

THE DETROIT POSTAL WORKER



• 15

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

May-June, 2014

The President's Report . . .

We Are Moving Forward



From The President

Christopher "Chris" Ulmer
President

Hello brothers and sisters. The DDAL have been successful in getting grievance and arbitration award payments to the members, this has been a long and taxing process. It is amazing how fast the USPS moves while violating the Collective Bargaining Agreement (CBA) and how slow they move when compensating violated employees. Our meetings with the USPS to get them to pay grievance settlements and Arbitration Awards has been a very draining process, especially for the employees who were improperly excessed & the other employees who were denied retreat rights, we can now HAPPILY say all these employees have received their settlement payouts.

The DDAL is HAPPY to announce that we have been tremendously successful at winning arbitrations and getting positive results from the grievances we are filing for the violations that are taking place in our DDAL represented offices. The entire process begins with employees giving the Union accurate grievance statements and the stewards requesting the information that proves the violations are occurring. Your elected officials should be thanked and appreciated. Many will say what they have done in the past but the DDAL MEMBERSHIP will be hard pressed to find a time in are history where the DDAL has prevailed on so many CONTRACTUAL VIOLATIONS at the rate and efficiency that we are now. These grievance successes have netted our DDAL employees (approximately) over **\$4 million dollars** since I have become President (2010) and over **\$3.5 million dollars** this year (2014) alone, and we still have more than 6 months to go in this year, and plenty of big cases still to be heard. While money is not our focus, but STOPPING ALL VIOLATIONS TO EMPLOYEES RIGHTS IS. The monetary awards being awarded from the grievance process is a strong indication that

the contractual violations are occurring as we are claiming they are. We hope the monetary payouts will compel the USPS to slow down the violations and force them to follow & adhere to the contractual language both parties has agreed to or pay the price for their errors. This much is still yet to be seen.

The DDAL membership must be given a lot of the credit for these historical happening. This DDAL membership is the first membership in over 18 years who saw fit to keep the present leadership in place for more than one term and now the DDAL's members' wise decision is correctly paying off for all the DDAL Membership. The membership always benefit swhen they keep competent and experienced

and it is a debt we very well intend to pay.

The Bidding Process

It has been brought to my attention that Clerk Craft employees are confused on the bidding process. Employees must notify USPS management when they want to remain the live bidder on other bids that they have submitted prior to being declared the senior successful bidder. Article 37.3.F.8 A, B, & C (pages 185 of the contract) informs you what must take place for you to remain in consideration for other bids once you have been declared the senior successful bidder, if you don't follow the CBA you will lose out on all former bids due to you not following the CBA. If you need a copy of this particular portion of the contract please contact the union office and ask for a copy.

Job Vacancies

The DDAL meet June 13, 2014 with the Detroit City Station management and was informed that we have a high

number of bid vacancies in the city station & branches. The DDAL is now taking action to get many of these vacancies filled by every available means possible. We hope to get PSE's converted to Career Status if the right scenario comes into play for a PSE to be converted to Career Status.

PSE Conversions

I have spoken with all the DDAL officers about the local's goal of getting PSE employees working in DDAL represented facilities converted to Career Status. I see many opportunities for the DDAL to of get our PSE's employees converted to Career Status, and the time is now, for us to take advantage of these opportunities and get it done. This goal will be a top priority for the DDAL and we plan on being successful at this goal as well. A note to all PSE who do not desire to become a Career employee; no PSE employee can be forced into taking a career conversion, therefore, what I am saying is, PSE employees have the right to refuse a Career Appointment and remain in temporary part-time status.

Filing A Grievance

I have been informed that employees are concerned about grievances being filed or which may not be getting filed. I have previously sent a bulletin to for all crafts (Clerk, Maintenance, and MVS) instructing employees how to file

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"Your DDAL leadership is complete and we only plan on getting better at representing you and keeping you protected and educated to your workplace rules & regulations."

officials in office who knows how to fashion and shape grievances, so that the words of the CBA means something on the workroom floor, successfully negotiate resolutions to any situation, maintain the level of success without any reductions of service or representation that we give to our members. Another key factor is the leaders you selected; your DDAL leaders are not only knowledgeable but they are trendsetters and trailblazers in the grievance process, we are tremendous at listening to your issue and taking the appropriate actions to get resolve for violations. We are also very adept at letting you know if your issue is a violation of the CBA, USPS Handbook & Manuals, of Law or not, we also inform you what forum your issue(s) need to be in. Your DDAL leadership is complete and we only plan on getting better at representing you and keeping you protected and educated to your workplace rules & regulations.

THINGS YOU NEED TO KNOW \$300 Retirement

It has been a while since we last paid out the \$300 retirement the union gives to retiring union members who put in for it within 6 months of retiring. We had been unable to pay these debts due to our financial situation. I am happy to announce that beginning in September of 2014 the DDAL will resume paying the \$300 retirement bounce to retired DDAL Postal Workers. This is a debt we owe



Detroit District Area Local Union Officials

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Assist. Maint. Craft Director

Raymond Allen Morgan
Assistant MVS Craft Director

Stacey Carr
Recording Secretary

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Maintenance Craft: Michael Griffin	Mail Handler: Kimberly Durden
SGT.-AT-ARMS Steven Welborn	Dorothy Malone



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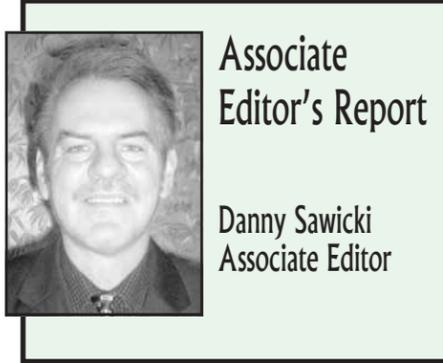
United We Stand - Divided We Fall!

Detroit Postal Worker

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Associate Editor's Report

Danny Sawicki
Associate Editor

by Danny Sawicki

One of the main goals, if not THE number one main goal of The Detroit District Area Local is keeping our members safe.

The "SNATCH THAT STRAP" is a program designed by your union that will help educate ourselves, the members and management alike on how to keep our workplace safer.

We will do the research on how work can be safer and relay the information to the members and management.

We will study and try to follow safety techniques from award winning safety plants and establishments.

We will study the facets of 'ergonomics', which is a system that teaches you to how to use your body at work in an efficient way, so there is less wear and tear on the body. There are proven techniques by doctors and scientists that when you push, pull, bend, reach, etc, there are ways to make it less taxing on your body.

In this safety program, we are going to confront and address all your safety issues.

We will consult with safety ex-

Snatch That Strap

A Safety Program by the Detroit District Area Local

perts and inspectors.

