

THE DETROIT POSTAL WORKER



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

June, 2012

The President's Report . . .

This Is What Has Been Going On



From The President

**Christopher "Chris" Ulmer
President**

Hello Brothers and Sisters, a lot has been going on. Since the last time we talked, the USPS has announced the Centralization of the Priority Mail at the Priority Mail Center (PMC, P-1) in Romulus, MI in to the Detroit Network Distribution Center (DNDC) in Allen Park, MI. The USPS stated this came about because the mail from other facilities that was slated to close will not close at this time and therefore they decided to close the P-1. The DDAL has been meeting with the USPS weekly to ensure the minimal impact to our members and we will remain TOTALLY committed to minimizing any impact to our union Brothers and Sisters. It is our number 1 priority, regardless of whom you are or where you work.

In January of this year (2012), the USPS announced plans to close over 250 of the 500 mail processing facilities, a reduction in service standards and the elimination of 1st class mail (overnight delivery) service as we know it. In late April or early May the USPS put plans to close over 250 mail processing facilities and to reduce service standards on hold. This happened after the U.S. Senate passed bill S1789. Senate bill S1789 is the Senate's version of a plan to assist the USPS with the 75 billion dollars over payment and to help the Postal Service get back to financial solvency. Although the Union believes bill S1789 does not go far enough to help the USPS, it was the best plan to help the USPS, of all the other plans that were out there. Senate Bill (S1789) went to the U. S. House of Representatives and that is where it is now, waiting for the members of the House to act on it or for them to pass their version (plan) of a bill to help the USPS.

The Union is once again asking you to contact your U. S. Representative to tell them to vote NO on HR Bill 2309. The APWU has sent out Post Cards for all APWU members to address, place a stamp

on and to mail to their U. S. Representative. This is all in an effort to make sure bill HR2309 does not pass in its' present version without some much need changes to it. Please when you receive the Post Card(s) be sure to mail it into your U. S. Representative.

PLANS FOR TWO TOURS PUT ON HOLD

The USPS plans to reduce service standards has been put on hold and therefore the plans to create more bid jobs on tour two, and eliminate most of the jobs on tour 1 has been placed on hold. The USPS has not notified the Union how long these plans will be on hold. The Union will keep you up-to-date and informed of any new information concerning this issue.

"We need to be able to understand and support the members that are faced with making very hard life changing decisions that will affect their families immensely. The affected employees need our support and we need to be there to support them."

UNITY AMONGST OUR UNION BROTHERS AND SISTERS

The APWU-DDAL is thanking the members for their strong participation and great showing at the APWU-DDAL's annual picnic. While plenty of faithful members of the DDAL attended this year's Annual Picnic the Union would still like for more members from all areas and facilities to attend union events. We need to promote more unity amongst our Union Brothers and Sisters, and more understanding of what our Union Brothers and Sisters at other postal facilities may be doing and going through. We need to be able to understand and support the members that are faced with making very hard life changing decisions that will affect their families immensely. The affected employees need our support and we need to be there to support them. PSE's are the APWU's newest members, and we ask that you welcome these new employees/members into our Postal family. Remember what it was like when you first arrived here.

THE UNION IS REQUESTING THAT YOU STAY CALM

Brothers and Sisters, the Union is aware of employees being identified by the USPS as junior employees in the Detroit Bid Cluster (GWY, P-1, and City Stations). The

Union has sent out letters to most of the employees that have received such letters. These members have also received a letter from the APWU-DDAL President asking them to make sure that they speak with himself, the Executive Vice President, Clerk Craft Director, or the Special Assistant before they make any decision that would take them out of their present bid due to receiving any type of letter from the USPS Detroit District. It is extremely important for identified employees to talk with us to ensure that they do not mistakenly or knowingly forfeit any of their rights, due to a voluntary act. The USPS seems to send these letters out in a very destructive and malicious way; I say this because so often the USPS sends out these misleading letters to the addressee with incorrect information. The USPS is really reluctant to correct or rescind letters with errors, but we have been able to get them to correct many errors that we have brought to their attention.

Another thing I would like to bring to your attention is that I do not know personally what you may be going thru or facing unless you contact me and bring it to my attention. I would like to

help you solve any issue that you may be facing so please bring it to my/the unions' attention so we can assist you.

It has been brought to my attention that a lot of rumors are circulating amongst our members which are not true, so please contact the union so the misinformation, lies, and rumors can be cleared up and the truth can be conveyed to you. The Union can set you straight and clear up any of the misinformation, lies and rumors. Far too often the members make unwanted decisions based on bad or misinformation despite our strong efforts to put out correct information before different events or action take place.

THE LATEST ON EARLY OUTS AND BUYOUT INCENTIVES

The APWU has entered into informal talks with the USPS concerning early outs and buyout incentives for employees that may be interested in or eligible for them. No agreement has been reached as of yet but the union will keep you informed and updated of all progress made in these talks as we learn of them. If these benefits are rolled out all employees in the agreed upon areas will be eligible for them, not just the employees at the DNDC and GWY, but ALL employees in the Detroit District.



Detroit District Area Local Union Officials

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President

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James Stevenson Page 4
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Iva E. Williams Page 5
PMC Facility Director

Regina "Gina" Favors Page 7
Director of Legislation

Marcus D. Smith Page 8
Director of Organization

Tony Corbin Page 6
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

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Associate Editor

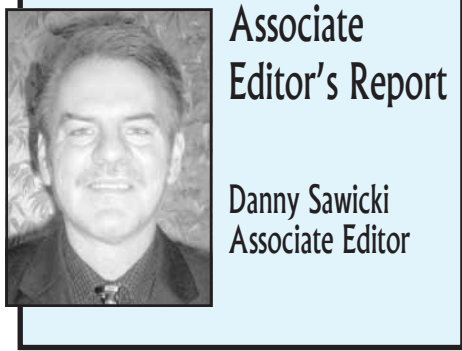
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MVS Craft: Manuela R. Webster

Maintenance Craft: Michael Griffin
Mail Handler: Ruqayyah Bobo

SGT.-AT-ARMS

Everett Hall
Dorothy Malone



Associate Editor's Report

Danny Sawicki Associate Editor

All we hear in the media is the Post Office crying about the 25 percent reduction of first class mail volume since 2006.

Have you heard one story about how many employees the Post Office has reduced since 2006? I have not, and I read three newspapers a day.

Well, here are some numbers to consider. In 2006, there were approximately 695,000 on the employee roster. According to **USPS.com**, at the end of 2011 there were 570,000 of us employed.

I certainly am not a mathematical engineer or some kind of glorified management number cruncher and I know this is not exact science. However, my math says that since 2006 there has been an employee reduction of about 125,000. That is about an 18 percent of employee reduction since 2006.

Ok, let's do some more math. Let's say the average employee makes 55 thousand a year. Now multiply that by the employee reduction of 125,000 since 2006. That adds up to about 7 billion a year in payroll reductions for the Post Office.

Now the Post Office is going to argue that employee reduction has been reduced in small increments over the years. Well, the same can be said about first class mail. It didn't drop 25 percent in one year, there has been a decline OVER the last 6 years, just like employee reduction.

We don't deny there is less first class mail in the system. However, there are fewer employees handling the mail and we think all the true numbers are not being fed to the American Public.

Since we are having a math lesson here let's do some more numerics. The Post Office claims that if they don't get what they want (cut Saturday delivery-cut collective bargaining rights - reduce service - etc.), they will lose 12-15 billion a year in the next couple years. It's called "phantom accounting" and we will get back to that later. So over the last 6 years, you've reduced the payroll at a tune of about 7 billion a year. So if government continues to reduce the retiree pre-funding thru amortizing or other smarter fiscal strategies to maybe a manageable 1 to 2 billion a year, that would save the Post Office another 2 billion or so. That adds up to about 10 or 12 billion a year the Post Office could save and has saved. Remember, the employees have been reduced 125,000 the last 6 years. Shouldn't that offset the mail reduction deficit? Again, this is my math and I know

A "LETTER" From The Associate Editor

MAIL REDUCTION???

What About Employee Reduction?

this is not exact science. All we are asking is that both sides of the story be told. Give the media and public ALL the numbers. Quit phantom accounting.

Don't forget, In April, the Post Of-

fice got back 11 billion due to the amendments of HR-1789. Did you hear about that? I had to go to the fine print to pick that up. For anybody, that would be a nice shot in

continued on page 8

The Get Engaged Program

In this phase of The Get Engaged Program, we are going to focus on House Resolution 2309. If HR 2309 passes, how will it affect The Postal Service and ultimately us?

If passed, it's main purpose is to attack our collective bargaining rights. This can and will impose layoffs, throw seniority rights out the window, slash our benefits, undermine service and impose more outside bureaucracy. The legislation also calls for 3 billion dollars in cuts to mail processing facilities and post offices in 2 years. As you can see, this is another devastating path to privatization. We must contact our Congressional Representatives and tell them to oppose 2309. Here are phone numbers and a sample phone call to make it easy. These politicians are from Michigan.

