity, hate and greed.

I want to thank our entire membership for their support. Both full-time regular employees and PSE's for your tireless ability to produce on a daily basis.


It was four years ago that I decided to seek the position of president, because I believed the Detroit District Area Local deserved better and I was optimistic that I could provide the leader that would change things. I still believe that today.

I will leave you with this, "Success isn't something that just happens-success is learned, success is practiced and then it is shared."

Sparky Anderson

God bless you all and God bless our union.

Respectfully submitted by



Keith M. Combs
President