"Safety is one area management and the union can work together on, ensuring the safety of employees and management alike, so ALL employees of the United States Postal Service can go home SAFE at the end of the workday to their family and friends."

Since I've been back six months

That is why we must pick up those "land alligators" as one of my mechanic buddy calls them, because they are so dangerous.

So if you see one of those "land alligators", don't pass it up . . . "Snatch That Strap"!!!

All Purpose Cart Issues (APC'S)

We all know these are dangerous.

Let's face it, the GWY is old, the equipment is old and we have to be very careful.

The APC causes many injuries at the Post Office. They are extremely dangerous because many of them are defective and continue to be recycled without repair in the Post Office system.

I had a very close call. I was pushing a APC to the west, hit a bump and "blam" the front rack come crashing down. Luckily, I was in back and the rack came down in front of me. Close call.

We are going to make a diligent effort in getting those defective All Purpose Carts (APC's) off the work floor and we need your help. If you see a defective APC, tag it! Your supervisor has the PS707 repair tags and we are going to have them readily available at your union office.

We are also going to work with management on a APC defective

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"Safety is one area management and the union can work together on, ensuring the safety of employees and management alike, so ALL employees of the United States Postal Service can go home SAFE at the end of the workday to their family and friends."

or so, I've heard about and seen numerous accidents and close calls at the George W. Young facility (GWY) in Detroit.

One instance I witnessed is when one of our constituents got tangled up in a wrapping strap and went down. There were many anxious minutes at that time hoping she was OK. Thankfully last report she is doing fine, but it could have been much worse.

Raise your hand if any of you ever got tangled up in those darn wrapping straps. Lots of hands including mine.

Raise your hands if you ever went down. I've been close, never went down but many have.

The wrapping strap incidents have to be one of the most common post office injuries.

We Are Moving Forward

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grievances and how to document that you actually filed grievances. **1).** Any aggrieved employee should request to be excused from their assignment. **2).** Go to the union office. **3).** Once you have arrived at the union office move to the correct operation which signifies union time in your facility. **4).** Fill out the Union notification form and provide the steward with your grievance statement. **5).** Request a copy of your union notification form & witness statement, for this is your receipt and proof that you filed a grievance with the union. If you don't fill out a union notification form and witness statement it is your word against the steward's word that you filed a grievance. Don't let it come to that get your receipt and if problems exist this way I can correct them.

Craft Success

The grievances that the clerk craft has been successful at winning

are the same we have planned for all the other DDAL represented crafts. The big difference with the Clerk Craft grievances and the other crafts grievance is the other craft have National Business Agents (NBA) handling their grievances after step 2 and this sometimes slows the process down if the grievance isn't resolved at the lowest steps (step 1 or step 2). The NBA handle the issue after step 2 at the Step 3 and if it is not resolved it goes into the Hopper and once in the HOPPER it is first in first out (FIFO) which means the older grievances go first unless we request to move a case up and you only get 1 or 2 of these request fulfilled a year. I will be working more closely with all the Craft Directors and craft stewards to move up grievances that address pressing issues in that craft. We plan on bringing the success that we have been experiencing in the Clerk Craft to all the other Crafts and facilities we represent.

Presidential Visits

I plan on visiting all the facilities and USPS offices the DDAL represents from July 1, 2014 thru September 5, 2014. I will be sending out a bulletin of when I will be in your facility to answer questions you may want to ask me. If your questions of concerns are of an urgent nature please feel free to contact me at the numbers or email address I have provided below.

Contact The President

My contact information has not changed; I can be reached at the following phone numbers, email address or you can send a text to my phone. I am never to busy to address your concerns or issues, please call me about anything at anytime.

Cell phone: 313-477-0962
Office phone: 313-532-9305
Email Address: culmer@apwudetroit.org



Vice President's Report

Patrick Chornoby
Executive Vice President

Management in the Post Office, as well as in PAE (our MTECH Support Services Division) have, in recent weeks, been 'toying' with the leave program for its workers. Employees who once were able to leave work early as a scheduled absence are now being told if they leave early their absence will count against them, or be unscheduled. Even Family and Medical Leave requests for leave are being disapproved by the employer stating that the absence does not meet the company guidelines for approved leave. Under normal circumstances, this would not be a problem. It is different today, with the work force climate being as it is, with management trying to get the work of two employees out of one person. It is a catch 22 situation for all of us. The more pressure management places on us, the more time we need to take off work to keep our sanity, and the more management starts to harass us about our attendance because we are not at work! What are we supposed to do? Let's take a look at the leave

Playing With The Leave Program

guidelines. A scheduled absence is any absence that is requested and approved in advance. This does not mean that you can tell your supervisor that you want tomorrow off as you are walking out the door today and expect to get a scheduled absence. Remember, for all employees you must request time off in advance, get it signed by management in advance of the days

sors don't like this rule. They will violate the handbooks and require documentation for all sick leave call-ins. If they do, and you have not been given a letter placing you on the Restricted Sick Leave List, you should not be required to document you absence. So, if you are told to document, you need to keep a record of who told you to document, record how many miles you

ment an emergency call-in at any time you call-in.

For our PAE employees, the Family Medical Leave Act is not the same as it is for Postal/Federal Employees. You are covered under the private sector and not the Federal Government. For rules and regulations for ALL Union Members, you can go to the Department of Labor Hour and Wage Division website at www.dol.gov/whd to ask questions regarding FMLA or search for information.

For Postal Employees, management often fails to inform us of rights under the Collective Bargaining Agreement and the Employee & Labor Relations Manual. Postal employees are entitled to receive other types of leave outside of the Family Medical Leave Act and their own earned sick leave and annual leave. Veterans are entitled to receive up to 120 hours per year to serve in the National Guard or the Reserve. Career employees are additionally entitled to receive Court Leave, Leave such as Bereavement Leave, where employees can take sick, annual or Leave Without Pay for the death of a family member. Sick Leave can be taken for dependent care, up to two weeks of sick leave per year to take care of your dependents.

Your Steward or Officer will assist you in determining leave types you may be entitled to.

"If your supervisor tells you that you are on the 'Deems Desirable List', start looking for a Union Steward immediately. This is because there is no such "List." There is no such thing as a Deems Desirable List."

you want off. If not, your absence will not be scheduled and you may be subject to discipline.

Restricted sick leave and deems desirable list (postal employees only) are other tactics management uses to harass employees when we request our leave. If your supervisor tells you that you are on the 'Deems Desirable List', start looking for a Union Steward immediately. This is because there is no such "List." There is no such thing as a Deems Desirable List.

Under normal circumstances, employees should be able to call-in for sick leave up to three days without having to provide documentation to management to support their absence. Some supervi-

drove to your doctors, get a bill for the medical visit (even co-pays), and the amount of time you spent at the doctor's office. Upon your return to work, file a grievance and ask for reimbursement for all your costs. This will make management think twice about requiring documentation next time.

