

THE DETROIT POSTAL WORKER



15

DETROIT DISTRICT AREA LOCAL AMERICAN POSTAL WORKERS UNION
2011 POSTAL PRESS ASSOCIATION AWARD WINNER

March, 2012

The President's Report . . .

We Have Come A Long Way . . . And Yet We Still Have A Ways To Go . . .



From The President

Christopher "Chris" Ulmer
President

the GWY and the citizens of the City of Detroit should be elated. Keeping the doors open at 1401 West Fort Street is a major accomplishment for all parties involved; it was just 3 or 4 years ago that the USPS removed the Detroit Postmark from the City of Detroit. The official announcement on February 15, 2012 that the GWY would be remaining open was a signal that the Main Post Office in the City of Detroit had finally broke through the negative images and is now being recognized by the USPS as one of the best places where mail is processed in the Great Lake Area.

has also been forced to deal with severe debts and loses left by the prior administration and those loses are part of the reason for the dues increase. This administration will continue to show the financial initiative and due diligence with the memberships funds. Once again we say thank you to all the membership for their continued support and urge all members to "Get Engaged" and to stay engaged because your job does depend on it.

CLOSING AND NOT CLOSING

The USPS has made the official announce-

ment that the Detroit main Post Office is not closing and in fact will be adding more work to the facility; this is welcome news for all the employees that work there, no matter what craft. We are also glad to announce that the USPS has also taken three city stations off the closure list also. The three city stations that we were told would not be closing are; The Ren Cen Station, the Kensington Station, and the Ferndale Station. With all information we receive from the USPS we tell everyone to please be cautious with information like this because the USPS so often comes back with different information and results from what they may have told us prior. The

On September 15, 2011 the USPS announced they would conduct studies to close over 250 postal Processing & Distribution Centers (P&DC), with the Detroit Main Post Office (GWY) being listed as a study site for possible closure.

The APWU-DDAL and all our members would like to thank all the elected officials that really got involved to make certain that the GWY would not close; **The Mayor of Detroit** – Dave Bing, **Detroit City Councilwoman** – JoAnn Watson, **U.S Senator(s)** Carl Levin, and Debbie Stabenow. **U.S. Congressmen** John Conyers, Hansen Clarke, John Dingell, and Sander Levin. **Detroit's State Representatives** – Harvey Santana (District 10), Fred Durhal, Jr. (District 6), Lisa Howze (District 2), Shanelle Jackson (District 9), David Nathan (District 11), Thomas F. Stallworth, III (District 8), Maureen Stapleton (District 4), Alberta Tinsley-Talabi (District 3), Rashida Tlaib (District 12), John Olumba (District 5), Jimmy Womack (District 7), and Tim Bledsoe (District 1). Detroit State Senators- Coleman A. Young, II (District 1), Bert Johnson (District 2), Morris Hood, III (District 3), Virgil Smith, (District 4), and Tupac Hunter (District 5).

The involvement of the elected officials listed above, our members, and others are what helped the GWY facility to remain open, and be removed from the list of offices to close. The APWU-DDAL its members, the employees of

UNITED STATES POSTAL DISSERVICE



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THE DDAL MEMBERSHIP STEPS UP BIG Time

The Executive Board, the Budget Committee, all Officers and Stewards would like to say thanks to the membership for their unselfish support and continued trust in this administration so much to approve the dues increase by over 60% of the people attending the Union meeting. Prior to the Union meeting and the vote, we were told by countless members that they would be at the meeting to vote, but if they were not there that meant they approved of the increase and vote YES. While the DDAL and its members have faced a lot of challenges over the last 3 to 4 years the DDAL has been able to fight to regain a lot of the ground that we lost in the years prior to us taking office. The DDAL

thing that is most positive about all this is that despite the USPS wanting to close the Detroit Post Offices down they are starting to really look at it and see that their business sense does not make a lot of cents and isn't that what we are expected to do, make money!!! Let just hope and pray that the USPS does the right things and tell the truth. Bottom line is that the Detroit GWY facility is not closing and neither are 9 of the 12 proposed 482 city stations. Three (3) more closure preventions to go!!!

The USPS has not totally abandoned its desire to close the Priority Mail Facility, better known as the P-1. The Union and the USPS have not sat down to discuss this issue at all, it is still widely known that the Detroit District will be

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Detroit District Area Local Union Officials

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Patrick Chornoby Page 3 Executive Vice-President
Jane Duggan Page 3 Secretary/Treasurer
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Jason Rushing Page 5 Maintenance Craft Director
Keith Combs Page 8 Director of Human Relations
Alvin O. Branch Page 5 MVS Craft Director
Debbie LaMay Page 5 DNDC Facility Director
Christopher Carr 480-481 Director
Iva E. Williams Page 6 PMC Facility Director
Regina "Gina" Favors Page 7 Director of Legislation
Marcus D. Smith Director of Organization
Tony Corbin Page 8 Assistant Clerk Craft Director
Anthony "Tony" V. Latimer Assist. Maint. Craft Director
Raymond Allen Morgan Assistant MVS Craft Director
Stacey Carr Recording Secretary
Al Fouche Retirees' President
TRUSTEES
Clerk Craft: MVS Craft: Dana A. Beard & Carl Williams Manuela R. Webster
Maintenance Craft: Mail Handler: Michael Griffin Ruqayyah Bobo
SGT.-AT-ARMS
Everett Hall Dorothy Malone



Associate Editor's Report
Danny Sawicki Associate Editor

Thanks to you, the "Get Engaged Program" is garnering results. We are getting engaged and it is making an impact on the politicians and the American public. Awareness of the postal service's problems is at an unprecedented level right now in the media and mainstream public. We are on the covers of newspapers and magazines. We are all over the radio, television and Internet. Everyone is noticing how we're trying to save this legendary institution and national treasure, the United States mail. And it is paying off. The voice is so deafening that lawmakers had to introduce a bill that would amend the 21st century postal service act

A "LETTER" From The Associate Editor

We Got Engaged . . . Did You?

S.1789. This is a major bill that on them now, as we and the American would basically dismantle the post can public have spoken loud and office as it is now. The pressure is continued on page 6



SAMPLE PHONE CALL
Clip and Save and
MAKE THAT CALL

When you call you may be prompted to an aide or a recording. Here is all you need to say. "Hello, my name is and I am asking Senator to support the amendments to S1789. Thank you for your consideration.

They may ask you for your name, address, phone number or an e-mail address.

This is all we need to say. It is so easy, now we have no reasons or excuses not to get legislatively involved. Have friends and family make the call to save our jobs.

THE GET ENGAGED PROGRAM

A Letter To Our Members From Senator Carl Levin

CARL LEVIN MICHIGAN

United States Senate WASHINGTON, DC 20510-2202

January 30, 2012

COMMITTEES: ARMED SERVICES GOVERNMENTAL AFFAIRS SMALL BUSINESS INTELLIGENCE

Dear Mr. Suwicki:

Thank you for contacting me regarding United States postal Service (USPS) operations and the proposed closure of USPS locations. I appreciate hearing your concerns on this matter.

There are a number of competing proposals aimed at addressing many of the issues that contributed to the financial crisis facing the USPS, including a significant decline in mail volume and a provision that requires the USPS to pre-fund future retiree health care benefits at an unjustified level. Without prompt Congressional action, the USPS will likely default on its annual \$5.6 billion health care insurance pre-payment. And, absent other fundamental reforms, the USPS apparently could be insolvent within a year.

Congress needs to consider reasonable options to maintain a viable postal system. We must, at the same time, maintain the obligation to provide universal service. While, as a whole, the USPS needs to be a ratepayer supported organization, not every post office needs to post a profit. In fact, while some post offices are too small to turn a profit, they are still an important part of the postal system and an important part of any community. And, based on some estimates, the projected cost-savings from closing these locations would offset but a tiny part of the USPS' current financial problems. I am concerned that current proposals to constrain costs by closing post offices and limiting services may unduly limit access to postal services for many residents and local businesses, and that such an approach also could contribute to further decreases in mail volume and revenue.