I thought this was a poignant point made by Dale Lopez, the Clerk Craft rector in the Broward County Florida Area. The quote appeared in the June issue of the *Coastal Breeze Union* newsletter.

"If you have not been in this fight; shame on you. Many of us have been tirelessly calling and writing our politicians, friends and family to help save our jobs and our livelihood. Those who have been in the fight; I thank you! I hope and pray it will not be futile."

- | | |
|--|--|
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Detroit Postal Worker

This newspaper is the official publication of the Detroit District Area Local, APWU, published quarterly, and affiliated with the Postal Press Association and the AFL-CIO. Please send all correspondence in care of: Editor, 20530 Southfield Road, Detroit, MI 48235.

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Opinions expressed in this paper are those of the writer and not necessarily those of the Editors or the Detroit District Area Local.

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 Congressional Representative _____ to oppose HR 2309. 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



Vice President's Report

Patrick Chornoby
Executive Vice President

Greetings Union Brothers and Sisters:

Back in the late 70's, I remember gathering in our Union Hall, during our monthly General Membership meetings, listening to our local president, Douglas C. Holbrook, while he talked about politics, and the future of the Post Office. Since that time, Mr. Holbrook had gone on to work with the Union in Washington, D.C., as he fought for postal workers across the country until his retirement.

Thinking back, I often wonder if he realizes today, the truth to the words he spoke back then, some thirty-five years ago. I remember him talking about voting and the danger of this little known actor who was running for president, Ronald Wilson Reagan. Mr. Holbrook warned us of how devastating it would be for Postal Workers across the country if Reagan were elected.

Most of us have a favorable recollection of the late president Reagan. Perhaps his patriotism or his demeanor gave us a sense of security and love for our country. What we overlook today is that Reagan did a lot of things against labor and the working class during his reign which started a downward spiral of criticisms against government workers and their unions.

After Reagan won the election, one of the first tasks he took on was the firing of the PATCO union (Professional Air Traffic Controllers Organization). The same union that supported him for president when he ran for Office. Reagan also raised taxes a whopping eleven times during his two terms in office. When he forced the Medicaid Tax (a tax postal employees never paid prior to President Reagan) onto us, we lost our contract pay increases for that entire contract term. Yes, postal employees really lost big time back then. *What is worse, is that the Reagan attack on unions and federal workers began a new era of union hating and union busting all across the country. It still carries its stigma today, so many years later.*

Reagan started to advocate the notion of government being too large and too wasteful in their spending. He convinced the Nation that government employees were being overpaid, underworked, and overly awarded with good pensions and benefits. The list goes on. All the while the president spoke negatively about government employees, he continued to hire them in record numbers, mostly for the military.

His negative outlook on the rest

WHAT'S HAPPENING TO OUR UNIONS?

Ask The Reagan Administration

of the federal/government workers not only remains with us today, it continues to grow. In addition to giving the impression that unions are big bullies that take advantage of employers during contract negotiations, his ideas that they don't help our economy are truly false.

When listening to the recent Wisconsin residents talking about the government workers and their benefits, I was very surprised to hear such negative talk about unions. Residents of the state making comments such as . . ."I don't get health insurance at my job, why should they?" . . . and "I don't get a pension like them, I get social security. Why should we pay for theirs?" . . . and . . . "I don't get four weeks vacation on my job, why should we give them so much vacation?"

It bothered me to see one of the ninety-nine percenters fighting with another ninety-nine percenter, while the top one percent is laughing at us. Divide and conquer are the words

they used. It's too bad they know so little of our history.

It was the great unions that first negotiated forty hour workweeks for it's members. I, and many of you, can still remember your parents working a six days a week. Let's not forget holidays. At one time there were no paid holidays or even days off for holidays until the unions came along. Overtime pay, higher wages, insurance, equal pay, vacations, sick time, safe working environments, are just a few of the many, many accomplishments the unions fought and even died for throughout the years of our struggle. Even though YOU may not belong to a union today, you reap the numerous benefits from the accomplishments the unions made over the years during their labor struggles, as other employers started offering better benefit and wage packages to employees just to keep them in their current jobs.

Don't believe for one minute that

the post office would be paying you your current salary if they could get away with paying you \$8.00 an hour, and without any benefits. We thank the union for that. In the private sector, if your job pays you a good salary and some benefits with weekends off, well, you need to thank the Unions for that also. You are reaping the benefits the unions gained through years of negotiations for the working class.

Yes, Mr. Holbrook, you knew what you were talking about back in the 70's. The Reagan era brought labor and unions nothing but trouble. Big government, an anti-union sentiment across the nation, high taxes on the backs of the working class, lower wages, big growth of wall street and their executives, easy credit to make up for our lower wages. We get deeper into debt, just to keep up with inflation. That president you warned us about sure caused LABOR a lot of setbacks. We need unions NOW more than ever!



Secretary-Treasurer's Report

Jane Duggan
Secretary-Treasurer

In our last issue, I reported that the membership present at the February 2012 meeting voted a \$2 per pay dues increase. The increase took effect PP 07-2012. This increase has already been very helpful in letting us stay on track in a year with several large expense items: notably the state and national conventions and the local election this fall.

The last three months have seen a great deal of activity at the union office. I can't remember a time in the last two and a half years when we have had so many meetings take place. In January, a shakeout started and that task has tied up the second floor conference room ever since. As a result we've had meetings in the basement hall, the president's office and the editor's office. Lots of meetings is a good thing as far as I'm concerned.

One important group meeting during this time is the Constitution Committee which was named by the president earlier this year. That group has met twenty-two times since April 15th working on a new draft constitution. Hats off to them since no one on the committee has received any lost time. That constitutes a major "in kind" donation to the local.

We just came back from the Michigan Postal Workers Union conven-

The Local Buzz

tion in Traverse City. The state organization, like most locals, is experiencing a loss of income. As a result, many of the resolutions involved trying to cut back expenses. I was proud to see both James Stevenson and Jason Rushing be elected to the state Executive Board as Area 2 Director and Maintenance Craft Director respectively. James and Jason will give us a voice on the Board in the coming period.

This week I represented the local at the United Way's Labor Participation Committee Meeting. They have a very interesting project spearheaded by the UAW in which ramps are built for people in need. Some of the recipients have been house bound for years due to lack of accessibility. I will be looking into the possibility of our local participating in this community service project in the future.

As of this printing, there are over a dozen members with no current address on file. If you know any of the following, please have them contact our office so they can begin receiving the newspaper and election info including a ballot this fall:

- | | |
|------------------|------------------|
| Marian Akra | Brandon Jordan |
| Carolyn Anderson | Yvonna Lacey |
| Syl Bouier | Sheila McKinney |
| Pamela Brown | Charissee Rogers |
| Sherrell Brown | Angela Ross |
| Palma Burton | Barbara Shelton |
| Myra Bryant | Teresa Sype |
| Clarence England | Anthony Taylor |
| Diane Friday | Rodney Terrell |
| Alesia Jackson | Athena Williams |

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.

I look forward to seeing you at the picnic and for other fun activities we hope to have over the summer. Watch for bulletins on a summer movie day sponsored by P.O.W.E.R. to be held during the next few months.

**Talons Retirement Seminar – CSRS & FERS
Saturday, July 21, 2012
Two Sessions – 9AM & 1PM**

Limited to 125 per session
Detroit Legal Aide Building
613 Abbott St • Detroit, MI 48226

We encourage all members to attend...especially those with another ten or twenty years until retirement. Watch our website for more information.

RSVP (313) 532-9305. Let us know which session you plan to attend.



Clerk Craft
Director

James Stevenson
Clerk Craft Director

THINGS A LEAD CLERK CAN NOT DO:

1. ISSUE DISCIPLINE
2. GIVE YOU INSTRUCTIONS
3. APPROVE OR DENY LEAVE REQUESTS
4. OBTAIN THE LEAD CLERK POSITION WITHOUT BEING THE SUCCESSFUL BIDDER.

As there seems to be misconceptions on the role of the Lead Clerk positions make no mistake about it these are bargaining unit positions which do not possess the authority of a supervisor. Below I have attached a copy of the Q and A's regarding lead clerks as put forth by the APWU.

QUESTIONS & ANSWERS The APWU's Position on Lead Clerks

May 24, 2012

The Questions & Answers below represent the APWU position on Lead Clerks.

Question: What is the meaning of "facility clerk craft complement" for establishing the Lead Clerk ratio in the

Memorandum of Understanding (MOU)?

Answer: It is the total number of clerk employees (including career clerks and PSEs) in the facility.

Question: What is the definition of a facility?