If you call in for emergency annual leave, that is another story. Emergency call-ins may require documentation, whether it is an auto repair bill or a letter from your child's school. Depending on your supervisor, you may get away with a verbal explanation of your emergency. In most cases this should be sufficient, but don't plan on it. Be prepared to docu-



Secretary-Treasurer's Report

Jane Duggan
Secretary-Treasurer

I'm writing on Memorial Day weekend as we begin summer. During July and August, we don't have membership meetings or retiree chapter meetings. However, I am always in the office Monday-Friday if you need information.

In recognition of our financial situation, our Executive Board voted some cost saving measures in relation to the state and national conventions being held this year. For the state, we eliminated the payment of any mileage or transportation costs. We voted to send one full time officer and only those part time officers who were also Michigan Postal Workers Union (MPWU) officers or running for office. This reduced our delegation to five.

James Stevenson did not run again for Area 2 Director and Jason Rushing did not run again for State Maintenance Craft Director.

Notes From Secretary-Treasurer

Marcus Smith was elected Area 2 Director was Sterling Bouier was elected the new Maintenance Craft Director. As a result, we have kept two seats on the MPWU Executive Board for the next two years.

Our Executive Board has voted similar measures for the national convention which is being held in Chicago in July. We are keeping our spending in line with the fact

that reduced membership results in reduced income.

MPWU Convention Highlights

Eleven national officers addressed our convention in person. Brother Mark Dimondstein and Brother Steve Raymer addressed the body via teleconference. It seems clear that our national will use this technology more both to defray travel costs and to enable national officers

to be available to more members more often.

I was very impressed with the new tone set by President Dimondstein and reiterated by Executive V.P. Debby Szerey and National Director of Industrial Relations Tony D McKinnon Jr. All the officers made it clear that we will no longer to continue to rely on politicians as our primary strategy. Rather, APWU will employ a variety of direct actions.

Snatch That Strap Program

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area in the plant where all dangerous APC's can be tagged and stored in a safe area.

Until then, if the APC looks questionable, don't use it!

When you secure the bottom and/or top rack pull on it so it is secure and won't pop open when hitting a bump.

If there is a safety chain on the APC, use it!

We work dangerous jobs so we all must be careful.

At the DDAL, we would like to thank you for getting involved in

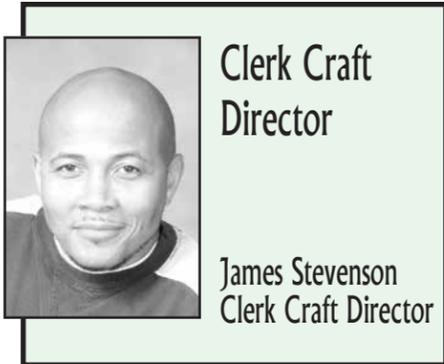
this safety program.

Once again as we stated at the beginning, "safety is one area where management and the union can work together on, ensuring the safety of employees and management alike, so ALL employees of the United States Postal Service can go home safe at the end of the day to their family and friends."

As the program continues on, all crafts will be addressed on safety issues.

As a incentive to get involved in the DDAL Safety program, President Ulmer and the Detroit District

Area Local is offering a \$50 donated gift card to Speedway Gas Station regarding your safety issue. Send us a short account of your issue (under 100 words) . . . what happened and how you would resolve it. Submissions will be printed in the next issue of "The Detroit Postal Worker" and the DDAL website. A drawing will be held and the winner receives the gift card. Send submissions via mail 20530 Southfield Road, Detroit, MI 48235 or fax to 313-532-5433. Good Luck and don't forget . . . "Snatch That Strap!!!"



Clerk Craft
Director

James Stevenson
Clerk Craft Director

Arbitrations

The Detroit District Area Local has been fairing pretty good in arbitration cases. Contract cases are extremely difficult to prevail in and despite a feeling that we may have a solid case you just never know how an arbitrator will see the issue. I often hear employees say "Oh, that should be an easy case." There is no such thing as an "easy" case when someone else is making the final decision. I would also like to apologize for not receiving or responding to all the calls I received. My voice mail was being filled up with literally 100's of calls from in and out of the state about the monetary awards.

Over the last 90 days many members have enjoyed the benefits of hard union work as arbitration awards have been paid out to over 1000 of our members including retirees in varying amounts from \$70,000.00 to \$565.00. It is always the intention and goals of the DDAL to make whole any aggrieved member. Sometimes what the union request and what is awarded are not always the same but we are thankful for any victories we may obtain as we do not take any case for granted.

The two excessing cases netted over \$3,400,000.00, the PTR case was \$499,000.00, the Redford-39 case put \$6,000.00 in each clerks pockets, and a host of other victories and some loses. We tell the Postal Service over and over again, "It is not your money that we want, we want you to follow the contract so that all this could be avoided." It makes financial sense for the Service to resolve a case early and it creates a more conducive work environment for

Much Accomplished – Much To Achieve

employees when they do not have to suffer through violations. But under no circumstances will your union back down from a fight, so if it is a fight you seek a fight you shall receive.

General Expeditors

The union is pleased to announce that we have prevailed in a very important victory regarding an arbitration on the retreat rights to the General Expeditor section at GWY. Management allowed employees to bid into a closed section while there were excessed employees with retreat rights. The arbitrator ordered that the top two senior employees with retreat rights

Work) and 7.2 (Crossing Crafts). I would ask the employees not to engage management or get upset over the violations, simply continue to document the violations and let the union handle the violations in the proper format. Remember, everyone in management is not in agreement with what is occurring but they are following instructions also.

The biggest problem in the city stations is that there is absolutely no way to get around the fact that we are short staffed. All the gurus sit around the crystal ball downtown and try to come up with a magical plan to run a city station with two clerks when you know

hours above two. I would say to all of you to hang in there if you can. Most of the career employees started off as PTF (Part-Time Flexible employees) and even though it was a career position the scheduling and uncertainty was similar to your situation. The upside is that you are the first on deck to make career employee status. Many ask, "When will that day come?" There is no fixed date for a PSE to be converted. Yes, we know that many of you are working a lot of hours and we have requested that management begin to convert you to career status to help alleviate the extreme shortage in clerk craft employees in the Detroit Installation.

The Postal Service unilaterally on their own began to convert PSEs to career status at the Metro-Plex in Pontiac MI, which is outstanding news, but by the same token the Postal Service

"It is a great feeling to know that you have a permanent job so that you are able to plan with your family with a degree of certainty. Do the right thing Postal Service, convert our PSEs to career status which would boost their moral 100%."

back to the expeditor section be granted monetary compensation. The union is also currently awaiting the decision on our "Relief and Pool" class action. I would like to thank all the union officials and stewards who gave important testimony during the hearing on the first case.