On September 20, 2011, I wrote to Postmaster General Patrick Donahoe regarding the 62 post offices and 7 mail sorting facilities in Michigan currently under review for possible closure. In my letter, I highlighted the needs of constituents who have contacted me regarding the future of local post offices, and I expressed my concern about the impact that postal closures would have on the many towns and Michigan residents that would be affected. I also urged the USPS to seek and seriously consider public comments during their review process, and that open hearings be held for any closures under consideration in Michigan.

On December 13, 2011, the USPS announced that it will delay closure of all post offices and mail processing facilities under consideration until May 15, 2012. I am pleased that the USPS has responded to the concerns that I, and other Senators, raised about these closings. These facilities are vital to many communities, and I continue to believe the USPS should allow for extensive public comment and consideration of alternatives before a community loses its post office or mail processing facility.

The USPS needs to adapt their postal network to fit the needs of a changing world without losing the ability to meet their universal service obligation. And, it is the responsibility of Congress to ensure that the USPS has sufficient tools to accomplish this task. On November 9, 2011, the Senate Homeland Security and Governmental Affairs Committee, which has legislative jurisdiction over the USPS, approved legislation (S.1789) relative to the USPS' financial problems. This bill currently awaits consideration by the full Senate. As a member of the committee, I will continue to look for ways to ensure we maintain a viable, functional, and responsive Postal system.

Thank you again for contacting me.

Sincerely,

Carl Levin
Carl Levin

CL:jc

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Detroit Postal Worker

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Vice President's Report

Patrick Chornoby
Executive Vice President

Yes, a responsible party. That's what all of us Postal Employees expect from our employer. You know, someone responsible for the day to day operations of the company as a whole. And, someone we can hold responsible for any problems which may arise during these daily operations. Nowadays, what we find is that there is no responsible party in the postal service, no one to say; **'The Buck Stops Here'**, or more simply said, **'I am responsible.'** As a result, we find that management, and gravity, has an unusual way of letting every problem they face drop down onto us, the bargaining unit employees. We, the Craft employees seem to be the 'catch-all' of every postal related problem the company faces, even if it is self-inflicted.

Yes, we are managements **'fall guy'** or **'scapegoat'** for their many mistakes and financial blunders. This is nothing new, for the past several years, management has blamed the bargaining unit employees for all of their numerous mistakes — poor financial planning, irresponsible investing in equipment, creating EAS jobs which have nothing to do with the advancement of the company and awarding those jobs to their peers and friends, overpaying for buildings, overpaying for building post offices, contracting out 'mystery shoppers', just to name a few.

I know I have written about these issues before in prior articles of mine, specifically stating **that it is not our fault**, although inevitably, management always seems to drop the blame on us.

At a post office yesterday, I was discussing the posting of a job vacancy when management stated that it was too costly to go through the bidding cycle (yes, blaming the bargaining unit employees for the Services lack of funds to be able to post a job). Not long ago, management was working an employee out-of-schedule for the convenience of the post office. When I approached them to compensate the employee an additional premium pay for working them out-of-schedule, the reply was that we [post office] couldn't afford to pay everyone out-of-schedule. Again, it is our fault. The last President's day holiday, I filed a grievance to get employees compensated for management's failure to post the schedule. Again, I received a mouthful of **'we'll go broke if we continue to pay this much money.'**

At the same time I am holding

What . . . A Responsible Party?

the postal services feet to the fire on contract enforcement, supervisors and managers are building up huge liabilities in the company by not following the contract that they agreed to adhere to.

The Local received a recent Arbitrators decision which ordered the Detroit Post Office to return a terminated employee back to full duty. Six weeks later, the Postal Service continues to ignore the order of the Arbitrator. Again, building up huge financial liabilities that will have to be paid for at a later date and time. Another clerk had bid on a job in the later part of last year. Management would not let the employee report to their job bid and are now forced to compensate that employee with 50% premium pay for eight hours a day until she is released. **Once again, the service has lots of money to waste on things they want to spend it on.**

Just once, I'd like to hear a Manager or Postmaster who is caught doing something wrong to stand up like an adult, admit their wrong doing, and move forward by correcting the problem or the mistake they made. Not blaming the contract, not blaming the workforce, and not blaming anyone else, just focusing on admitting guilt and correcting the problem. Is this too

much to ask for?

That is what a **responsible party** would do, one entity that the Postal Service is surely absent of. Without a responsible party over the establishment, how can anything ever be accomplished?

POSTAL SUPPORT EMPLOYEES AND OVERTIME PAY

Postal Support Employees (PSE's) have been experiencing problems in their pay since being hired. Most issues have been resolved thought the Stewards with the exception of overtime pay. If a PSE makes \$14.60 an hour, and overtime is paid at time and a half, then overtime, one would think, would be \$21.90 (that is \$14.60 plus half that \$7.30 = \$21.90).

Unfortunately, that is not how the system works according to Phil Tabbita, Manager, Negotiations Support and Special Projects for the American Postal Workers Union, AFL-CIO, at headquarters in Washington, D.C. Phil is also a proud Member and friend of the Detroit District Area Local. Phil started his career in Detroit many years ago, leaving his position of Director of Research and Education to work for the APWU at our National Office.

Phil says, under Article 11 of the CBA, part-time employees have

their overtime calculated at 50% of their straight time hourly rate. The same calculation under Article 11 is used for the PSE's and their overtime pay. To obtain the overtime rate for the PSE's, we must first calculate their BASE straight time hourly rate. We obtain this by multiplying their hourly rate of \$14.60 by 2,000 hours. The normal annual work hour total is 2,080 hours, however, 80 of those hours are holidays, which a PSE does not receive, so they are deducted from their annual pay.

Therefore, a PSE earning \$14.60 an hour would multiply that hourly rate by 2,000 hours, which would be \$29,200.00 or their BASE annual rate of pay. Then take that \$29,200 and divide it by the actual number of PSE available annual work hours, which is 2,080. The result is \$14.0385. Half of that \$14.0385 is \$7.0192. This \$7.0192 is the 50% of a PSE's BASE hourly rate for overtime.

A PSE rate of pay of \$14.60 plus halftime of base hourly rate of \$7.0192 added together is \$21.6192. Thus, the overtime rate of pay for a PSE making \$14.60 an hour is \$21.62 per hour, not the first thought \$21.90 per hour.

This same calculation has and is currently used for Part-Time Flexible Clerks also.



Secretary-Treasurer's Report

Jane Duggan
Secretary-Treasurer

Since our last issue, the budget committee met and made a proposed budget for 2012. This year's budget was adopted by the membership at the January meeting after those present had time to review the proposal. We approved an aggregate budget which means we can shift money from one line item to another without convening a special membership meeting.

We had a lot to take into account in preparing our budget. We will have a state constitutional convention in the spring, national convention in the summer and local elections in the fall. These are all major items. In addition, the officers have made a commitment to expanding training for stewards in 2012. There simply was not enough money to continue to function as we have in the past but the committee did allocate all projected income.

At the January meeting, after the budget was approved, a member of the budget committee presented the president with a petition signed

Proposed Budget

by over forty members to increase the dues by \$2 per pay period. In accordance with our local constitution Article XII, Section 2, the chair accepted the request and the matter was tabled until the February meeting.

As part of the President's State of the Union message, every member was notified by mail of the vote on the proposed dues increase. The vote was taken by secret ballot at the February 2012 meeting and passed by a vote of 54 to 40 of those present. All crafts were represented in the voting.

In February, the trustees did an inventory of all of our offices. They produced an updated list of all the local's furniture, computer, printers, etc. The inventory is used by our accountant in preparing our taxes as well as serving as the official record of everything the local owns.

BAD NEWS FOR RETIREES

Starting January 1, 2012
Anyone receiving a CSRS of FERS Annuity
Will be taxed by the State of Michigan at the rate of 4.35%.
This information was provided by Alliance for Retired American 2012 Michigan Taxpayer's Guide

I've been getting a lot of calls from retirees. They are worried about the issue of Michigan taxes being collected on their annuities. For the 2012 tax year, annuities will be taxed. Also, some deductions are being eliminated. The problem right now is that OPM is not deducting state taxes from anyone's annuity. This could result in being hit hard when filing for 2012.