Answer: USPS Publication 32 defines a facility as any physical building used by the USPS primarily for accepting mail, processing and distributing mail, and/or delivering mail (e.g. a Post Office, processing and distribution center, station or branch).

Question: What is the definition of an Officer-In-Charge (OIC)?

Answer: USPS Publication 32 defines an Officer-In-Charge (OIC) as a career employee appointed temporarily to fill a postmaster vacancy during which the accountability of the postmaster is transferred to the employee.

Question: Are there any exceptions to the 90-day rules for 204-Bs in offices with a supervisory vacancy management cannot fill, such as to cover a SDO vacancy in an office that is under an AMP study where the USPS is not hiring because of the potential EAS impact?

Answer: No.

Question: Will the USPS be required to cover the Lead Clerk duties with an employee on a higher-level detail when

the Lead Clerk is on annual leave or sick leave?

Answer: No. However, if the Postal Service decides to cover Lead Clerk's duties, it must be accomplished in accordance with Article 25 of the Collective Bargaining Agreement.

Question: Can a Lead Clerk lead employees from other crafts?

Answer: Yes.

Question: Can a part-time flexible be a lead Clerk (for example, in an office with five PTF Clerks and no FTR Clerks)?

Answer: No. A Lead Clerk position is a newly created duty assignment posted for bid to full time regular clerks. If a facility has a complement of at least five clerks or less than a five-clerk complement without direct supervision, the duty assignment must be posted for bid.

Question: What is the intent of the Lead Clerk positions?

Answer: To provide oversight, direction and support in the absence of supervisory presence to bargaining unit employees in retail or mail processing operations. If the employees in the group comprise more than one craft, the Lead Clerk has authority via the direction and guidance of postal management. The expectation is to reduce/eliminate 204-B activities where Lead

Clerks are present.

Question: Does a clerk working in an OIC assignment come under the 204-B guidelines and restrictions?

Answer: Yes.

Question: Can you have a Lead Clerk duty assignment in CFS (Computer Forwarding System) or the BMEU (Bulk Mail Entry Unit)?

Answer: Yes. The parties agree that upon consultation with the Union at the national level, Lead Clerk positions may be created in certain assignment areas with specific qualification requirements (for example, CFS). However, the creation of these Lead Clerk duty assignments shall not impact the number of Lead Clerk duty assignments in the facility, which are determined solely by the ratio established in the MOU. The Lead Clerk positions in areas with specific qualification requirements would be additional assignments and they would be one level above other employees in the group.

Question: Can a Lead Sales Service Associate (LSSA) duty assignment be posted with a scheme requirement?

Answer: No.

Question: How will employees be assigned to higher-level details in Lead Clerk positions?

continued on page 9

— Lead Clerks —



Maintenance
Craft
Report

Jason Rushing
Maintenance Craft
Director

I recently attended the Michigan Postal Workers Union 23rd Biennial Constitutional Convention in Traverse City Michigan. There were numerous national officers in attendance and all crafts were represented along with Elizabeth Powell National Secretary Treasurer. The main purpose of the convention was to go over resolutions for

each craft that will be submitted to the National Convention in Los Angeles, CA, August 2012. This is the highest form of democracy in the APWU Union next to the National Convention itself. Each National officer spoke briefly about what was going in their area of expertise. I was honored with the opportunity to be the Chairperson for the Maintenance Resolutions Committee at the MPWU Convention. We did not have any resolutions submitted that required action to be taken by the Convention Committee but as Maintenance employees and Union officials from across Michigan, we used the time to talk with Steve Raymer, National Maintenance

Craft Director and Troy Roman, National Business Agent. We bounced off ideas and thoughts we had about things going on and had a good talk about Maintenance issues and the direction of the Maintenance Craft in the APWU.

We as union officials, want to help members. When discipline comes your way, we want to help members as much as possible. Please keep in mind that we as union officials, can only go on the information that you, as the member/employee give us. Management has recently taken a very hardcore attitude towards attendance. We have rules and regulations that must be followed by Management and the member as an Employee of the USPS. A couple of words on an excellent protection we have as employees. FMLA. FMLA came about in the early 90's. Since then many people and organizations, with the APWU at the forefront, have fought for FMLA protection on a daily basis. Similarly, many people have fought to get it taken away. Most of those fighting to have it taken away are in the Senate and Congress, they primarily belong to a political party that starts with an R. You cannot get the FMLA protection unless you ask for it. You must ask for

it with every call in and leave slip that is involved with FMLA leave. Then of course there are rules and time frames that must be followed. The Union can help every step of the way with FMLA. An employee CANNOT be disciplined for approved FMLA leave in conjunction with an approved case. Again, you must ask for it and follow through with the required paperwork. The FMLA process is very often slow. Many times you are waiting on HR and going past the magic number of days they have to finalize your case. This is when you as an employee can request an extension. The extension will keep the FMLA case pending until a decision is made, making it less likely to have those dates used against you in a disciplinary action. It is important that you call and check on your pending case and if needed ask for an extension of your pending case. They will not do it unless you call. Everything now goes through HR Shared Services in Carolina, 1-877-477-3273, option 5 then option 6. Any questions on FMLA please see your Union to help you help yourself!

As always I appreciate the opportunity to represent the MPWU Maintenance members!

In Union Solidarity.

Do You Ever Wonder?

What stops the Postal Service from paying you \$5.50 an hour?

This message is brought to you by the
AMERICAN POSTAL WORKERS UNION



Director of Human Relations

Keith Combs
Director of Human Relations

Postal workers who were injured on the job won an important victory on February 24, 2012,

On The Job Injury "Victory"

when the Merit Systems Protection Board (MSPB) issued a precedent-setting decision in the case of James C. Latham et al v USPS. The ruling has important implications for Postal Workers who were affected by the Postal Service's National Reassessment Process (NRP).

It has been long coming but the MSPB decision affirms the Postal Service's obligation to restore em-

ployees who have been injured on the job to any medically suitable work that is available, and affirms the MSPB's jurisdiction over appeals involving that issue. Under the NRP program the Postal Service routinely reduced the work hours of injured employees who were working in modified assignments or eliminated their work hours entirely.

The MSPB ruling turns around

and gives a swift kick to the Postal Service for its heartless mistreatment of injured workers and their families. The ruling by the Board will opens great opportunities for injured workers who were improperly denied work to receive justice through MSPB.

Until next time my Brothers and Sisters remember to fear not, good things actually do come to those who wait.



Motor Vehicle Services Director

Alvin O. Branch
MVS Director

Greetings Brothers and Sisters, I hope this communication finds you, and your family in good health, and spirits. To get straight to the point we have been experiencing a lot of changes happening within the Postal Service, and a lot of our members find it very diffi-

MVS The Plain Truth

cult to make the necessary adjustments.

We have to endeavor to return to the roots that formed the unions, and invented the middle class in this country. We have become complacent, entitled, and in some cases just plain lazy when it comes to protecting our livelihoods, and the livelihoods of our fellow workers. We report to work everyday and witness management performing bargaining unit work, and do nothing to correct these contractual violations that occur on a daily basis. These types of contractual violations lead to the erosion of bargaining unit positions, and

give the bean counters at corporate headquarters the impression that they can accomplish the daily task of moving the mail with the employees that they have on the rolls. This also leads to the attendance problems that we are experiencing at several locations throughout the service because of the excessive amount of overtime hours needed to accomplish the delivery standards expected. Couple this with the fact the workforce is aging, and the older you get the more re-cooperative time our aging bodies need to perform our daily duties. We are working ourselves into bad health for an unappreciative, ungrateful

taskmaster who's only concern is the bottom line, and not the people that help them achieve the goal they seek to obtain.

We have to stand up for our feelings of self worth, our self respect, our fellow workers, and our rights as human beings. We as a union, and the middle class of this country are under attack from corporate America, they have forgotten what it is, and who it is that contributes to the success of their companies, and they need to come to the realization that as your workforce suffers so to, will the company that employs that workforce suffer.

In Solidarity.



DNDC Facility Director

Debbie LaMay
DNDC Facility Director

As you are aware the announcement has been made regarding the official closing of the P1. Due to this closing a lot of changes are currently taking place at the DNDC. Several members of the maintenance staff have been working over time to prepare for the coming changes. Numerous projects of demolition work have taken place, such as where the inspection towers have been torn down in order to make room for the new work coming into the building. The computer room and supervisors office have also been scheduled to be demolished and moved to another part of the facility. Currently the SPBS machines are being moved so that they run parallel with the building in order to have 3 of them run side by side to utilize the most floor space possible.

Approximately 39 positions have been created for the clerk craft and management is currently in the process of placing employees into these positions under the rules of a centralization. Most of the positions will be

The Detroit National Distribution Center (DNDC) Is Getting Ready

familiar to the facility but we will be adding a couple new job descriptions that include expediter and express mail clerk. The new APBS positions will be staffed with Saturday and Sunday as NS days. After the 180 detail period expires these jobs will be available to

all employees at the DNDC.