City Stations

The union is fully aware of the deplorable situations which are occurring at the city stations. Despite the fact that we have won a huge arbitration victory recently which included \$1000s of dollars and a cease and desist, the employees still have to watch supervisors and carriers perform our work every day. The union is taking strong action in filing a NLRB charge under the violation that the Postal Service is "Repudiating" the contractual provisions of article 1.6 (Supervisors performing Bargaining

you need six or more. So what is the result of this magical plan? The result is customers standing in line so long they have to fill out a CA-1 for getting leg injuries for standing too long (joke), but joking aside it is embarrassing for our customers to have to line up at GWY-Finance and the Renaissance Center like they are in the Mega-Bucks lottery line just before the cut-off. Detroit is still the largest city in the state of Michigan and home to upcoming and thriving businesses. Our residents and business community deserve much more than what they are receiving.

NDC, Southfield, and Outlying Offices

I will be concentrating a lot more on bringing the large scale Clerk Craft successes which has occurred in the City Stations and GWY to the Clerk Craft in your facilities. We know that violations are occurring everywhere and we will be focusing on getting some of our good contractual cases pushed up to arbitration if they cannot be resolved locally.

PSEs

To our PSE brothers and sisters. I know all too often you feel like an unwanted step-child but rest assured that you have a right to make a living and to receive the benefits of the contract which apply to you. You are not in an easy position. It is required of you to know basically what a career employee knows, to do much of the same work, and to do it for less money and without guarantee of

has the same ability to take that same action in Detroit. The word spread like wildfire as the anticipation and anxiety grew for all the PSEs everywhere. It is a great feeling to know that you have a permanent job so that you are able to plan with your family with a degree of certainty. Do the right thing Postal Service, convert our PSEs to career status which would boost their moral 100%. Yes, the PSEs are thankful for a job but they would be extremely grateful for a career.

State Convention

I had the pleasure of attending the State Convention May 22, 2014–May 25, 2014.

The convention was informative and we also conducted the elections of new officers: Marcus Smith (Organizational Director) was elected to State Area II Director and Sterling Bouier (Assistant Maintenance Craft Director) was elected as State Maintenance Craft Director.

On behalf of the Detroit District Area Local I submitted two resolutions which passed with unanimous votes. The first resolution was an amendment to Article 15 to add attorney costs and other fees if management refuses to comply with an arbitration award. The second was an upgrade in pay levels for AMS clerks and Complaints and Inquiry Clerks. This was my first trip to Mackinaw Island and the place was absolutely beautiful as it appeared to be lost in time. I would encourage those who have never gone to make a trip there if possible.

In Solidarity.





**Maintenance
Craft
Report**

**Jason Rushing
Maintenance Craft
Director**

The Post Office, if you have not heard yet, wants to make changes to the MS 47 and the methods of cleaning. If you remember about 8-10 years ago, they tried to put out an idea called "Team Cleaning". It involved 3-5 employees cleaning an "area" or "room". At that time it did not go over and was dropped. It is all an attempt to reduce the number of hours needed to clean, or number of employees needed. The Post Office tried to sugar coat the idea at first, saying the new ideas created a hap-

New Cleaning Methods Issued

pier work force some how. Easier ways to clean helped everyone. If that was true and the only reason for it, why not! As usual there is a motive behind it. So if you are asked to do things out of the norm, please contact your local steward or officer to investigate it for you. Any changed work sheets or routes you get, keep you a copy for use later as proof. We need to stay on top of this locally in every office.

Union membership in the Maintenance Craft is pretty good, we still have a few lone rangers out there on their own. We need to encourage everyone to be a part of the team fighting for their jobs everyday by being a Union Member. Sometimes employees forget the Union does things everyday that they don't see. Such as negotiating leave, OT, holidays, vacation, items that crop

up on a daily basis. It is not always about you as an individual, I know for the most part I am preaching to the choir, but help educate and encourage our friends who are non-members to become union members again. The issue they had 25 years ago is no longer a valid reason for not belonging, we need to get past excuses and move forward. Being a Union Member is cheap job insurance! I have heard every excuse under the sun; help us help you, we fight for your rights everyday!

The Area Office Infrastructure case is coming up for remedy decision in front of an Arbitrator/Judge again in March. The Post Office has postponed as long as they could but they will have to pay the piper this time. This is the case where we won the work back that the IT department has been doing for years to

avoid paying us, or increasing our numbers in staffing of primarily ET job positions.

We have staffing concerns in every occupational group we are continually working on. We have issues with other crafts and occupational groups doing our work, such as with the MOS Clerks and Custodians at Stations country wide. We have our work being contracted out like in the Building side groups and levels BEM, AMO, FMO, MM Painters, Electrician etc. Contractors also abound on the MPE side of the house with machine moves, cable installs, repairs and more. The custodial ranks are being fronted with a new cleaning method issue as stated above. We need to be diligent in protecting our work everyday!

Thank you, for allowing me to serve you!



**Director of
Human
Relations**

**Keith Combs
Director of
Human Relations**

The Office of Workers' Compensation Program (OWCP) is committed to seeing that benefits for compensation and medical services are appropriately and timely provided. OWCP is supposedly also committed to assisting injured workers in obtaining a successful medical recovery and minimizing the period of disability from work according to their position not ours. Management of disability claims begins as soon as a new claim is received indicating that the employee has lost time from work as a result of the injury or is disabled from his or her date of injury position.

The purpose of vocational rehabilitation within the Division of Federal Employees' Compensation (DFEC) is to assist disabled employees who are covered by the Federal Employees' Compensation Act (FECA). Vocational Rehabilitation is part of DFEC's Disability Management process, and the goal is to minimize the injured worker's disability and assist with a return to gainful work. Rehabilitation helps injured workers to become self-supporting and productive, and saves money by eliminating or reducing workers' compensation payments.

DFEC Rehabilitation Specialist (RSs) and Claims Examiners (CEs) in the district offices carry out the program with the assistance of contracted Rehabilitation Counselors (RCs), private and public agency rehabilitation providers, physicians, and employers, so that eligible

The Purpose Of Vocational Rehabilitation

workers receive the rehabilitation services best designed to return them to suitable work, preferably with little or no loss of earnings. The emphasis of DFEC's program is on early referral and evaluation of all injured workers who need service; case management standards to ensure that plans are efficient and of good quality; flexibility to provide the widest range of services from private and public rehabilitation agencies; preference for reemployment with the previous employer; and placement of workers in jobs where disability does not prevent them from competing with non-disabled employees.