CHANGE YOUR NAME? OR ADDRESS?

We need all members to keep our office updated with **any new name or address** changes so that you will get all the important mailings in 2012.

We will be holding local elections next fall and we want everyone eligible to receive a ballot. Please call (313) 532-9305 with updated information.





Clerk Craft
Director

James Stevenson
Clerk Craft Director

I would like to begin by stating thanks to the entire membership for your support over the past two years and for allowing me to serve you. I would also like to thank all the stewards and officers for all their efforts in protecting the collective bargaining rights of our employees. I would be remiss not to thank Union President Christopher Ulmer for putting my grievance together and winning my arbitration case. It may be a first, but not a single management official appeared to testify at my arbitration (I do not know if they were afraid of Chris or afraid of lying under oath). Let us see if management e-mails the arbitration award around the entire district like they did when they put me out. To all of our union brothers and sisters who have been improperly disciplined or terminated we know that it is financially and emotionally difficult but be assured this administration has been and will always fight hard to insure your rights. One can never truly be made whole for what they have had to endure but the issue can be properly addressed.

CITY STATION BIDS

Many of our members consistently ask "When are the bids coming out?" and "Are we rebidding the city stations?" The DDAL has been meeting with upper level management going station by station to identify the proper number of clerks needed to stall each facility. It has been encouraging that the new Acting Postmaster Easton Wright has recognized the extreme shortage in the operation of the city stations and has been working with the union to make sure there are sufficient clerks to operate each unit on a daily basis. It is through this process that we would hope to eliminate the pressures of working short staffed and the many con-

Wickedness (Labor Relations) Never Prevails

tractual violations which occur as a result (supervisors performing work, carriers performing work, improper schedule changes, forced overtime, discipline, etc.) I am not going to include break and lunch issues in the above because no employee should be being denied or skipping breaks/lunches.

It is the position of the union and the sentiment of virtually every management official that rebidding the entire city stations is not in anyone's best interest. Both times that it was done in the past was simply disastrous and devastated the operation. Scheme qualified clerks from one station were required to go to other stations resulting in frustration, wasted resources, additional training time, and decreased productivity. We are optimistic that an agreement will be reached in the near future and we can begin the process of establishing much needed positions.

VACATIONS

The union currently has several class action grievances in on management not meeting with the union to go over the method of vacation selections and employees not receiving the proper amount of vacation choices. We have many employees who had enough time to select over 6 weeks of vacation but management often limited the employees to 2 or 3 weeks total for the year and only conducted one round of picks. Denial of proper vacation picks results in improper discipline and attendance issues which may not have occurred had the employee been properly allowed to select the time in advance. Many employees are sitting on a stash of annual leave and since management so often denies annual leave request outside of vacation selection employees are forced to "call in" thus creating a situation which in some cases could have been completely avoided. Allocating the proper amount of vacation picks also gives management a better picture of what is actually needed

to staff their operations versus denying employees their earned time off and calling it an emergency situation when employees are forced in some situations to call in. We encourage all employees to be regular in attendance and to come to work but management has an obligation to allow employees their contractually guaranteed time off.

INVESTIGATIVE INTERVIEWS/PRE-D'S

The investigative interview or pre-d as it is commonly referred to is one of the most crucial elements in management's attempt to issue discipline. It is not your responsibility to "get or contact your union rep" when management wants to do a pre-d. It is the responsibility of management to contact the union and request a union official after they have informed you the employee that it is their intent to conduct a pre-d. Management should also be informing you of your right to union representation (Weingarten Rights). The first thing out of your mouth after management tells you they want to do a pre-d should be "I am exercising my Weingarten Rights and I am demanding union representation before I say anything." It is not about being guilty or innocent of the allegation. The way an employee may respond to a question could be turned around and used in a manner in which it was totally not intended which is why union representation is crucial.

FMLA/CALL INS/3971's

We would like to stress the best ways to avoid attendance issues are to come to work on a regular basis. There is much to be desired in the way some management officials treat employees but the reality of the situation is that it is an extremely tough employment situation in the outside world and employees need to do their part to maintain their employment. In the event an employee does need to be absent from work you should do everything possible to have that leave scheduled in advance as not to get a red mark. Submit a 3971 (notification of absence) as soon as you are aware you will be absent from work and get your signed copy back from management right there on the spot. Management does not have to approve or disapprove the 3971 on the spot but they are required to give you a signed copy immediately that they received your request. Do not fall for "It is too early to turn it in . . . Let me see how I am looking and I will get back with you. "If you do not have proof that you gave management a 3971 they for sure will say "What you talking about Willis?" If

there is a problem with the call in number contact your supervisor directly and inform them of your absence in addition to documenting your call time ERMS.

It is amazing the number of people who have qualified FMLA conditions but do not have FMLA coverage. If you or a qualifying family member has a FMLA condition make sure that you apply for FMLA whether you are currently experiencing a problem or not. Even though there may be circumstances in which coverage can be retroactive you need to apply for the coverage when you become aware of the qualifying condition so you will have a number in the system thus eliminating problems which occur later on. Management is required to inform you of your rights under FMLA but the employee must make sure they submit the required application and documentation to obtain the protection.

EEO's

I have previously spoken upon this issue but I received a disturbing call from an employee who stated they were allegedly told by an ADR specialist at GWY that they could not file an EEO because the supervisor is the same race as you and that they could not file an EEO for age discrimination if both you and the supervisor are over 40. Nothing could be further from the truth and both alleged statements are false. An African American supervisor can discriminate against an African American employee. A female supervisor can discriminate against a female employee. A 50 year old supervisor can discriminate against a 45 year old employee. What determines whether you have a cause of action under Title VII of the Civil Rights is not the characteristics of the violator (supervisor) but rather if the complainant is a member of a protected class and there exists an allegation that you are being treated adversely because of that. This can be established by either direct comparables to individuals not in your protected category or by retaliation for your previous complaints regarding discrimination. In some cases illegal discrimination can be inferred even without a comparable employee if management fails to establish a legitimate business reason for their actions and it stands to reason that the true motive lies in an impermissible reason protected under Title VII. In closing the ADR specialist cannot determine whether you have a valid claim and has no authority or right to discourage you from completing your EEO complaint or moving forward should you feel your issue has not been adequately resolved.



— Sink Or Swim? —



**Maintenance
Craft
Report**

**Jason Rushing
Maintenance Craft
Director**

2010-2012 has been pretty rough for Maintenance Craft employees. The idea that Maintenance employees had a Teflon coating wore off long ago.

Since taking the Maintenance Craft Director's office in 2010, we have pretty much been neck deep in excessing, impacts, amps or some form of reduction or consolidation process. Currently we are still going

through the same thing on one level or another. My goal was to educate and help employees through the Postal Service's process as much as I could with my limited powers. Knowledge is power and I am always willing to share what I have.

Hopefully all Maintenance employees took advantage of the open season this year and put in for all available tests in their facilities. Whether it was a BC5 or an ET test, good luck!

The Postal Service has big changes on their minds, or not? Whatever happens or whatever decisions are made by the time you read this, you as a Maintenance employee have a job somewhere. That unfortunately has been a reality for far too many employees. They have had to travel further to a different work location,

state or a different craft or occupational group. None the less, with the same pay and a guaranteed amount of work hours if involuntarily exceeded. The whole thing is just horrific if you are an impacted employee, but just imagine if we had no contract, had no protection, had no Union? Who would stand up for us? How about . . . no one. You would have to beg, borrow or steal just to try and feed your family like millions of others are doing today. I am thankful for my Union and my job, lets make it the best we can!

Along with the new language in the contract, Maintenance will have quite a few additional jobs. The 1500 Custodial jobs should be named or named shortly after reading this. The ET arbitration we won

a while back will have some specifics in the near future claiming some new jobs also. The language for combining contracted Custodial jobs in the stations and branches will help larger facilities they are attached to gain additional employees and union members.

As always I say if training comes your way and you have years to go until retirement, consider taking it if available. If they offer local training, take that too. It is good to stay as up to date with training as you can. That is, if they continue to give it. How can a business that says they want to succeed NOT train their most valuable asset? EMPLOYEES THAT DO THE DAILY WORK! US!