It is expected for the majority of priority mail to be processed on tour 3 while tour 2 will continue to process standard mail. At this time no re alignment is envisioned nor is a reduction regarding tour 2 being discussed. While

the closures or consolidations are being considered at the congressional level the possibility of us receiving additional product are on hold at this time. Around Labor Day we should be experiencing the new operations in full mechanization.



Priority Mail Facility Director

Iva Williams
PMC Facility Director

Once again the Priority Mail Center is targeted for closing (say it isn't so!!!).

The APWU is currently negotiating the best possible way to have the least impact on employees while following the guidelines of the collective bargaining agreement. You might say what does that mean??? Well, we all remember when several of our co-workers were excessed to Pittsburg, Iowa, Toledo and the like. With that being said, we are doing

our best to ensure that if (and I do mean if) a member is excessed outside of the installation they will still be in the district or within the fifty mile radius that the contract allows.

Also, if anyone would like to reassign outside of the district, right now is a good time because you

would have priority status because the district is under excessing. Just make sure you research where you want to go to make sure that installation is not undergoing excessing.

With summertime and vacations underway, I urge everyone to enjoy themselves and to please be careful!

Until next time, bye bye for now.

Priority Mail Closing Information

www.apwudetroit.org

Lots more information and pictures are available at your website www.apwudetroit.org.

Questions concerning the website can be directed to our web designer "Dale Zaranelli" at webmaster@apwudetroit.org.



Assistant Clerk
Craft Director

Tony Corbin
Assistant Clerk
Craft Director

Your Rights During Disciplinary Actions

Hello Brothers and Sisters, On March 22, 2011, a Class Action Grievance was settled at Step-3 of the Grievance/Arbitration Procedure by Mr. Jack Leich (Step-S Management Designee), and Mr. Michael O'Hearn (Step-3 Union Designee). The Step-3 Settlement stated, "The parties agree that the Investigative Letter is simply a form letter and does not violate any due process rights of the grievant. However, Management should

discuss the alleged infraction with the employee and the **CORRECT LEVEL OF DISCIPLINE** that they may be facing during the course of the Due Process Investigation". This means that during the course of a Pre-Disciplinary Interview when Management states, "This is an Investigative Interview. I am advising you that the results of this interview may lead to corrective and/or disciplinary action up to and including, Removal from the Postal Service". If the Grievant's next level of corrective progressive discipline IS NOT, a Notice of Removal; then Postal Management under no circumstances, should advise any employee of this unjustifiable possibility. At this point of any Pre-Disciplinary Interview, if the possibility of Removal from the Postal Service does not pertain to

the employee being interviewed, the Steward will request that the aforementioned statement be omitted from the records. This is a Management tactic which will no longer be tolerated by the union.

On May 22, 2012, a Pre-Arbitration Settlement Agreement was signed by Ms. Zana Dakroub (USPS Designee Great Lakes Area Labor Relations Specialist), and Mr. Christopher Ulmer (Union Designee American Postal Workers Union-DDAL President), stating; "The use of the **Quarterly Attendance Review Checklist Form** will be discontinued"; therefore, the past practice of employees Official Quarterly Attendance Reviews taken every three (3) months no longer exist.

I would like to conclude this article by informing the membership of one more important Pre-Arbitra-

tion Settlement Agreement dated May 31, 2012, signed by Zana Dakroub (USPS Designee Great Lakes Area Labor Relations Specialist), and for Mr. Christopher Ulmer (Union Designee American Postal Workers Union-DDAL President), Mr. John R. Merritt (Special Assistant), pursuant to Family Medical Leave Certification which reads as follows: "When FMLA Certification has already been provided, employees are only required to provide documentation for FMLA absences in excess of three (3) days when requesting PAID LEAVE. When the FMLA leave request is for Leave Without Pay (LWOP), there is no requirement for additional documentation".

HIP! HIP!

This concludes my article. Have a nice summer. In union solidarity.

When The Union Goes . . . So Does The Middle Class

by Chris Carr,
480-481 Director

The power of unions to create prosperity for working families is well recognized: Organized labor is one of the few voices for the economic interest of the middle class in our government. Unions were key to creating and protecting the social safety net (including Social and Medicare) and winning major

legislative victories for working families such as the Equal Pay Act, the Civil Rights Act, the Family and Medical Leave Act and most recently the Affordable Care Act.

And unions ensure that workers are paid fair wages. Unionized workers today make significantly more than their non-union counterparts-about 2.50 more per hour than an otherwise comparable

worker in the typical state according to a recent study by the Center for Economic and Policy Research.

When unions were stronger in the middle part of the century, American workers wages rose as they became increasingly more productive. But today, as unions strength has decreased even

though American workers grow increasingly more productive, their wages have stagnated. At the same time, more and more income has been concentrated at the very top of the income scale. This is not just bleak news for the ranks of the unionized, its also bad news for the rest of the middle class.

Retirees Lead The Way

THE FOLLOWING MEMBERS OF THE DETROIT RETIREE CHAPTER COLLECTED \$400 FOR COPA AT OUR MARCH 2012 MEETING.

JOHN	ANDERSON	SUSIE	HICKS
CAROLE	BOULEWARE	ROGER	HOLBROOK
BONNIE	BRANDON	MAURICE	KAUNDA
WILLIE	BRYANT	ELISABETH	LITTSEY
WINIFRED	COOK	NANCY	MITCHELL
ARLENE	DOUGLAS	FRANK	ROBERTS
JANE	DUGGAN	ANNETTE	SANDERLING
REGINA	FAVORS	YVONNE	TATUM
ALTON	FOUCHE	EVELYN	TOLBERT
CHRISTAL	HACKWORTH	JUSTICE	VINSON

DETROIT DISTRICT AREA LOCAL A Building Fund-raiser AUCTION

The Detroit District Area local is hosting a fund raiser AUCTION. The purpose is to generate revenue for the Building Fund, and to target preserving the vast history of our Detroit Local. We, as guardians of our union have a responsibility to let future generations of postal employees know how we got to be the largest postal union in the world, the American Postal Workers Union. It is for this reason that we all need to participate in this enormous endeavor of identifying the great warriors that gave us our identify, that which we still hold close to our hearts to this day.

To have a successful AUCTION, we NEED

We want our Auction to be a success, so we need new and slightly used items of interest to our attendees. Antiques and older trinkets are great to auction off. Don't worry about it's value, one man's junk is another man's treasure, and I am sure we can find a good home to every donated item we receive.

We've all received a gift that we never used, that we threw in the back of our closet, or put in the attic, basement, under the bed or in the garage. Well, NOW is the time to put it to good use and donate it to the Local AUCTION. Drop off items Monday through Friday at the Union Office. Other items that are great to auction are: art pieces, real or costume jewelry, glass wear, toys and games, car gadgets, union memorabilia, gift cards — ANYTHING OF VALUE — we'll be glad to take it for auction.

We hope you can find some items to donate for the Auction and then take part in the festivities to support your union.

Contributing To COPA Made Easy

Members have asked us how to make a one time donation????

Members can send a check or money order payable to

APWU COPA

1300 L. St N.W.

Washington D.C. 20005

or you can mail to our local union office at

ATTN: Jane Duggan

American Postal Workers Union AFL-CIO- DDAL

20530 Southfield Rd

Detroit, MI 48235

Don't forget to include your union ID# and the Local you are from.

The member and the local get credit for COPA donations.

COPA IS OUR VOICE



**Join the APWU E-Team at
apwu.org**

The APWU sends out frequent updates on the issues that pertain directly to us.



Legislation
Director

Regina 'Gina' Favors
Legislation Director

Hello brothers and sisters. We are now down (as of June 9th) to 148 days before election 2012. I hope we are all engaging in some way or another and making sure that everyone knows and fully understands just what is at stake, this year more than ever before. At this current time in many states voter registration laws are being changed, and or new laws have been passed. What is even worse is it's because the Republican Party wants to make absolutely sure that President Obama IS NOT RE-ELECTED! That is their primary goal. When you listen to all of the speeches, it is obvious that is their only objective. In case you have not heard, the Senate did pass S-1789 with amendments. We did not get ALL of the amendments we had hoped for but there is some help in the bill. Personally I believe there is still too much that is harmful in it but it is better than what was proposed. So now we must turn to the House and continue the drive to change things around. What we did not get in the Senate Bill we should continue to push for in the House. Don't wait until it is too late, start contacting your Representatives NOW!!! Once again, don't rely solely on the Representatives from Michigan (or only the Democrats) but have your friends, family and acquaintances in every state reach out to their legislators, clergy, community and municipal leaders in all parties as well. It is this type of activism that allowed us to get those amendments in the Senate version and we should carry that momentum on to the House. It works folks (believe it or not)! We have seen evidence of this in some of the closures that were slated right here. Another great example: the president of APWU Local 239 in Illinois, Jim O'Connell fought hard to keep Springfield's Cook Street mail processing plant open. He met with every elected official in Central Illinois that he could. This included city council, county boards, local municipalities, state legislators and members of congress as well. So far, all of his hard work seems to have paid off, as their mail processing center is no longer slated for closing. There is a link on the APWU website to find your Representative (in every state). You should also know that House Republicans are working to bring a proposal to the floor this summer.