DFEC provides all benefits to the injured worker and makes all decision on eligibility for benefits. Procedures have been designed to allow DFEC to accomplish early, beneficial intervention in disability cases while also making timely eligibility determinations. Two themes are basic to the rehabilitation portion of case management so that DFEC can meet these dual goals: (1) close coordination of CE and RS/RC actions, and (2) a clear, consistent message to the injured worker that return to some kind of work is expected as soon as the worker is medically ready.

When it appears that the claimant's work-related injury will prevent a return to the job held on the date on injury (DOI), vocational rehabilitation service may be provided to assist the claimant in returning to the workforce in suitable employment. These services may occur simultaneously with Nurse Intervention. OWCP will make every reasonable effort to arrange for employment of a partially disabled worker, taking into consideration not only the effects of the work-related condition(s) pre-existing the injury, but also any

medical condition(s) arising after the compensable injury. Of critical importance is the understanding that the return to work placement efforts with the claimant's previous employer are an essential part of the vocational rehabilitation process, and that vocational rehabilitation does not consist only of testing, training and outside employment. Such rehabilitation efforts will be directed initially to the employing agency

(EA), but if reemployment with the agency is not possible, OWCP will help the worker secure employment with a new employer. This may include DFEC-sponsored vocational training, if needed, to furnish the worker with the necessary skills to obtain other employment.

Until next time, remember my Brothers and Sisters that it is not what you receive that gets you a reward, but what you give.



**Director of
Organization**

**Marcus D.
Smith
Dir. of Organization**

Greeting Brothers and Sister, I would like to Thank-you for allowing me to serve as Director of Organization for this illustrious local. I had the privilege to serve as a delegate at our 24th Biennial Michigan Postal Workers Union Constitutional Convention held in Mackinaw Island, Michigan. I was elected Area 2 Director for the State. I was also appointed to the election committee while attending the convention. At the convention we had several resolutions that we voted on. I wrote a resolution that would promote awareness between the local and the state when orientations of new postal employees are being hired. This resolution was adopted by the body. Organizing new members is the life blood of our union. As you may know the Postal Service is trying to take our mail from 6 day to 5 day or less delivery, we must join together with our

100% Organization Is Our Goal

Postal Union Alliance. This Alliance is dedicated to stand united to protect America's Postal Service. One of these commitments is to unite with other labor unions in defense of the rights of postal workers and all workers. We strongly encourage you to be in support of the Staples rally and to contact your State and Government Officials who serve our community's. We must seek out the best candidate in this coming election, who has the Labor Unions best interest.

Let's get involved in our Labor Day Parade we need all of your support, let's bring our family out a march in this year's parade. We are only as strong as our successors: we must continue to motivate our newest members.

Words are the most creative force in the universe, be ever mindful to speak words that will bring positive energy to our Union.

Whenever you have a question or concern please contact an Officer or Steward we will be more than happy to assist you. We are making much progress in our Local, we stand about 92% organized let us reach out to those potential members and go from "Good to Great".



Motor Vehicle
Services
Director

De Vol Le Jeune
MVS Director

Top of the day to you American Postal Workers Union Detroit District Area Local. Brothers and Sisters, your representatives' just want to take a moment of your time to bring you up to speed on recent events since our last issue. We have been working diligently on your behalf with our Local and National Representatives as well as the United States Postal Service to get Supervision and Management to comply with the 2010-2015 National Bargaining Agreement Contract. It relates to several issues as listed: **FMLA/Sick Leave**, the issues on High Way Contract Routes (**HCR's**). In addition, we have also been working on getting updates on the **Audit Report** and their recommendations on findings in the Detroit Motor Vehicle Service Craft.

We have participated in the RALLY that took place at STAPLES in Dearborn Michigan which was a collective effort to show UNITY and SOLIDARITY. It addressed the POSTAL SERVICE CONTRACTING OUT OUR BARGAINING UNIT WORK and lastly but not LEAST, as a result of some improper activity as it relates to how Grievances are filed and who are AUTHORIZED to file them. Your REPRESENTATIVES would like to provide you with the correct information and location in the 2010-2015 National Collective Bargaining Agreement on **PROPER PROCEDURE of FILING a Grievance**.

Vroom... Vroom...

Bringing You Up To Speed At The MVS

FMLA/ Sick Leave

Your Representatives have expressed the Unions Position and the 2010-2015 NCBA and FMLA Laws that must be adhered to by the American Postal Service as it relates to the Rights of all employees and their Sick Leave and FMLA Cases. The Union has also made it very clear that any attempts to discipline Grievant should be CORRECTIVE and not PUNITIVE; time and time again the Postal Service is clearly making discipline punitive and not corrective in action. Their practices are procedurally defective and their actions are continually causing a domino effect on Employees for example, being given LWOP/ AWOL for either one of these situations causing EXTREME hardship on employees and their Families with loss of pay, loss of jobs, stress and anxiety in which no Employee should ever be made to endure as a U.S. Postal Employee.

In our efforts to get the word out to the members we want to make it very clear that all MEDICAL DOCUMENTATION MUST BE SUBMITTED TO THE MEDICAL UNIT to insure that CONFIDENTIALITY WILL NOT BE COMPROMISED/VIOLATED AT ANY TIME/ON ANY LEVEL. Once the Medical Unit receives your documentation they will give you the proper DILUTED DOCUMENTATION meaning all confidential information will be removed then the appropriate forms will be returned to you.

Once you receive your return to work forms by medical you then will SUBMIT to MVS Supervision and Management for all FMLA/Sick Leave issues in hopes to reduce if not end any and all Despaired TREATMENT and or PUNITIVE Disciplines Verbal/ Letters which are being Filed

as PROCEDURAL DEFECTIVE and will continue to be filed in the future as such until the POSTAL SERVICE complies to the 2010-2015 Collective National Bargaining Agreement and with FLMA Laws.

HCR's

Your Local and National Representatives have been working in collaboration to fight the U.S. Postal Service on every hand as it relates to the Highway Contractors Routes (HCR's) that are coming up for RENEWAL and making sure that MVS Craft/VMF will be given the First Opportunity to have this work RETURNED back to the Bargaining Unit. This Fight is alive and well and we are beating the DRUM continuously to be AFFORDED every opportunity to return as much of the HCR work as possible back into the MVS/ VMF Craft by showing the Postal Service that is more economical and feasible for the bargaining unit employees to do the work when attempting to save revenue and cutting waste.

As your Representatives we will continue to BEAT THIS DRUM to Push Supervision and Management to Follow the 2010-2015 National Collective Bargaining Agreement, Hand Books and Manuals on this issue of giving the Detroit MVS/VMF Craft the FIRST OPPORTUNITY to Be CONSIDERED for all HCR's that are up for RENEWAL currently, and in the future, which will reverse this vicious cycle of threatening our future and security with the United States Postal Service.