As always thank you for allowing me to serve YOU, the member.



**Motor Vehicle
Services
Director**

**Alvin O. Branch
MVS Director**

Greetings, Brothers and Sisters of the MVS Craft. We have been through some very difficult times in the last couple of months in the MVS Craft. But the trials and tribulations

have just made us stronger, and enabled some of us to have a different perspective concerning our careers with the Postal Service. For those of who have not made the necessary changes the road will continue to be rough, and unsettled. But enough of the doom and gloom.

We have made some tremendous accomplishments within the craft in getting several grievances concerning the removals of bargaining unit employees sustained through the grievance process, some, with awards of back pay, some without

but the employees are back, and gainfully employed. Our grievances are moving well since the craft has been afforded a change in the designee for the Postal Service at the Step 2 process of the grievance procedure, and I am looking forward to settling more of our grievances at the lowest level of the grievance process. We have been experiencing delays in off loading mail at some of the stations because the managers there first do not have the proper personnel to accomplish the task, and it makes our trans-

portation drivers unable to adhere to the schedules as they are assigned. Thus causing a delay in the movement of the mail between stations. I have addressed this issue with the manager of transportation operations, and will be following up on the stations that are the biggest culprits of understaffing of personnel. Management seems only to be interested in processing scores and numbers, and fails to realize that the job is not complete until the processed product reaches its final destination.

MVS — The Plain Truth



**DNDC
Facility
Director**

**Debbie LaMay
DNDC
Facility Director**

Since being elected in late 2009 we have faced more struggles in maintenance than any other craft. Management has been defiant regarding union and employee relationships, rubber stamp discipline and contract issues. Throughout the past 2 years management has hired multiple sub-contractors which include but are not limited to roof repairs, HVAC, snow removal and fire protection. Although timely grievances have been filed accordingly, it appears that management is aware that they can get away with these violations due to the lengthy grievance procedure. Basically by the time the grievance is heard and payment is authorized for the violations, management is no longer held accountable for their poor decisions that have cost the postal service thousands of dollars.

A crucial piece of evidence in a

sub-contracting case is the provisions of Article 32 in which it states that management will give due consideration to public interest, cost, efficiency, availability of equipment, and qualification of employees when evaluating the need to sub-contract. These are basic guidelines that management has to adhere to in order for sub-contracting to not be considered a violation. Instead management either ignores the provisions in Article 32 or rubber stamps a reason on why this alleged sub-contracting should take place.

Just recently we had 25 dock seals replaced to the tune of \$53,000.00. No break down of cost per door or installation cost per door, just a lump sum figure. Our maintenance steward did some research online and discovered the most expensive door sold of this caliber was listed at \$900.00 a piece . . . so at this rate the cost for 25 doors were \$22,500.00. The USPS paid \$5000.00 alone for the disposal of the old dock seals, which we clearly did not understand because an extra dumpster could not have cost more than \$500.00. It appears that the USPS paid a sub-contractor \$26,000.00 to have these industrial type curtain rods installed. This is

clearly work that our building side or level 7 mechanics could have done for a few hours of overtime on each door . . . Perhaps even a gas card at the end of installation for a job well done. Maybe if management actually did their jobs and did a proper Article 32 they would get a gas card too while producing thousands of dollars of savings for the postal service. Instead what they fail to realize is that every time work is sub-contracted and we show a lack of need for craft employees we also show a lack of need for them.

In proposed Article 32 management states their position defining "construction" and "maintenance" from a 1973 Funk & Wagnall's Standard College Dictionary due to the fact that under the CBA most cases of construction are not considered maintenance craft work. I find it amusing that they can spend \$53,000.00 on this sub-contracting violation but are using a 1973 reference guide as to why they are justified to do so. In same Article 32 it speaks of cost efficiency as to why this work was sub-contracted out but in the next sentence it states "Postal labor costs vs. contracted labor costs were not available at the time this

review was conducted". Which simply means it was not done and they do not have a clue regarding cost and or savings. In same Article 32 it states in several places "None of our employees are known to have the skills necessary to complete the work that will be required for this project nor are they required to have these specialized skills by the Postal Service". So the same craft that we entrust our safety to on a daily basis, the same craft the postal service has paid thousands of dollars to train and the same craft who we allow to maintain pulleys, conveyors, electrical, HVAC etc to uphold an efficient operation were unable to install these dock seals due to lack of specialized skills???

Part of managements duties is to recognize their employees skills and abilities to match with assignments. It is apparent management of the DNDC is not cognizant of the talents that they have working for them in several aspects. Perhaps the USPS should look into sub-contracting their management staff and in doing so may save the postal service thousands of dollars while keeping the maintenance craft gainfully employed.

Still Facing Struggles



Priority Mail
Facility Director

Iva Williams
PMC Facility
Director

With March comes March Madness. This seems to be true for the Priority Mail Center. As the rumors stay afloat (the priority mail center is closing), the more employees get

March Madness At The P-1 — Priority Mail Center News

agitated. Employees are looking to the Union as to the direction they should go, should they bid, should they stay? As a union representative I can only advise everyone to choose for themselves what would be in their best interest. A rash decision may have a long term effect. If you see a bid that you would like and think about it, the postings are

up at least ten (10) days. Also there is no definite decision as to whether we (PMC) are closing or not.

On a different note, we must now send our FMLA updates to Shared Services. Remember to keep a copy for yourself. You can fax it or mail it. If you are updating a current case, write down your case number and let them

know that it is not a new claim.

Also, for employees that are having a hard time coping with stress, whether from work or home contact your local EAP counselor for help. They are there to help you and your family. Make the call.

Until next time (I hope)!!! I hope everyone springs forward IN SOLIDARITY!!!

We Got Engaged . . . Did You?

continued from page 2

clear. Leave our post office alone! Let's make it better, not tear it down. The mail is an American icon that must be preserved. The labor and American voice right now is like a snowball, rolling and growing, gathering no moss. Members have called us asking how to get more legislatively involved. Others have talked to us, telling their stories; making that one call, sending an e-mail or two, sending a letter . . . Saying how good it made them feel. When we do that, it unites us. We are all in this together. These are OUR jobs, OUR benefits, OUR futures, OUR lives. So all those that have not made that call, not sent an e-mail or letter, we must ask ourselves "why haven't I?".

I encourage you to read the letter Senator Levin sent to us. Senator Levin is a major ally fighting all the crazy stuff the postal service is trying to do. We must not forget about him and others that are on our side on election day. These are politicians that are fighting for our jobs and they should be supported by us.

MAIL REDUCTION VS. EMPLOYEE REDUCTION

Next issue we are going to examine the numbers concerning mail reduction and employee reduction. Has mail volume been reduced? Yes. Has the employee workforce been reduced? Yes. So you would think the numbers would offset each other. Till next issue, thank

you from all of us at the Detroit District Area Local and the **DETROIT POSTAL WORKER**.

THE GET ENGAGED PROGRAM

Last issue we focused on house resolution 1359.

In this phase of the Get Engaged Program we are going to focus on the amendment of House Resolution 1789, the 21st century Postal Service act (S.1789).

Originally, this resolution was introduced to close down facilities, slow service standards, and it supports five day delivery among other things.

However, our allies have fought to introduce an amendment to the original bill that will be brought to

the floor of the senate. 27 senators have signed a letter to the sponsors of the 21st Century Postal Service act. They are asking them to approve amendments to the legislation that the APWU supports. The bill-which the APWU says is "unacceptable in its current form", is expected to be brought to the senate floor for a vote in the near future.

The group is supporting amendments to maintain current service standards, protect rural post offices, maintain six day delivery, and establish a "blue ribbon" panel to examine how the postal service can earn additional revenue by offering new services. The senators are also pressing lawmakers to include provisions that would more aggressively address the pre funding requirement problem. The postal service would have reported an operating profit of \$200 million in the first quarter of 2012, if not for the forced pre funding requirement. They believe the postal service should be allowed to recover more than \$10 billion in overpayments to the plans and they should not be required to pre fund 75 years' worth of future retiree health benefits over a 10 year period.