Legislative News & Views

We Must Continued To Get Engaged

Majority Leader Eric Cantor (R-Va.) sent memo to GOP lawmakers suggesting the plan to bring a republican postal reform to the floor between the 4th of July and the August recess. Postal officials have urged the House to act quickly to pass a reform bill. The Postal Service also moved forward last week with plans to consolidate scores of mail processing centers. In the meantime the proposal from Darrell Issa (R-CA) and Dennis Ross (R-FL) that passed the oversight panel in October 2011 still has not been moved to the floor (which we hope stays off the floor). Also, while we talk about the Republican (Tea Party) agenda, it is more than just allowing the rich to keep getting richer people this is about your civil rights, liberties, justice, equality, and democracy as a whole. Just look at what is happening not only in Michigan but in EVERY state where there is Republican control. Voter rights are being eroded, public schools are being closed or funding diminished to the point of causing closure, firemen and policemen being laid off and departments merged at the expense of the very people who put them in office. Right now in Michigan there are bills slated to be voted soon that would make it harder to register to vote, receive a ballot and/or cast a ballot on Election Day! These bills — S.B. 751, S.B. 754 and S.B. 803 are part of Secretary Ruth Johnson's "SECURE AND FAIR ELECTIONS PLAN" but they don't make elections any safer. In fact these bills are unfair to voters and community-based or other groups that help folks register. If Michigan does enact these laws they would be joining a list of states moving backward on voting rights and running afoul of core federal and constitutional protections. Please ask some of these Republican Leaders to explain how these things grow an economy, create jobs, or how it caused the recession we are in. We need to take the time to get involved in this election especially on the local level 'cause this is where we can really make a difference. The Republicans are being funded by the Koch Bros. and other so-called PAC corporations that do not have to disclose any information on the amounts or even the true names of the PAC. The Koch Bros. Charles and David with a combined worth around 35 BILLION dollars have waged a war against President Obama. They are the majority owners in Koch Industries, the second largest private company in America with 80,000 employees in 60 countries. They are the major financiers of the tea party and are also providing money to run an-

ti-democratic ads. While we may never be fully able to match the billions that rich right wingers can afford we do have our voices. We can also be more than a force to reckon with. We need to be out front with our message. Let the real deal about what the Postal Service is and what we do come out. Write letters to your editors and your news stations. If you don't see it posted, WRITE AGAIN and again and so on until you see it. We must talk to our neighbors, family, church members and everyone you come in contact with as you may be shocked to find out who agrees with you, or who does not know the truth about the service, about President Obama and what he is trying to accomplish or the public sector attack. Let's be clear this is the only way we can beat their money.

I am including in this issue (if possible) a list of the Koch Bros. products that we are asking you to boycott. Folks I cannot emphasize enough just how serious this all is. I remember before the gubernatorial elections warning of the dangers of electing Snyder. As you can see all of our concerns are currently



happening. Folks the only way to protect all the "common workers" is to elect people who are working for the greater good. Not working to play politics with our lives. The key to our success is education, mobilization, and organization.

WE MUST TAKE OUR SOULS AND NEIGHBORS SOULS TO THE POLLS AND VOTE!!! WE CANNOT AFFORD TO SIT THIS ONE OUT!!! AGAIN THE JOB, THE HOUSE, THE PENSION, THE 401K YOU SAVE MAY BE YOUR OWN.

In Peace & Solidarity.

Boycott Products By The Koch Brothers

The Koch brothers are reportedly withholding their money (money assigned to the banks for U.S. debt relief) until President Obama is not re-elected to the presidency. They want the American people to "Believe" (wrongly so) that President Obama is responsible for the wars, the fragile economy, and the other ills of society. Let's begin

to boycott the Koch enterprise until they have to scream "HELP"! Read the list below and make sure that you do not purchase any of these products. Let's serve the Tea Party with some bitter tea. Make a list of the products below to take with you every time you go shopping, and DO NOT purchase any of these.

Brothers Charles and David Koch, with a combined worth around \$35 billion dollars, are waging a war against President Obama.

The Koch brothers are the majority owners in Koch Industries, America's second-largest private company with revenues of \$100 billion in 2009, and 80,000 employees in 60 countries.

Koch Industries main source of revenue is from the manufacturing, refining, and distribution of petroleum. They are major financiers of the Tea Party. They also are providing money to run anti-democratic ads.

Do not allow your money to be used to sponsor the Tea Party. Don't buy these products.

Products by Koch:

1. Industry/Georgia-Pacific Products:
2. Angel Soft toilet paper
3. Brawny paper towels
4. Dixie plates, bowls, napkins and cups
5. Mardi Gras napkins and towels
6. Quilted Northern toilet paper
7. Soft'n Gentle toilet paper
8. Sparkle napkins
9. Vanity fair napkins
10. Zee napkins

Pass it on to others!



Director of
Organization

Marcus D.
Smith
Dir. of Organization

Greeting Brother and Sister, once again I want to thank-you, for allowing me to serve as Director of Organization for our illustrious local. The Postal Service in hiring PSE's (Postal Support Employee's). The APWU has a right to participate in the PSE's first orientation, and after the 360's days of service the union has the right to revisit to organize, and present the APWU Health Plan.

Benefits Of Being A Member

We want to welcome our newest union family members, and encourage them to participate and be active in your union events. The right to join the APWU by far is one of the most important decisions you will ever make in your Postal career. The APWU has been very successful with negotiating our contract; in addition to that members of the APWU have a variety of benefits. Let us take a glance at some of the many privileges of being a member of the APWU. Union Plus benefits cater to the unique needs and interest of our members. With our current economic downturn Union Plus introduce a new \$3 million dollars program call Union Safe, (Security Assistance Financial Education). This program

helps our members who may face unpleasant times, to avoid foreclosure through the Save My Home. Another program to assists our member with mortgage issues, Hotline and Mortgage assistance. In the Case of Disability Assistance, there is an array of cash grants available to our member (money that doesn't need to be repaid) and others benefits that deal with major unreimbursed hospital expenses, extended disability, natural disaster and soaring college cost. Financial education along with credit counseling, and budgeting advice, with a no fee debt management service in just a few benefits that as a member we enjoy. Members need to know just how much their union works for them and understand the

real value of their membership. It is important that the rank-and-file members – not just union officers or steward – ask their co-worker to join the union. In doing so the question may be asked, why should I join the union? Let them know that the union is our voice, not only on the workroom floor or in our local negotiations, but on capital hill when we negotiate our Collective Bargaining Agreement. When we work together to support our unions we have won job security, decent wages and don't forget good benefits. Dental and vision plans as an exclusive to our members, Golden Dental and Midwest Dental and Heritage Optical. Again, I Thank you for your support. In Solidarity.

MAIL REDUCTION???

What About Employee Reduction?

continued from page 2

the arm, but oh no, not the Post Office . . . we are losing millions and millions a day blah blah blah . . . give us what we want or doomsday is ahead. We know what they want . . . Privatization!!!

We know retirement funds must be paid, we know adjustments must be made, but let's hear all the facts and let the American Public hear all the numbers.

The Post Office is a master of "phantom accounting". Due to space constrictions, I cannot elaborate much but there is an excellent article at www.alternet.org By David Morris (June 4, 2012). It goes on to explain the Post Offices method of accounting, and how they skewer the numbers for propaganda purposes.

Here are a few other things you don't hear about.

What about management reduction? I can't find any numbers on that. Fewer employees should be less management, no? I haven't seen any management reduction. If they did a reduction that would be another big chunk of money they would save every year.

What about the increase of priority mail, packages, other services, etc.? Anyone of us that handles packages knows the volume has in-

creased over the years due to aggressive advertising. You don't see any of those positive numbers plastered in the news.

So when you see the Post Office spewing all the negative propaganda numbers in the news, tell your family and friends the WHOLE story. Educating the American Public is a key in keeping our jobs right now. Nobody will tell the whole story, nobody will tell the whole truth . . . nobody but US!!!

WHEN CAN I GET OUT!!!

We've had numerous calls concerning employees asking if they retire on a such and such date how much monthly money would they get. It is a complicated process and in no way I can explain in this column. However, if you go to the LiteBlue website there is a formula which will give you an idea. Go to "requesting an annuity estimate". Then it will direct you to "NAREUS Applicant". There is a series of questions and then within 7-10 days they are supposed to send you an estimate how much you will receive after you retire.