Audit Reports

The United States Postal Service has been conducting an Audit for the last several months. The Detroit MVS Craft is under the microscope with regards to this Audits Major Focus being wasteful use of time, fuel coast, dual runs, mail volume, over-time/penalty-time, sick leave usage, VOA-time as well as looking at any and all unnecessary/ unaccounted for time on schedules.

We are pushing the United States Postal Service to keep The American Postal Workers Union involved in every facade of this process with the focus of the restructuring of the MVS Craft. We are also making sure that all efforts that the Postal Service are making that they remain in compliance with all Handbooks and Manuals, 2010-2015 National Collective Bargaining Agreement, ELM, LACTES and Others.

We are still waiting for an update on the Audit findings; the United States Postal Service has stated that they are **still awaiting results** from the Audit and its **recommendations**. We are giving this a great deal of focus because our Future is depended on how this Audit plays-out. This is not a time to sleep brothers and sisters, we have to join together and put in the man hours to show the United States

Postal Service that the MVS Craft in its totality needs to stay intact as it is today with no further reductions. We all know that we need as many people as we can get, due to the volume of work load we already have and the lack of employees.

United, we have a very important Role and Responsibility to play in the ultimate outcome of this Audit, it depends on our being diligent in the United States Postal Service understanding that they should always keep in mind that they can't trim/stream line the MVS Craft to the point that it put us in a compromising position; we as whole have to be focused on making sure that the Detroit MVS Craft survives this Next Chapter. It is our mission to have longevity, let's not lose focus of this fact, we can do it!

Please be very clear, advocating and being dedicated to the work we have been appointed to Office to do continues to be our drive and our priority. The Detroit MVS Craft is in a fragile position today and if we ever had to unify and have solidarity, the time is NOW! This is not the hour to give the impression that the American Postal Workers Union is WEAK and have NO POWER; we have to FIGHT like never before for our Craft if we intend for it to have the best chance to stay as STRONG and VIBRANT as the past several decades has yielded in the MVS/VMF Craft.

Staples

Last month thousands of APWU members, joined by labor and community activists, protested at STAPLES stores across the country on April 24, a 'Stop Staples' National Day of Action; events were held in 56 locations in 27 states to protest deal that established postal counters in Staples Stores – staffed by low-wage, high-turnover Staples employees rather than USPS workers. The APWU/DDAL protest took place at Staples store in Dearborn, Michigan, to send a message to the United States Postal Service saying that we are fighting on every hand against contractors doing Bargaining unit work and we are uniting with the rest of the country with losing our work do to deals being made to contract out bargaining unit work on every hand we will not sit idle minded and let the United State Postal Service pull the rug out from under us!

The attendance was overwhelming at the Protest; it was a great success with APWU Members, Labor and Community Activists, uniting together for the cause of fighting for our jobs and our future at the United States Postal Service. It was refreshing to see the outpouring of our Brothers and Sisters in APWU/ DDAL family serving notice to the United States Postal Service and the public in which we serve; that we are committed to our jobs and the public that we will not

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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!

LYNN ANTOSIAK	ASIA HARRIS	RONALD SMITH
CHRIS BRITTEN	KWAJALEIN HUNT	ARMEDA SNEAD
MARCUS CAFFEY	JOEL JOHNSON	COURTNEY SPRINGER
PHILLIP CLEAVES	FELECIA JOHNSON	EBONY STEVENSON
ARRON COATES	ROBERT JONES	CHRISHAUN TURNER
AHSHALA CRIPPINS	LASHONTA LATHAN	ROBBILYN WARD
JULITA DANIELS	TODD McCLAIN	KAY WESLEY
TONYA DAVIS	COREY PLACIDO	JOHN WHITLOW, III
ERICA DUNCAN	VERNON PROVOST	SAROYA WILLIAMS
SANDRA EDWARD	LISA SHORTER-HART	
AARON FLORENCE	LORENZO SIMPSON	

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.



DNDC
Facility
Director

Debbie Wingle
DNDC
Facility Director

Here we are in the middle of our biggest excessing crisis for the American Postal Workers Union at the NDC and you guessed it "Maintenance". No surprise here due to all of the blatant contract violations, cuts in the staffing package, contracting work out, etc. In spite of all of our efforts the writing has been on the wall prior to the current administration even being elected. The fore mentioned tactics have been going on for a significant amount of time by several of the maintenance management staff. It seems like the biggest goal is to move up the management food chain by cutting the maintenance staff and by further cutting the maintenance staff. It actually reminds me of that old game show "Name That Tune". . . One maintenance management official says "I can run the department

Excessing And Maintenance Cuts At The DNDC

with 9 level 7 mechanics". . .while another maintenance management official says "I can run the department with 6 level 7 mechanics" and then the last maintenance management official says "I don't need any level 7 mechanics and while your at it get rid of the welder". That management official gets promoted and our guys get screwed.

So here we are with all of our level 7 mechanics and our welder impacted with an effective date of June 14, 2014 during the highest mail volume that the NDC has seen in a very long time due to the incoming priority mail . . . Not to mention Fed Ex and UPS have recently raised their rates which will ultimately steer more customers towards the use of the USPS. Due to this loss of mechanics apparently maintenance managements grand plan is to just work the crap out of our current maintenance staff. If in fact any of this were necessary for survival we all might think of pitching in and picking up the extra slack . . . But the truth is when we all start doing this and management sees that the

work continues to get done in spite of the reduction in staffing . . . Here we go with another game of "Name That Tune" and more lost jobs. The point is please work safe as we have all witnessed first hand that no matter what happens this building just keeps on moving forward and very few lessons are learned from maintenance managements mistakes.. Not to mention a fair days work for a fair days pay!!!

FYI "Do not drink the maintenance management kool aid about how sorry they are for this impact" . . . They have created the majority of it and therefore are clearly the cause of it. Under the current impact we have several custodial vacancies at the NDC but unfortunately some of the level 7's now have to be excessed outside of the facility into either custodial or to other facilities at their current level 7 positions. Recently we had several supervisory positions available at the NDC and rather than promote some of the current 204 B's that have been in acting supervisory positions for a signifi-

cant amount of time management turns down their request for upward mobility . . . management continues to keep the current 204 B's in the office in an acting capacity although they have determined they are unqualified . . . makes sense right???. If in fact these 204 B's were promoted this would have created more positions to the impacted employees at the NDC and fewer mechanics would have had to be excessed outside of the building. Sooooo maintenance management if you really cared about your people either craft or future management you would have fought for what is right.