They want a new business model developed and succeed in the 21st century. Just like virtually every other Postal Service in the industrialized world has already done.

The senator endorsed provisions of S.1789 that would allow the USPS to issue hunting and fishing licenses, copy and notarize documents, ship wine and beer and expand on other concepts. Finally, some real ideas and answers for the Postal Service's recovery. The question is does the Post Office really want to get better? That's debatable.

Below, is a simple phone call we need to make. Urge the senators and the congressional representatives to support amendments to S.1789. You don't have to make five or 10 phone calls . . . Start with one. You can see from the Senator Levin letter that one phone call can and will make a difference. Once again, our future depends on it.

Danny's Mailbag



These are excerpts taken from major news sources over the last quarter or so.

- The Greeting Card association, a company that has published cards for 63 years sold about 1.5 cards last holiday season about the same as last year. Susan January, president, says "paper greeting cards are hip again".

— source — *USA Today*

- Frome Harropa, a writer for the Providence Journal stated that paper "still rules the soul". She says that some things are too personal to be delivered via a click on the send button. She goes on to say that "when it comes to holiday greetings, we look toward the mailbox, not the inbox. "We agree 100%!"

source — *the Providence Journal*

- The Postal Service announced a plan to eliminate 250 Processing Centers, including seven in Michigan. They want to lay off the least 30,000 workers and cut costs by three billion dollars. That would virtually eliminate the chance for stamped letters to arrive the next day. This is a one of the fights we're in right now.

— source — *Detroit News*

- Postal service employment peaked at 909,000 in 1999 and has declined steadily since, to 612,000 in January 2012. Oh yes the mail has declined, what about the employment decline? When is it going to stop? Source — *Detroit News*

- Sally Davodow, a spokeswoman for the American Postal Workers Union says the proposed closings and slowdown of service is "exactly the wrong way to go". The postal service should be finding ways to modernize and speed and improve service to the American people. Instead, this will slow mail and make it less relevant in the digital age." We agree, Ray Charles can see that.

— source — *USA Today*

- Republican Senator Susan Collins of Maine says the consolidations/ closings would hurt rural communities without solving the money problem. She says "maintaining our nation's rural post offices cost the Postal Service less than 1% of its total budget". She goes on to say that she has proposed a bill that would ease the Postal Service's deficit by reforming workers compensation and contracting requirements and letting the postmaster tap "an enormous overpayment" into retirement funds.

— source — *USA Today*

- The Post Office plans would slow everything from check payments, Netflix dvds by mail. It would also add costs to mail order prescription drugs and threaten the existence of newspapers and time sensitive magazines delivered by carriers to far flung suburban and rural communities.

— source — *the Detroit News*

- In an editorial in the USA Today, Senator John Tester (D-Mont) is a member of the Senate Homeland Security and governmental affairs committee. This committee oversees the Postal Service. He stated "six day mail is a fundamental service," (a service, not a business) that sustains rural and frontier communities across America. If we go down that road, we will never go back. He goes on to say that, "six day service keeps small businesses-and more important, the people that run them, healthy and competitive. It levels the playing field in a vast region, in this country with little or no access to broadband. For us, it's another hardship that impacts business lives

continued on page 8



Legislation Director

Regina 'Gina' Favors
Legislation Director

Legislative News & Views

Where Will It End?

Well brothers and sisters, where to begin? Or should I say where will it all end? The attack on Postal Workers keeps growing. In the words of that great Temptations song, "like a snowball rolling down the side of a snow covered hill, it's growing". . . But not only on us as Postal workers and retirees, it's an attack on ALL workers. It's a flat out attack on unions, seniors, children, minorities, the poor and most importantly it is an attack on our PRESIDENT! First and foremost we all need to recognize that the agenda that has been set out is to make sure that President Barack Obama "is a one term President". What galls me is the fact of the hatred and disrespect that has been leveled against the office which he holds just because of the man and the color of his skin! You see the presidency is more than the man (or woman when it happens) whose is elected to serve. Never in my life have I seen a President more disrespected than President Barack Obama. Have you ever noticed that he is referred to as "Mr. Obama", or even just "Obama"—(no handle or title), "He", but never referred to as "Mr. President", "President Obama" or show any type of respect to him. This "hatred" has also been levied against the "First Lady"! This has NEVER happened before and should not be tolerated! YES, in this day and age at a time when we supposedly had gotten beyond that type of thinking!

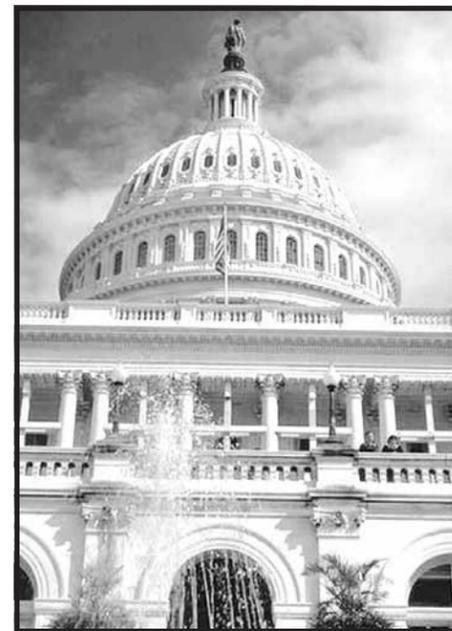
Another agenda is to get rid of unions! They are willing to destroy public education in their quest to get rid of "union educators". They want to take away collective bargaining rights. The worst part of it is they don't care how many people's lives are hurt, they just want unions gone. Have you paid attention to how many states with Republican Governors are attempting to and in some cases have already stripped employees of this basic right? This affects not only the union member but their families and communities as a whole. Why are they so opposed to you making a decent wage? Why are they so hell-bent on workers living a decent life? Why are they blaming the economic downfall only on union workers and poverty programs? I listened to Mitt Romney say that the auto industry was in trouble because of the unions, but I always thought that "collectively bargaining meant there was MORE than ONE SIDE

to the agreement! I guess Mitt though feels that only the union was greedy and made the employers GIVE up and GIVE IN to everything the union asked for. To me that just shows that Mitt don't know (sh—), excuse me I mean he doesn't know jack about unions. It doesn't seem to matter to him that for years the auto workers took concession after concession, gave up pay raises, cost of living adjustments, had their jobs shipped overseas and still in the end it was not enough. Mitt's answer was "let them go bankrupt! They even claim that it is the union's fault that workers cannot be fired! Can you believe that crap? What is left out is the part that says "without just cause". We as union members need to talk about and educate folks on the real value of unions. We need to tell them unions created the middle class. Unions gave us an 8-hour work day, a forty hour work week, paid holidays, bereavement leave, paid vacations and so on. UNIONS BENEFIT ALL WORKERS !!!

Something else the opponents also want to do is to get rid of Social Security! The reason for this, they "claim", it is all to make Government smaller — hah! When you listen to and look at what "they" are saying in terms of smaller it appears that {smaller} only affects programs put in place to help ALL of us and most particularly those of us who are in the middle or lower. They say their plan is to eliminate "entitlement programs" which is still another way of saying they will get rid of Medicaid, Medicare, social security, poverty programs, school aid and any or all other related systems. The problem that I see with this is HOW they determine what is considered "entitlement". Social Security is not an entitlement program, yet they want to dismantle it. I don't know if any of you have or know of someone who has lost a mother, father or spouse leaving behind young children to take care of, but if so you can fully understand why social security should be left alone. If former President Bush had not raided it there would not be the problem of solvency it is facing right now. I will not go into full detail here of this and all of the other programs as this article would really be far too long. Suffice it to say, please look into what these programs mean, what they do, their importance and how they are financed before you just vote (or NOT VOTE) for someone to TAKE THEM AWAY! Once again folks I am advocating for you to GET INVOLVED, get MOTIVATED, get ANGRY and STAND UP for REAL DEMOCRACY! In so many states right now they are making or have already made

changes to their laws and imposed stricter rules in order to make it harder if not impossible for people to vote. Ask yourselves why this is? What are they so afraid of? I have MY answers (theories if you will) to these questions, what are yours?