ACCIDENT BENEFIT ASSOCIATION INFORMATION

I'm surprised many members do not know about this benefit of being a member. Did you know that if you get hurt on or off the job and if qualified, you could receive 12 dollars a day on the days you miss from being hurt? Due to surgery, Cari and I have been off for months and the ABA has been a blessing for us. Inquire and use your union benefits, your dues pay for it and you deserve it. Call our lovely secretaries, Regina and Diana at the Detroit District Area Local for forms and more information at 313-532-9305. Until next time, if you are not engaged in the fight, please GET ENGAGED, if you are, thank you!

— Steward Talk —

by Danny Sawicki,
Associate Editor

Not only is Keith Combs the Human Relations Director, he is a steward at the George W. Young Facility in Detroit.

1. What are some of the main management infractions that are affecting the members at the GWY at this time? Well Danny, this is a same old tune new day question. The main management infraction is their dealing with the Family Medical Leave Act (FMLA). Our members must understand that yes, they have a duration and episode estimated time frame per their Doctor. Nevertheless, our attendance policy states that we are required to document our illness once we have been off work for more than (3) three days. Now management will typically issue the member LWOP or AWOL when the member does not document by the third absence and will refuse to pay the member for any days after day three (3). The Union will usually get this issue corrected, however we need the members assistance in getting in the documentation by the third day.

2. Currently, what is the

number one grievance issue that has been levied against management? I think that one and probably a huge issue that has been levied against management is the fact that management frequently violates members rights when it comes to releasing members to come to the Union office to discuss a grievance issue. Management in many cases believe they have two (2) hours to release employee's and that is incorrect. We have signed settlements that state management shall contact the Union office immediately and under no circumstances should it take TWO (2) hours for a member to receive Union representation.

3. What is one of the biggest mistakes that an employee makes during the grievance process? I think that one of the biggest mistakes a member makes is that when an investigation process begins, they communicate with management without first enlisting the help of a steward. I've seen it time and time again when a member thinks that they will go to management on their own issue and in return management disciplines the member using the information

the member wilfully gave.

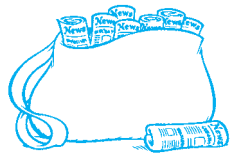
4. What are the three things that you can advise the members to do to protect themselves against the wrath of the Post Office? Number 1 is when a member calls in and for one reason or another decides to elect Emergency Leave, this leave requires a member to document when they return no exceptions. Number 2 is one qualification for FMLA is that the member must have 1,250 work hours to receive the protected leave no 1,250 hours no FMLA. Third, I would say as the Director of Human Relations in no circumstance should a member have an on the job injury and elect not to fill out an CA-1 and have the injury and/or claim approved by the Office of Worker's Comp, this will prove to be helpful in the future.

Until next time my brothers and sisters remember that success is achieved by developing our strengths, not by eliminating our weakness.

Thank you Keith for this valuable information and your service as a steward.

REMEMBER MEMBERS, use your STEWARDS!

Danny's Mailbag



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

• In a February interview with President Obama he said that “privatization is a bad idea most of the time”. He goes on to say that “the USPS provides universal service and companies would not”. Danny: Listen up Post Office, your President is talking and we’re not talking Donahue.

— source APWU Website

• A postal worker from Orlando has been sick since handling a leaking package from Yeman on February 4th, 2011. Even though other workers smelled and saw the package (it had tubes and wires sticking out), to this day the USPS denies the worker was exposed to a toxic package. Danny: Of course they deny it, they don’t have to handle any toxic packages. We are the one’s that handle them and get sick, not management.

— source USA Today

• In May, Postmaster General Patrick Donahue said it is moving forward with the closing of

250 mail processing centers. Even though half the Senate had written letters to Donohue asking to delay the closings, they continue to move on. Senate asked the Post Office to hold off until Congress could pass final postal overhaul legislation. Danny: I have never seen a government agency like the Post Office that constantly ignores actions of upper government. When is congress and the senate going to put a stop to this? What an embarrassment!

— source Detroit News

• Did you know that just 6 years ago the Postal Service generated a profit? That year, the government imposed on the post office a 5.5 billion pre-funding retiree requirement. Danny: Oh, is it coincidence, or is the prefunding requirement one of the main reasons that the post office is in the sorry state it is in right now. After the prefunding was forced down our throats, the Post Office has been spiraling down ever since. It’s hard to make it in the black when you are behind almost 6 billion every year. We know we must prefund retiree accounts,

but not 75 years down the road. There are other smarter fiscal ways to do it. Hey post office have you ever heard of AMORTIZING? That will save you billions of dollars.

— source Detroit News

• The Postal Service announced it will lose about 15 billion each year by 2015 if congress doesn’t let it eliminate Saturday mail delivery and other services. Danny: The Post Office, always on the offensive to get what it wants no matter who or what gets mowed down. Phantom accounting at it’s best.

— source Detroit Free Press

• In January and February, in two separate instances, two carriers were killed while unloading mail from the rear of their vehicles. A third carrier survived a similar accident. At press time it is not known if he will walk again. In March, a transitional employee died after being bitten by a pit bull. Doctors say the dog bite was a major contributing factor in her death. Danny: Our sincere condolences to our fellow brothers and sisters family. No matter what craft, we work

dangerous jobs and all of us are definitely on the front line! First rule, BE SAFE-WORK SAFE — and don’t let management make you do anything different. If you do not feel safe during an assignment, STOP WORKING and request a steward immediately!

— source National Association Letter Carriers Postal Record – April issue

• Due to the voice of the people, on May 10th, the Post Office backed off plans to close thousands of rural post offices. They wanted to shut down 3700 post offices! Danny: If we get engaged, results will happen.

— source Detroit News

• If and when processing consolidations are enacted, the George W. Young Facility in Detroit and the Pontiac Metroplex will not be closed. The preliminary plan is that Jackson work will be transferred to Detroit, and Lansing and Saginaw work will go to the Metroplex. We will keep you updated on this process.

— source Detroit News

— Lead Clerks —

continued on page 4

Answer: Article 25.4 of the Collective Bargaining Agreement requires a detail of an anticipated duration of one week (five working days within seven calendar days) or longer to be filled by the senior-qualified employee in the immediate work area in which the temporarily vacant higher-level position exists. If the detail is less than five days, the same applies except the employee does not have to be the senior employee.

Question: If a section is undergoing excessing and/or there are clerks with retreat rights to a section and level where lead Clerk duty assignments are being posted, will the assignment be posted installation wide?

Answer: Excessing is still by level in the Clerk Craft as of the signing of the lead Clerk Questions

& Answers.

Question: Are clerks with saved grade level 7 required to bid on lead Clerk jobs with less than 40 hours (if they are posted as NTFT duty assignments)? If they do not bid and cannot be forced into less-than-40-hour assignments, would they lose their saved grade level 7?

Answer: No. If the employees were full-time regulars as of May 23, 2011, they do not lose saved grade.

Question: The Lead Clerk position states that clerks must meet KSA (Knowledge, Skills and Abilities) and testing requirements (473 Exam) related

to the bargaining unit qualification standard. What does this mean?

Answer: The Knowledge, Skills and Abilities (KSA) is standard language that has always been in every senior-qualified job. The 473 Examination is the entrance hiring examination.

Question: Will lead Clerks have access to TACS?

Answer: The lead Clerk will have access to TACS with supervisory approval.

Question: What are the requirements for the lead Clerk positions?

Answer: All lead Clerks- Senior Qualified and pass entrance exam 473 (formerly the 470) lead Mail Processing Clerk- One year experience in a mail processing position (F-1) lead Customer Service Clerk- One year experience in a customer service (F-4) position lead Sales Service Associate — One year experience in a window position and window qualified. (To be considered “window qualified,” the senior bidder must have a five record or must qualify on the window exam.)

Question: Will a Bulk Mail Clerk in an F-4 assignment with one year experience be considered to be meeting the one year requirement for a “customer service position” qualification requirement?

Answer: If the Bulk Mail Clerk is part of the Function-4 area and not the BMEU Function-7 area, they would meet the customer service requirement.

EEO'S AND COMPARABLE EMPLOYEES

For those employees who have filed EEO's or who may have to in the future you may have ran across an EEO counselor or had to respond to a Postal Service Motion to Dismiss your case, because either your comparable was an employee who held a different job title than yourself (i.e. you are a clerk and the person you named as a comparable was a letter carrier) or because the two of you may have had different supervisors. An employee is not required to demonstrate an exact correlation between him or herself and others similarity situated; rather they must show only that he/her and the proposed comparators are similar in all relevant aspects and that he/she and his/her comparators engaged in acts of comparable seriousness. When faced with these two types of arguments there are two good case decisions your representative or you should read. They

are Walleon Bobo v. United Parcel Service No. 09-6348 decided by the Sixth Circuit Court of Appeals on January 09,2012 and Coleman v. Donahoe No. 10-3694 decided January 06,2012 by the Seventh Circuit Court of Appeals.