Many thanks to the APWU Maintenance Craft Stewards for their hard work in the constant fight regarding the cuts in the maintenance staffing package. Year after year . . . After year . . . After year. My sentiment is get rid of all the bean counters and there are the cost saving measures that the USPS is looking for!!! As always much thanks to the maintenance staff for keeping our building safe and running!!!

APWU Condemns GOP Plan To Loot USPS To Save Highway Fund

June 2, 2014 - APWU President Mark Diamondstein issued a statement June 2 condemning a proposal by House Republican leaders to raid the Postal Service treasury to shore up the Highway Trust Fund. The statement appears below:

"The proposal by House Republican leaders to use Postal Service funds to help replenish the Highway Trust Fund is outrageous. It is another irresponsible attempt by House Republicans to loot the USPS and undermine postal service by eliminating Saturday mail delivery.

"The U.S. Postal Service isn't funded by taxpayers. Its revenue comes from the sale of postage and services, so there is absolutely no justification for Congress to grab USPS funds for any federal project - even one as important as the Highway Trust Fund.

"Furthermore, the proposal is based on a fiction: It assumes there will be 'real savings for the Treasury' from a hypothetical future event - a postal bailout - that no one is calling for or has proposed. Projected savings from the elimination of Saturday mail delivery are also highly questionable.

"The money grab and the elimination of Saturday mail delivery would be major steps toward dismantling the public Postal Service, which is based in the Constitution and provides universal, uniform mail service to every city and town in the nation.

"House leaders can't have it both ways: If the Postal Service is strong enough financially to be able to fund other federal projects then it can't also be in dire financial straits that justify eliminating Saturday delivery, lowering service standards, shutting mail processing facilities, and closing post offices."

Bringing You Up To Speed

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throw in the towel and run for cover.

What a breath of fresh air! We are showing through actions, to the extent that we are willing to stand together in Solidarity and Unity, for what is rightfully ours, Our Jobs!! This bargaining unit work should remain with your DEDICATED, COMMITTED, and DETERMINED Postal Service Employees that have over 100 years of relationships built through RAIN, SLEET, SNOW and HAIL! YET, STILL, WE RISE to the occasion of serving our customers with First Class Service; without failure, NOT AN OPTION!

The contractors do not have this

type of resume and can only aspire to be a quarter of the warriors and force that the American Postal Workers have time and time again proven to be over the decades; Even more to date UNEQUIVOCALLY, UNDEFEATED AND THE ONES TO BEAT, "THE BEST"!!!

Proper Procedure On Grievance- Arbitration

Please refer to the 2010-2015 National Collective Bargaining Agreement:

ARTICLE 15.2 STEP 1. (B)- ARTICLE 15.7, Pg. 87-106 of 2010-2015 National Collective Bargaining Agreement, please take a moment of your

time and refer to it in its entirety for a clearer understanding of how this whole process works as well as who are the responsible parties that are to file these steps through from the start of STEP 1 to the finish of Arbitration if Grievance isn't settled at lower levels. Please govern yourselves accordingly, in Unity and Solidarity Brothers and Sisters we stand and shall fight till the end.

AGAIN, your Representatives are committed to serving you with first class service, representation and a hundred percent dedication to the work we are doing and providing to the Members of APWU/ DDAL at all times.

In conclusion, we as your representatives are sending a call to action out to all concerned, we must unite on every front to strengthen the front lines leading to a stronger and powerful APWU; where ultimately we will be able to survive and weather this storm we are currently enduring. If our foundation is Solid, our Structure will not crumble and fall!

Please stay tuned for future updates on our current events in the next issue of *the Detroit Postal Worker*.

Until next time, reporting to you; I am De Vol Le Jeune your Detroit MVS Craft Director, wishing you all "A First Class Day!!!"



Legislation
Director

Regina 'Gina' Favors
Legislation Director

Legislative News & Views

Staples

The National Day of Action held on April 24, 2014 garnered a lot of attention from T.V. as well as newspaper coverage. There were approx. 50 events in more than 27 states nationwide. For those of you did not know, we held two rallies in Michigan. Our local (DDAL) was at the Staples on Michigan Avenue in Dearborn from 3:30-5:30p and the 480-481 Local met on w. 14 Mile Rd. in Clawson from 4:00-6:00p. Members from both locals were at each other's rally. We had affiliate members from the Metro Detroit AFL-CIO, MPWU, NALC, NPMHU, DFT, AFT, NABET-CWA, UNITE-HERE, CLUW, UAW, AFGE, UWVA, TEAMSTERS, concerned citizens from the neighborhood, members of the Jewish Labor Community, SE Michigan Jobs with Justice and we had Retirees not only from our local but from the aforementioned Locals as well. We sincerely thank each and every one who came out to support us. But for those who could not (or did not) come, we ask that you keep in mind this struggle is not over. We must keep the pressure on. Also a strange thing happened at the rally. The Channel 7 News truck was there and interviewed Mr. John Merritt. I don't know who the reporter was but for some strange reason the event aired on Fox 2. We are boycotting Fox 2 in support of our NABET-CWA brothers and sisters so I still have not found out how we aired on channel 2 and not channel 7. Since gathering so much attention our National Executive Board has voted to increase the pressure by calling for an official "DON'T BUY" campaign. We also now have support from some teachers unions. The American Federation of Teachers Michigan (AFT), and California Federation of Teachers (CFT) have voted to endorse the boycott and have pledged to support a "Boycott Staples" resolution at their upcoming national convention in Los Angeles (July 11-14). It's not over yet, so stay tuned!

We must also continue to watch the antics of Rep. Darrell Issa (R-CA) as he is determined trying to dismantle and/or privatize the Postal Service. He tried yet another reform bill (H.R. 2748) but has not yet garnered the support needed. Please continue logging on to apwu.org for ongoing information.

Elections

Midterm elections are upon us and here I go again saying "this election will be the most important . . ." and trust me, this one truly is.