Now and of utmost importance to us is this attack on Postal Workers. We have to continue to fight back and not just take what is happening. I know that I am always asking you to contact your legislators and I hope that you are, but do you also ask your families, friends, church members, community associations and so on? Do you really know how much power you have? There is strength and power in numbers folks. We have to get our message, the REAL TRUTH out to the public. You would be surprised (maybe) at how many folks believe what they have heard on television and read in the newspapers as the reason for the Post Office woes. When I talk to people and give them the real story they are usually surprised, dismayed or sometimes downright upset. They especially get upset when they know that the 2006 lame duck session of Congress was the major contributor to our financial crises. Now just consider what could, (would or should) happen if every one of our family members near and far called and asked Congress to FIX THE MESS THEY CREATED and even return the money. Of course we know they won't (return it) but just hearing from folks can cause quite a stir. Imagine if you will, every postal employee in the state of Michigan, plus all of their friends, family, etc. together with their friends and families in other states making the calls . . . wow! That would be totally AWESOME, HUGE, and maybe even very effective??? WE CAN DO THIS!!! You can start by asking them all to call their Legislators and tell them to support the amendments of Senate Bill S-1789 'cause that bill (in its current form) fails to address the problem. Now we can also couple this with other unions joining our fight. Each month when I attend the AFL-CIO meeting we learn of each other's struggles and I can tell you that it is EXTREMELY OUTRAGEOUS what is happen-



ing to us as workers . . . as union members.

More closely in our own backyard, there are more than 80 bills right now in the legislature designed to destroy, diminish and or completely end collective bargaining rights and take away health benefits. They have already passed and the Governor signed into law many PA'S (Public Acts) that accomplish this. I will just name a couple — PA 266 — changes to workers compensation insurance that establishes new standards that reduce benefits, PA 277 — allows districts to privatize public school teachers, expand charter schools and remove collective bargaining rights, PA 4- the Emergency Manager with total and completely unrestricted powers and the list goes on. Michigan pensioners are now being taxed while businesses are given HUGE tax breaks with no conditions or requirements for job creation. If it has not affected you personally yet, just keep standing by and it will. Remember an injury to one is an injury to all. We cannot just sit on the sideline waiting for the few GOOD legislators we have to "fix" this because there surely are not enough of them. THEY HAVE THE MONEY but we have our voices. Money doesn't vote, but "we the people" do. The only way to show them that their money is worthless is to show up and show out at the polls. As I said, WE CAN DO THIS, don't let them STEAL your voice, your vote, your livelihood and your children's future. Don't let them set us back 50 (or more) years!

As Always and in SOLIDARITY.

As voters and postal workers, we must get involved. Contact your representatives and tell them what you think. Write letters, send emails, phone calls. Your job, and your retirement may depend on it!





Director of
Human
Relations

Keith Combs
Director of
Human Relations

On December 20, 2006, The Honorable President George Bush signed into law the Postal Accountability and Enhancement Act, which included provisions that we (APWU) opposed.

One such item is an amendment to section 8117 of the Fed-

The 3-Day Waiting Period

eral Employee's Compensation Act (FECA). The amendment, which applies only to USPS employees, establishes a three-day waiting period before continuation of pay (COP) will be granted.

COP is paid only for traumatic injuries, i.e. injuries that occur in a single day or work shift. A COP-eligible employee may use annual leave, sick leave, or leave without pay during the three-day period.

If the first three days of disability occur during the employee's non-schedule days, being in a non-pay status also goes towards satisfying this new regulation. If an employ-

ee's inability to work extends beyond 14 calendar days, any leave that was used will be restored' if LWOP was used, the employee will be paid.

There has been no change in the USPS policy of paying administrative leave (or leaving the employee in a work status) for time missed due to medical examination of treatment on the day of injury.

The rules relating to Occupational injuries – injuries that result from work activity over the course of more than one day – are unchanged. A three-day waiting period remains in effect before wage-

loss compensation will be paid by OWCP (Office of Workers' Compensation Programs).

However, an employee must be in a non-pay status for three calendar days before he or she will be eligible for compensation. No leave may be used during the three-day period. But if an inability to work extends beyond 14 calendar days, compensation will be paid for any wage loss during the waiting period.

As always my brothers and sisters remember that People do not resist change they resist being changed.



Assistant Clerk
Craft Director

Tony Corbin
Assistant Clerk
Craft Director

Greetings once again Brothers and Sisters, a new Local Memorandum of Understanding (LMOU) went into effect on November 4, 2011, and certain change(s) were

Leave Other Than Scheduled Vacation(s)

made deviating from the previous (LMOU). One change was the stipulation pursuant to employees requesting Leave other than Scheduled Vacations. In the past, if an employee submitted a PS Form 3971 to Postal Management requesting Annual Leave, and a disposition was not made by Postal Management within forty-eight (48) hours, the leave request would be considered approved. Item #12, "Leave Other Than Scheduled Vacation", in the new Local Memorandum of Understanding states the following:

"Employees requesting advance leave, **which was not** included in vacation scheduling, shall submit a PS Form 3971 in duplicate to the appropriate supervisor. The supervisor shall sign and date the "date notified" portion of the PS Form 3971 and immediately return a copy to the employee, as a receipt. Employees shall be notified of Management's disposition for advance annual leave no more **than three (3) days after the date of the supervisor's PS Form 3971 notification**. If after three (3) days

the employee has not been notified of Management's disposition on the annual leave request, the request shall be considered approved upon the supervisor's receipt of evidence of the initial PS Form 3971 submission".

So remember fellow union members, whenever you submit a PS Form 3971 to a supervisor requesting leave other than leave for a scheduled vacation, you should immediately receive a copy back with the supervisor's signature and date the 3971 was received.

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.

— reprinted from the Pikespeaker

The Evolution Of The Mailbox

There's more to mailboxes than meets the eye.

- The first U.S. letterbox sanctioned by the United States Postal Service was patented on March 9, 1858, by a Philadelphia iron products manufacturer, Albert Potts, and incorporated into street lampposts.

- The familiar four-footed, free-standing mailbox was first seen in 1894; it quickly became ubiquitous on city street corners.

- By 1891, the U.S. Post Office Department had over 48,400 letterboxes of various types in use around the country.

- After World War I, the War Department gave the Post Office Department a vast supply of surplus olive drab paint. That was the standard color for collection boxes until 1955.

- In the late 1930s, the proliferation of automobiles influenced mailbox design when an extension chute or "snorkel" to curbside boxes was adopted.

- On July 4, 1955, Postmaster General Arthur Summerfield announced that street collection boxes would be painted red, white and blue to make them easily identifiable.

- When the Post Office Department was reorganized, creating the United States Postal Service (USPS) in 1971, collection boxes got a solid deep-blue color. This color scheme is still used today, with the addition of the newest Postal Service logo, the "sonic eagle" in white on a blue background.

- At the beginning of the 21st century, changes in consumer habits, such as online bill paying, cut the volume of first-class mail, so the post office eliminated 4,000 mailboxes across the country, leaving about 200,000.

— reprint from *the Kentucky Postal Worker*



APWU e-Team News Update

American Postal Workers Union, AFL-CIO
Cliff Guffey, President

APWU Airs New Round Of Television Ads

The APWU rolled out a new series of ads highlighting the importance of the Postal Service to our country and economy. These ads show that the U.S. depends on the Postal Service as a staple that binds our communities together. These ads address some of the harsh effects that communities nationwide will feel if post offices and processing facilities are shuttered.

Right now, senators are making decision about what amendments will be included in pending postal reform legislation. What can you do to help make sure your voice as a postal worker is heard? Reach out to your senators and ask them to support several amendments to the 21st Century Postal Service Act (S. 1789).

Please urge your senators to support amendments to S.1789 that would:

- Provide adequate relief from the retiree healthcare prefunding requirement.
- Set strict service standards. (The Postal Service is planning to degrade

delivery standards in order to eliminate more than half of all mail processing facilities.)

- Allow the USPS to recover overpayments the Postal Service made to its retiree pension funds.