In closing, I would like to emphasize that an employee DOES NOT LOSE THEIR RETREAT RIGHTS BY STATING A PREFERENCE AFTER BEING IDENTIFIED AS A JUNIOR EMPLOYEE TO BE EXCESSED. YOU RETAIN YOUR RETREAT RIGHTS IF YOU ARE SIMPLY RESPONDING TO A NOTICE ASKING YOU TO CHOOSE ONE OF THESE JOBS IN THE EVENT YOU ARE EXCESSED.

IF YOU DO NOT SELECT AND/OR STATE A PREFERENCE, IT DOES NOT PREVENT YOU FROM BEING EXCESSED. IT SIMPLY ALLOWS MANAGEMENT TO PLACE YOU WHERE THEY WANT IF YOU FAIL TO STATE A PREFERENCE.

With Deepest Sympathy

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

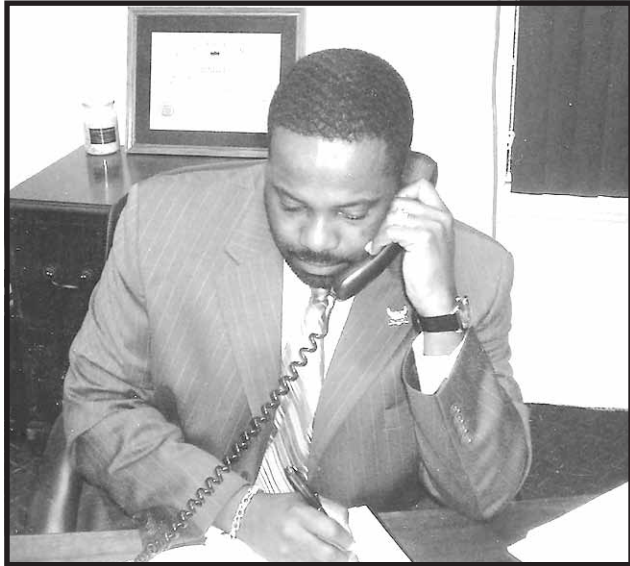
David Cameron	Rufus Crenshaw	Jermalla Hill
Eugene Coleman	Tonya Crenshaw	Janice Moore
Charles Cotton	Timoko Grays-Hills	Antho Thrasher
Yolanda Cotton	James Hargrove	Andrana Williams

To the family of retired employee Willie James McClue

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.

Ask The President

The 21st Century Postal Reform Amendments (S-1879), What Does It Mean?



Christopher "Chris" Ulmer, President

Q: Danny- Mr. President, some members are confused about bill S -1879: The 21st Century Postal Reform Act.

On April 25th, the amendments to S-1879 were passed by the Senate vote 62-37.

What does it all mean? Were the amendments good for the membership and where do we go on from here?

A: The bills in the U.S. Senate and the U.S. House of Representatives are the answers from congress to the USPS request for the 50 to 75 billion dollars overpayment and the financial assistance the USPS needs to get back to profitability.

These means the U. S. Senate has passed its plans to help the USPS and it's the Houses' turn to pass something. Once the two chambers of Congress have passed a version the two chambers will then come together to try and make one bill they can get passed in both chambers to be sent to the President so he can sign it into law.

S1789 was not and does not have everything the union or USPS wants but it is was not the worse that has been talked about.

Q: Now for the amendments to pass and put into law is it correct the amendments must go before Congress and pass in the House?

A: Yes

Q: What if the amendments don't pass, what happens then and how will it affect us?

A: All amendments are not good, so if bad amendments do not pass that is good for USPS employees and retirees. Only good amendments to be signed into law benefit postal employees and retirees.

Q: What are the National and the Detroit District Area Local doing to try to fight all this madness?

A. The DDAL began the "GET ENGAGED" campaign and the APWU National is planning to send more post cards to members for them to send to their U.S. Representatives to make them aware of our position on the bills in the house and senate. The Get Engaged campaign asks every DDAL member to contact their US

Senators, US Congressman or woman, contact their State and local elected officials via US Mail, Phone Calls, Visits to their offices and even Email asking them to support the USPS and the bills in D.C that helps the USPS.

Q: How can the Postal Service start to close facilities when all these issues are in litigation?

A. It's just another violation by the USPS, they cannot and they should not be closing anything.

By law the USPS cannot act on their plans to close any facility without the PRC recommendation. The PRC said they would not render their decision before September 2012. The USPS must get the non-binding opinion from the Postal Rate Commission (PRC) before they take any action and the USPS has not done so. It is for these reasons the APWU National Headquarters have filed

a complaint against the USPS with the PRC on the announced closing of 48 mail processing facilities to be closed in July and August. The Detroit Priority Mail Center is part of the 48 named facilities. Therefore if the PRC do not rule on the closures until September then these closings will not happen until sometime next year, if then. This would happen because this is an election year and the USPS has already announced it would not close any mail Processing Facilities during the election season, which really begins in September.

The PRC has announced they will give a ruling on the APWU complaint by July 1, 2012.

Q: One of the biggest issues affecting the financial crisis of the Post Office is the 5.5 billion pre-funding retirement requirement they must make every year. The Senate rejected that amendment in April, why do you think that happened?

A. The Senate did not totally reject this. S1789 did address it but not to the levels that the USPS or the Union wanted them to but they did give 11 billion dollars back and they reduced the amount by 2 to 3 billion annually and they put other things in bill that gives the USPS relief. This would include allowing the USPS to go to 5 day delivery and to be able to close Post Offices in 2 years.

Q. Is there still a chance that this payment requirement can be amortized over a 40 year period so the Post Office does not have to shell out 5.5 billion a year to finance benefits 75 years or so down the road?

A. I think S1789 did amortize that and that is how it was reduced by the 2 to 3 billion dollars annually.

Q Let's move on to another major issue that affects our members. Even though we may not want to hear this, the simple fact is that attendance is the main ally with the Post Office against us. Many of us have health issues that prevent us from going to work. However, many letters of removal have been levied against us because of attendance. Can you elaborate on this and how can we protect ourselves?

A. I do not think more Notices of Removals (NOR) have been forth coming, but the numbers of attendance related disciplines have increased. About 5 years ago the USPS made it their priority to issue more attendance related discipline. The increase in discipline has not exactly resulted into more NOR's. The unions have been very good at getting the employees the help they need due to that employees personal issue that they may be dealing with.

The Union is promoting employees to use EAP if they find themselves missing work due to a personal issue dealing with any family member, any issue, or anyone that may be living in their house. This should allow the employee to get things together and at the same time allow them to get their attendance together.

The union has done very well at grieving employee's issues, but some people are so far gone and have such extensive violations that it is harder, much harder to get quick resolves to their issues; these are the ones that are more likely to get a NOR.

Danny: Thank you Chris for this important information and the struggle continues and we will continue to fight.

President: And fight well I might add.

POSTAL TRIVIA TEST YOUR KNOWLEDGE

by Cari and Danny Sawicki

- Where is the smallest Post Office in America?
a: Kaweah, CA c: Omar, MI
b: Ochopee, FL d: Hoosick Falls, NY
- Where is the largest Post Office in America?
a: Loop Clark Street Post Office, Chicago, IL
b: Terminal Annex, Los Angeles, CA
c: Sam Houston Post Office, Dallas, Texas
d: James A. Folley Post Office, New York, New York
- Where is the most isolated Post Office in America?
a: San Quentin Federal Prison, San Quentin, CA
b: Anaktuvuk Pass Post Office in Northern Alaska
c: Minot, South Dakota
d: Key West, FL
- What are the most common street names in the Post Office?
There is a clue in the answer
a: first, second, third, fourth, park
b: second, main, elm, oak, north
c: third, maple, south, main, north
d: forth, elm, oak, south, park
- What is the most common Post Offices name in the country?
a: Madison c: Washington
b: Lincoln d: Clinton
- What is the most common city name in the country?
a: Arlington c: Franklin
b: Springfield d: Salem



61 square feet Post Office

NO CHEATING, STAY OFF YOUR SMART PHONES AND COMPUTERS . . .

answers on page 11

Interview With Senator Carl Levin



In April, *The Detroit Postal Worker* was granted an exclusive interview with Senator Carl Levin (D-Mich) concerning the current crises at the United States Postal Service. Following, is a candid and honest Question and Answer session addressing some of the problems of the Postal Service.

Q. Danny: Let's start with the proposed consolidations and closings of Post Offices around the country. What are some of the financial alternatives the United States Postal Service could use so these dramatic measures do not have to be incorporated?

A-Senator Levin:

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 rate-payer 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 their community. And, based on the estimate I've seen, the projected cost-savings from closing these locations would offset but a tiny part of the USPS's 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 and postal service viability.

[2] The American public thinks that these proposed consolidations/closings are a done deal in May, when in fact they are not. Is that correct?