- Establish new ways to generate revenue, such as providing notary services, issuing licenses, contracting with state and local agencies to provide services, and allowing the USPS to offer services that mail systems in many other countries provide, such as digital services.

- Prevent the closing of small post offices by giving the Postal Regulatory Commission binding authority to prevent closures based on the effect on the community and employees.

- Protect six-day delivery.

- Eliminate the provision that would drastically reduce the compensation of workers who are injured on duty once they reach retirement age.

- Repeal the provision that would require arbitrators in postal contract

negotiations to consider the financial health of the USPS. (Arbitrators routinely do so. The requirement is an attempt to skew contract negotiations in favor of management.)

After you send a message to your

senators, make sure you also take a minute to call their offices and tell them to amend S. 1789.

You can reach your senators by calling the Capitol Hill switchboard at 202-224-3121.

Contact Your State Senators:

Carl Levin (202) 224-6221
Debbie Stabenow (202) 224-4822

They Serve Us

by Danny Sawicki

In each issue this column will be honoring members, or member's family that serve us as active vets, veterans, police officers, firemen etc. We think it is important to recognize and honor those that put their lives on the line for us. This issue's featured member is Todd Ransom.



Todd Ransom

Todd Ransom is a reserve veteran. Todd works at the GWY facility in Detroit. He works Tour 3 on the DBCS machines. Todd has 5 children, 4 daughters and a son. In his spare time he loves to spend time with his children and family.

He is a 26 year Veteran. He has won many military awards, including two army accommo-

tions medals, seven army achievement medals and a 10 year bronze hourglass medal.

Todd started his tour of duty in Iraq, then was mobilized two years at Fort Lewis, Washington and was last stationed in Afghanistan.

Truly a heroic American Servant. From the bottom of our hearts, Thank You Todd for all you do and helping us keep America the home of the free and the brave.

If you have a family member or know somebody that serves us, please contact me at 586-943-3950 rocknonhwy61@yahoo.com

APWU
20530 Southfield Road
Detroit, MI 48235

Union Plus Helps You Plan For College

Have children getting ready and thinking about heading to college in the near future? It is never to late to start looking, saving, or planning on where to attend. Union Plus offers our members the tools and resources to help! Check out their website at Unionplus.org for this and more tools and assistance in your daily life.

The new Union Plus College Test Prep website, provided by The Princeton Review (TPR), has some great resources for union members and their children who are planning for college:

1. Free new college planning resources, including a new Action Plan tool that jumpstarts the process with a get-into-college timeline and college planner.

2. College search tools updated with advanced features to help you find schools based on test scores or GPA – and you can save and share your filtered searches.

3. Great advice articles where you can easily navigate everything from tests to admissions to financial aid, plus new college and law blogs.

4. An improved enrollment process with an all new Course Finder that guides students through college test prep (for SAT, ACT, GRE, MCAT, etc.) and includes course offerings by test type including location maps.

5. A free PSAT, SAT or ACT practice test. For high school sophomores, now is the perfect time to take a free practice PSAT test; for high school juniors now is the perfect time to take a free practice SAT/ACT test. You can search for free test dates and locations in your area at the link below.

So check out the new college test prep site. And don't forget to apply for the Union Plus scholarship too. Brought to you by Union Plus/Privilege.

New Program Launched For ABA Members!

Dear Brother and Sister:

The APW-ABA is partnering with Unum, Sun Life and USI-Affinity to provide additional benefits for APUW Members, Associate Members, Retirees, and Spouses. In addition to the APW-ABA's Value, Advantage and Plus programs that members are currently eligible for, you will now have access to affordable permanent Whole Life Insurance and additional expanded Accident Insurance. NO medical questions and NO physical.

Go to: apw-aba.org for more information and to learn how to join.
— reprint from *the Michigan Messenger*

The Union Does Not:

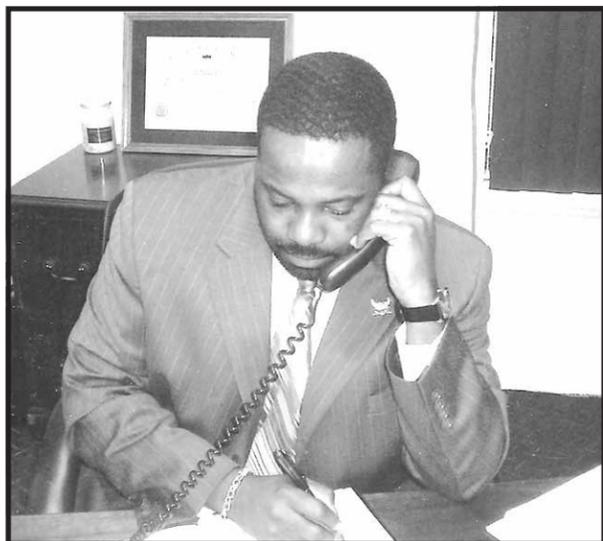
- Post Jobs
- Approve leave
- Issue discipline
- Decide who gets overtime
- Decide if anyone can go home early
- Deny workers' comp claims
- Set window hours
- Sponsor VOE surveys
- Decide how the mail gets processed
- Tell employees which door to use
- Revert, abolish or excess jobs
- Disapprove leave
- Give overtime
- Approve changes of schedules
- Deny FMLA
- Give safety talks
- Assign daily work assignments
- Make you wear a uniform

THE UNION DOES:

- Try to make sure the terms of the national and local contracts are abided to.
 - Try to help members find the right answers to questions and concerns.
 - Negotiate & fight to protect the rights that past union members have fought for.
 - Fight for new rights for workers.
- Grievances are caused by MANAGEMENT doing something which violates the contract. Not by what the union does.
— Reprinted from *the Flash Report*

Ask The President

— COPA Talk —



Christopher "Chris" Ulmer, President

Q: Mr. President, we have many members calling us asking about COPA. We hear about it all the time, but what the heck is COPA and how does it work?

A: COPA is the Committee on Political Action for the American Postal Workers Union. This Committee is the active lobbyists for the APWU. This Committee lobbies the U.S. Congress on Organized Labors behalf.

Q: How does it benefit the membership and why should we contribute?

A: It benefits APWU members by informing our U.S. Representatives, our U.S. Senators and the President of the United States of issues that affect our collective bargaining rights. This committee also tries to influence these elected officials to vote on bills and laws that will benefit us.

Q: How does COPA directly affect us in

our work and personal lives?

A: COPA directly affects our members because as Federal Employees the U.S. Congress has to approve a lot of the actions that the USPS plans to do, such as closing stations, branches and processing facilities. The USPS has to go before Congress to explain and justify a lot of the things that they plan.

If the APWU is able to present our (the labor) side and view point then our elected officials are more apt to side with the people who elects them simply because our elected officials actually work for us. This applies not only to our Federal elected officials but also to our local and state officials.

Danny, if all APWU members gave just \$10.00 annually to COPA, this would allow the APWU membership to not only be heard but force our elected officials to listen and do as we ask.

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, add 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.

Retain this form for your records.

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.

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.



The Welcome Mat

The APWU-DDAL would like to give a big round of applause to the following new members. As we all know, there is strength in numbers. We appreciate and acknowledge all who make the endeavor to become unionists. We invite you to come in and play an active role in helping this union flourish!

We would also like to acknowledge those that signed the new brothers and sisters. Remember, any member can sign a new member and it's \$20 in your pocket!

Last Name	First Name	Last Name	First Name
Rothley	Mike	Heard	Raquel
Davis	Kelvin	Moore	Josh
Golnka	Andrea	Osler	Nicole
Jones	Lonette	Wallace	Carla
Pack,	Cywon	Watland	Courtney
Burrows	Tauryna	Rothley	Mike
		Merritt	Danielle

If your address has changed, please notify the union and the Post Office of your address change. If you do not, the Post Office will continue to send your paper to the old address.

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

COPA YES!

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Corrections & Clarifications



In our member spotlight column from the last issue, a picture of Mia Johnson and her son Andrew was omitted.

In our last issue Senator Carl Levin was listed as a Congressman.

We Have Come A Long Way . . . And Yet We Still Have A Ways To Go . . .

continued from page 1

looking to see if it is feasible to close the P-1 and consolidate the operations from the P-1 into the GWY and the DNDC. We will keep you informed of any new information as it becomes available.