On December 13, 2011, the Postal Service announced a moratorium on the closure or consolidation of postal facilities until May 15, 2012. The intent of the moratorium is to provide Congress the time to consider postal reform legislation. The Senate is expected to take up S 1789, the 21st Century Postal Service Act in the next few weeks. S 1789 would enact several changes in how the Postal Service can close both mail processing facilities and post offices and provides for greater public involvement in these decisions.

[3] In February, you asked the United States Postal Service for more data and information concerning the consolidations/closings, have you had any response and what have they conveyed to you?

On February 23, 2012, the USPS notified me of the potential consolidation of mail processing facilities in Gaylord, Iron Mountain, Jackson, Kalamazoo, Lansing and Saginaw beginning in the summer of 2012. In response to this announcement, I sent the Postmaster General a letter on February 24th requesting more information on this proposal. I have yet to receive a response.

[4] Elaborate on the annual \$5.5 billion payment that the Postal Service must make to prefund retiree health benefits. How can that be restructured so that the Postal Service can meet its obligations without breaking the bank every year?

The Postal Accountability and Enhancement Act (PAEA) of 2006 established the Postal Service Retiree Health Benefit Fund and required the Postal Service to prefund the cost of its' retiree health benefits. While ensuring that retiree health benefits are funded is a laudable goal, the resulting requirement that the Postal Service make payments of approximately \$5.6 billion annually for ten years has

proven unsustainable. S 1789 contains a provision which lowers this prefunding requirement by amortizing the payment over a 40 year period.

[5] Explain the "Universal Service Obligation". Is that a federal mandated obligation?

The United States Constitution gives congress the authority "to establish Post Offices and post Roads." The Postal Service is directed in law to "provide a maximum degree of effective and regular postal services to rural areas, communities, and small towns where post offices are not self-sustaining."

[6] Is it a correct assumption that rural and urban areas will be impacted the most by the consolidations/closings?

I am very concerned about the impacts of these closures on both rural and urban areas. Rural areas in particular may not have ready access to postal services. In many small communities, the Post Office may be one of the few commercial operations. The Detroit Free Press recently reported on the possible closure of the post office in Elm Hall, Michigan. This post office is one of the smallest post offices in America and a big part of the identity of this small community. The Postmaster General estimates that the closure of Elm Hall and approximately 3700 post offices nationwide will save \$200 million annually. These savings amounts to 3.7% of the postal service's deficit and is less than 1% of its annual operating cost.

Danny: Senator Levin, Our members, officers, stewards and the American Public Thank you and your constituent's efforts in maintaining a viable United States Postal Service and preserving the sanctity of the United States Mail. Your diligence is a major factor in keeping this major institution alive and forcing the United States Postal Service to meet their universal service obligations.

On April 25th, the amendments of The 21st Century Postal Service Act (S-1789) were passed by the Senate 62-37. Now the amendments will go before Congress.



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
BAISDEN	TAMARA	BROWN	ADRIEL
BASCOMB	MARQUITA	DAVIS	PATRICE
BROWN	CENA	DILLARD	BRANDY
GIBSON	JERMAINE	ELLIS	TRUDI
GRASTY	JANICE	GEORGE	TOM
GRAVES	CARL	GOSS	CHRISTOPHER
HARRISON	SHAUNTEL	JONES	ERIC
JAMES	CHARMETRIA	LEWIS	MARIA
JONES	DEBORA	LOPEZ	CAROL
JONES	NaQUANA	MANN	DAMON
PARHAM	CHRISTOPHER	MONTEMAYOR	LETICIA
RIGGS	YOLANDA	NASH	JASMINE
SMITH	SHAWNETIE	SOMLER	JOHNATHAN
STENNIS	KIMBERLY	WRIGHT	CISARE
SUSSEX	JENNIFER	ARMSTRONG	ANGELIQUE
TAYLOR	BROCK	BLANDING	VERONICA
THOMAS	NINA	CROSS-WILLIAMS	LAILA
WALKER	MARENA	HEARN	CHRISTY
WALLACE	ANDREA	PATTON	KIMBERLY
WILLIAMS	FELICIA	RILEY	GLEN
WILLIAMS	SHERICA	SEALS	SHARON
BOULDES	JOYUA	SMITH	TIFFANY
DAVIS	WHITNEY	SPENCER	TRICIA
HAIR	AMANDA	BENDER	KEVIN
HOLLIS	EMMANUEL	FOWLER	DAYSHA
JOSEPH	DOMINIQUE	HARRIS	DEMITRIA
MOORE	BRIANA	THURNER-MOTLEY	PATRICIA
TREVINO	RALPH	ILAM	MACKIE
JACKSON	ALEXIS	GILL	NORENE
MALNAR	KRISTOPHER	GUFFEY	CHRISTOPHER
OATMAN	REDA	JOHNSON	ANGENISE
ALLEN	TRELONDIA	MARTIN	KHARANINA
ARMTRONG	CHANTAL		

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.

POSTAL TRIVIA

answers from page 10

ANSWERS:

1. B. The Ochopee Post Office in Florida is only 61.3 sq ft. It used to be a watering shed for a tomato farm.
2. D. The James Folley Post Office in New York is 393,000 sq. ft.
3. B. The Anaktuvuk Post Office in Alaska is the only link to the outside world for 300 residents. No roads, everything must be flown in.
4. A. first, second, third, fourth, park (did you see the clue)
5. D: Clinton
6. C: Franklin is the most common city name with 32 namesakes around the county.

If you got 6 out of 6 right, you cheated or you're a post office genius and you should retire and write a book.

If you got 3 — 5. Good job, you have credible Postal knowledge.

If you got 1 or 2 right. Start studying.

If you got 0 right, you should be in management, because they don't know anything about the Post Office either.

BOOTLEG POST OFFICES

Good idea. Open up bootleg (village) post offices in gas stations and drug stores and close our institutions that have been open over a century. These bootlegs have been popping up all over. Village post offices equal "PRIVATIZATION" . . . This post card came in our first class mail from the USPS. Nice cost cutting measure, advertise boot-legs and try to close us up. What a shame this national treasure has become. The battle rages on.



APWU DETROIT DISTRICT AREA LOCAL PRESENTS; A Night of Fun and Socializing AUCTION

The Detroit District Area local is hosting a fund raiser AUCTION. The purpose is to generate revenue for the Building Fund, and to target preserving the immense history of our Detroit Local. We, as guardians of our union, have a fiduciary responsibility to let future generations of postal employees know how we struggled and sacrificed to become the largest postal union in the world - the American Postal Workers Union. Each generation of Members, Stewards and Officers have represented a tiny piece of this vast puzzle that we call our UNION. Let's all do our share to preserve it.

Saturday, August 11, 2012

APWU Union Hall

20530 Southfield Road • Detroit, MI 48235

Doors open at 5:00 p.m. — Auction starts at 6:00 p.m.

Everyone is welcome, kids from 1 to 92, their parents too! Refreshments will be served, so don't worry about making dinner. Auction items will be available for ALL ages, and everyone can participate! If you have items you would like to donate for the auction please bring them to the union office.

Next Membership Meetings

September 9, 2012

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

FREE Legal Consultation

by Christopher Ulmer, President

ATTENTION APWU MEMBERS:

Every month, Representatives from the Law office of Robert D. Starkman will be at the union office from 12 noon until 5 p.m. to provide FREE legal advice to our Members.

If any Member is experiencing any legal matters, or have questions, please call the union office at 313-532-9305 to schedule an appointment to meet with an Attorney. Call for dates.

This consultation with the Attorney is provided free to our Members. I encourage everyone to take advantage of this valuable service. In Union Solidarity.

Benefits To Our Members From The YMCA

Join the Y by July 31st and pay \$0 Joining Fee! The Membership enjoys 20% off the normal monthly membership rate.

And membership has great perks:

- FULL Access to all Metro-Detroit YMCA locations
- FREE Access to 40+ fitness and aqua classes like Zumba, Kickboxing, Cycling, and more!
- FREE Session with a personal trainer
- FREE Wellness center orientation
- FREE Use of the pools during open times
- FREE Use of the basketball courts
- FREE Child watch while you work out
- Co-ed adult sports leagues and programs, including floor hockey, dodgeball, basketball, and volleyball
- REDUCED RATES on youth sports and programs, including Summer Day Camp
- REDUCED RATES on specialty classes REDUCED RATES on special events

Call the YMCA for rates and more information.

Make sure you mention that you are a APWU member.

YMCA of Metropolitan Detroit

1401 Broadway, Suite 3A, Detroit, MI 48226

(313) 267-5300 Fax (313) 267-5330

ymcadetroit.org

Everyone is welcome. Financial assistance is available.

The YMCA of Metropolitan Detroit strengthens communities in Southeastern Michigan through youth development, healthy living and social responsibility.



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

Change Service Requested