CHANGE IN SERVICE STANDARDS

As you may know or heard, the USPS has announced that they will eliminate overnight delivery of regular mail delivery in the same mail service area (i.e., no more over night delivery to addresses in the same city, neighboring cities, etc). This change will allow the USPS to deliver the mail as many as 10 days later depending on the type of mail it is and where it originates from. The DDAL believes this type of change would certainly have a negative impact on our service to the public and force a lot of loyal USPS customers to seek alternative measures to getting their mail, documents, parcels, and packages delivered by other means and competitors. It is for the aforementioned reasons the DDAL urges you to contact your State and U.S. Representatives and Senators and ask them to support the Postal bills going slowly through both houses of the congress.

COPA

What is COPA? Why should I give to COPA? What do I get out of COPA? What has COPA done for me? How do I give to COPA? These are just a few of the questions I will attempt to answer while trying to enlighten you on the benefits of COPA and the need to give to COPA. COPA is the APWU's political action committee, COPA actually stands for Committee on Political Action. The money we give to COPA goes to support the Elected Officials that support Bills and Laws that benefit working class people like you and I. You benefit by getting Lawmakers to support and write laws that protect your rights and limit the employer from taking advantage of the workers rights. COPA has supported Lawmakers that protect our Social Security, our right to work in a safe environment, our rights to Collective Bargaining, our right to engage in protective activity without being retaliated against and many

more rights and laws you may take for granted. If every APWU member of the APWU gave 15 or 20 minutes of their annual salary (which equals about \$7 to \$10 depending on their annual salary) just once a year it would generate enough money to get the people that the APWU supports elected.

You can give to COPA several ways 1). You can do a payroll deduction, a set amount to come out of every paycheck that goes directly to APWU National Headquarters Legislative Department. 2). You can write a one-time check to COPA for a set amount. 3). You can support COPA fundraisers. Every APWU member and retiree should be giving at least \$7 a year to COPA; our future really does depend on it, give today.

Please remember that this year is a very important election year. The importance of this years elections applies to all elections that you may be eligible or asked to vote in (this would apply to Local elections, Municipal/City elections, County elections, State elections and Federal elections).

Stay focused and elect candidates with good track records, and that are there for the people, these elections are important for our future.

RETREAT RIGHTS UPDATE

Last but certainly not least, the DDAL is still actively pursuing and discussing with the Detroit District Management the Retreat Rights of all DDAL members. While we have made some progress we have not made a break through, the issue of Retreat Rights was Arbitrated Nationally in December. The decision on this arbitration has not come back yet, but be assured that the Local is working very diligently to make this happen, especially since the Detroit District is hiring PSE employees. If you know of anyone affected or have questions please do not hesitate to have them contact us.

I would like to say to all members once again, Thank You and please exercise your privilege to vote, get actively involved and help make a difference.

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.

Incident Report

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, fax to 313-532-5433 or mail to:

20530 Southfield Road • Detroit, MI 48235

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

With Deepest Sympathy

Our condolences to the family of Reginald "Reggie" McCanham

We would like to express our condolences to the following employees on their loss of a loved one;

- Phyllis Johnson
- Carolyn Taylor
- Andrea K. Davis
- Josephine Hunter Holmes
- Donna Reed
- Cynthia Murray

We apologize if there are any employees that we may have overlooked. For those we have missed, please call us so we can honor them in the next issue.

Danny's Mailbag

continued from page 6
and livelihoods across America.
And none of us can afford it.”

— source — *USA Today*

• Did you know that the postal service has slashed 200,000 career jobs over a decade and has slashed costs by \$12 billion over the past 4 years. Will it ever end!

• Front page of the Detroit Free Press March 19, 2012.” Snyder to Unions: Back off petitions”!!! These petitions are being filed by a labor organization. “Protect Our Jobs”. These petitions would push a ballot proposal that would make right-to-work legislation unconstitutional. Hey Snyder, you back off! You and your buddies are the ones who are trying to bust the union's and take away our collective bargaining rights. Do you think we are going to go down without a fight? I don't think so pal, we are resilient people so you better get ready for a long hard battle.

• In Atlanta, health officials say 39 people have been sickened from a salmonella out-break spread by handling baby chicks and ducklings. The case has spread through 15 states, including Michigan. Nine people were hospitalized. I wonder how many of us handled them

birds and ducks at the P-1?

— source — *Detroit News*

• Adam Hanft, a consumer marketing specialist says an ending all over-night delivery of first class letters and postcards would negatively impact every one from Netflix, timely magazines, greeting card industries, political companies and many more who still rely massively on traditional mail deliveries. Online retailers, small and midsize businesses also would feel the pinch. Nearly a quarter of local merchants use direct mail as a crucial marketing strategy, according to Merchant Circle, the largest social network of local business owners in the U.S.

• **Spreadshirts.com** estimates that 92% of specialized tee shirts in apparel are shipped by the Postal Service. Other businesses will be affected such as the Federal Government (checks) catalog companies, mail order houses, and companies such as banks and utility companies with routine billing cycles. Hey post office, are you listening!!!!?

• The Post Office is opening up” Village Post Offices” around the country. That makes sense, try to close all our Post Offices and put them in grocery stores, gas stations and drugstores. Sounds like a classic privatization move to us.

— WEB TALK — www.apwudetroit.org

by Danny Sawicki

Meet our Detroit District Local Web Designer “Dale Zaranelli”. Dale has been at the GWY as a Tour 2 Electronic Technician for all of his 24 years of service.

Hi Dale.



1. How long has the web site been up and running? I first started the site in 2001 on a free web hosting site called Geocities. We moved the site to 1and1.com after I decided we needed to eliminate the ads on the free site and for more control. We also added the ability to give each officer their own email address through the Union site.

2. How long have you been the web designer? I've been involved with the website since 2001 with a short break during the Duron Marshall presidency.

3. What are some of the main features on the APWU website? The main features are the APWU related News Feeds, the Local Agreements of all the Detroit area offices, and the contact page for Local officers.

4. There are daily news feeds on the site, what are some of the sources the information comes from? The main APWU news feed is straight from the APWU headquarters News Department. The other feeds about Postal consolidation and Federal retirement are from the major news services via Google News. The Google feeds are filtered to provide as much APWU and USPS information as possible.

5. Are there accessible forms that members can use to contact the proper officials on the important issues at hand? Local officers can be contacted via the Local Officers page. There are hyperlinks to their email addresses and cell phone numbers. We try to keep all the current Detroit APWU union bulletins posted as well.

6. Are there direct links to the politicians emails? There is a link to the National APWU site where, on the **apwu.org** homepage you can look up and contact all your politicians via the link “Contact Your Legislators”. I've used the link myself and it works great.

7. Can stewards and officers be contacted thru the website? Stewards have indicated that they would prefer to be contacted in person or via phone through the Union Desk. Stewards may choose to give you their email addresses after initial contact. Local Union Officer's email and phone numbers are listed on the web site along with their photos.

8. We encourage the members to use the mail as much as possible, but the web sister is an important tool for current information concerning our jobs.

Dale, can you elaborate on this?

While the Local and National Union does its fair share of mailings, it's impractical to mail out each member all the information that is available on the Local or National web sites. Members also lose information and the website can provide an easy way to look up relevant information that may have been misplaced. People should be aware that no email is secure and that confidential information should not be passed through regular email. The USPS is still the most secure way to send information of a confidential nature.

I'd like to encourage members to contact me via email regarding ideas for submitting new information to the website, or to report problems that they may have while browsing the site.

Danny: Thanks Dale for your service and this important information concerning our web site. Our members must use this tool to stay informed with all the daily whirlwind events that are happening concerning our jobs. Contact Dale Zaranelli at webmaster@apwudetroit.org



DETROIT DISTRICT AREA LOCAL
APWU, AFL-CIO
20530 Southfield Road
Detroit, Michigan 48235

Change Service Requested

Next Membership Meetings

Sunday, April 1

Sunday, May 6

Sunday, June 10

1:00 P.M. - 3:00 P.M.