Typically most folks choose to sit out these elections but as you can see (or SHOULD see), sitting out is what gave us most of those obstructionist legislators that are wreaking havoc on us right now. Folks, we MUST VOTE!! This midterm we have a better than average opportunity to restore democracy and civility to our legislature. It begins with us turning out the voters. We cannot continue to just sit back and then expect things to change. As of this writing there are currently 921 members of this local who are not registered voters. WHY? Is it because you really do not care? Are you just saying to yourselves "it doesn't matter anyway"? Brothers and sisters, it DOES matter and the only way we can effect change is to vote. But first we have to be registered. We really need to talk to our non-registered voters and urge them to register and then please VOTE! In order to vote in the primary election you MUST be registered by July 8th. The primary takes place on August 5th, I hope you all have been paying attention and have done due diligence in learning all you could about the candidate you are voting for (especially if you are not accepting of the endorsed candidate)! Some of our races are hotly contentious and it behooves you to know all about the person you want to send to Lansing or to Washington D.C.! Two particularly hot races will be the 14th Congressional District Representative, and the 11th State Senator District races. I am also sure that you all know (and have) concerns about the "MESS" in the 13th Congressional District. Because this issue is not total resolved I feel that I should not go into detail about it but suffice it to say that something "smells" about the whole thing (just MY opinion). Please over the next few weeks you should get to KNOW who your candidates are, what/who they support, what is their take on issues that affect you. If they are an incumbent, check their voting record. We have begun the endorsement process and our Metro AFL-CIO has made recommendations to send on to our State AFL-CIO. I thought we may have some to report but I cannot list or name any of them before the State AFL-CIO has met and completed their process. The State will meet in June to vote on accepting (or not) these recommendations. The State AFL-CIO makes the final endorsement decisions and as soon as we get them we will let you know. Please brothers and sisters, make sure that you do vote in the primary so that the "BEST" candidate for the job will be on the ballot for the general election in November. You have only to look at what has happened over the past four years. This legislature has passed more destructive, anti-worker, anti-middle class bills than any other in Michigan History. This



legislature has done more to destroy democracy than ever before. Folks we MUST be about the business of restoring that democracy.

The Bankruptcy & Solidarity

We have been talking for months now about the bankruptcy of the City of Detroit. I still don't know why there is not more outrage from us (the people). I keep wondering why there are not thousands of us in front of the courthouse when we are called. The retirees and pensioners DID NOT cause this bankruptcy. The city of Detroit workers DID NOT cause this bankruptcy, yet they are the only ones paying a price for it. I don't know how much attention or thought you have given to it, but I would like you to consider the ramifications of it. First, Detroit has become a model for what may and can be done in other major cities. Our State is a symbol of what can be achieved because of who we are and ONCE WAS! No one ever believed that MICHIGAN, home of LABOR and the automobile industry would become a RTW State. Yet, because we have a Republican controlled legislature along with a Republican Governor here we are. So HOW did we get here? Well, mostly because 500,000 or more Democrats DID NOT vote in the last election. We cannot have a repeat of that. The City of Detroit has "lost control" of Belle Isle, The Science Center, Cobo Hall, and practically every other entity that generated money for the City. They have syphoned off and outsourced every job that was held by "CITY" employees and/or privatized most of those jobs with little or no accountability or oversight in place and then blamed the demise on the folks they let go. The cur-

rent EM has cost much more with all of the consultant fees and other groups to tell what the consultants consult about that the city really could have emerged from this mess without them. The DPS has been under emergency management control for the last 10 or more years. Public Schools have been closed and in most neighborhoods the people ended up leaving as well. Loss of funding ends up causing a loss of students and the school closes. Families with children generally move into (or out of) a particular neighborhood because of the schools. This was no accident. It was planned and systematically done to create exactly what has taken place. WAKE UP FOLKS!!!! NOW IS THE TIME for us to come together and rise from this destruction and ruin taking place right before our very eyes. The assault on women's rights (Public Act 182 of 2013), the doubling of campaign contributions (Public Act 252 of 2013), HB-4003 & SB-116 Right to Work Laws (of 2012), the ending of the EITC and the cuts to Unemployment Insurance are only a smidgen of the reasons that we MUST VOTE! The time is now!!! We need to show Solidarity not only with our Postal Unions brothers and sisters but with ALL the other unions and those working without the benefit of union support so that we can once again have a vibrant, lucrative MIDDLE CLASS. I firmly believe that this is the first time in the history of our country that our children will not be able to give their children a better lifestyle than they had. We must STAND UP NOW or we will surely all sink lower than ever. **STAND UP FOR DEMOCRACY! STAND UP FOR EQUALITY! VOTE!!!**

As Always, In Solidarity.

The Get Engaged Program

by Christopher Ulmer and
Danny Sawicki

STOP STAPLES-THE U.S. MAIL IS NOT FOR SALE!

In this phase of President Ulmer's "Get Engaged Program", we are going to focus on the Staples crisis that can and will affect our jobs if this path on privatization proceeds on.

In June of 2012, the DETROIT POSTAL WORKER was one if not, the first paper in the nation to report on 'bootleg post offices' popping up all over the country (see article on left). These so called "village" post offices were staffed by non-postal employees at drugstores, gas stations etc. Our post offices were and still are being closed and consolidated and they are moving our products and services to these mass retailers and franchises. Really? Well, they tested the waters back then, got away with it for now, and now they are going for the home run.

This is where we must step in. Folks, this is a serious battle and has "privatization" written all over it.

Once again, Staples employees are selling the goods and services at the retailer's locations.

Only postal employees are allowed to provide postal services in postal uniforms and are fully accountable to the postal public, and sworn to uphold the sanctity of the U.S. Mail.

Postal items, stamps and services should be sold at the institutions that have provided this government operation over the centuries!

If you are going to embarrass yourself with putting stamps and services in Staples, Subways, Shell's, Walgreens, Burger Kings, Auto Zone and so on, staff them with trained FEDERAL POSTAL EMPLOYEES, or better yet, reopen those facilities that have



been closed. We are not here selling shaving crème and cookies, we are providing the public with a national institution the U.S. MAIL. Gosh darn it, let's start treating the mail with the respect that it deserves! This is getting ridiculous and we must fight this privatization madness. This is very crucial.

Here's is what we can and must do.

• Sign the online petition at StopStaples.com. The public and politicians are starting to follow these online petitions and legislation can be swayed in either direction depending on the number of petition signatures.

• Text **POSTAL** to 91990 for more information and how to get involved. Message and data rates may apply.

• Share the message to family and friends on Face-

book and other social media.

- Volunteer at upcoming events in your area.
- Participate at the Staples protests.
- Until this issue is resolved stop shopping Staples and other "bootleg" post offices.

Have we been fighting hard, Yes!

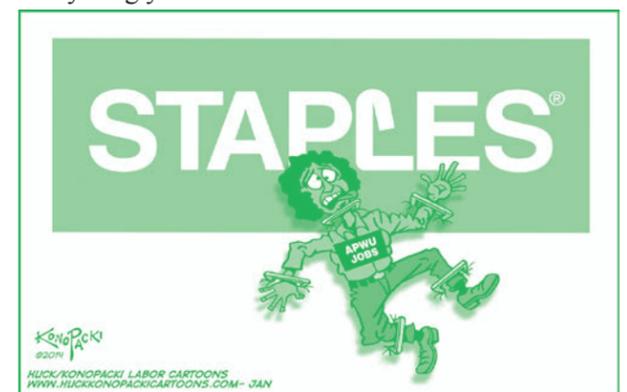
Starting in January 2014, various protests at Staples bootlegs were held around the country. The local protest was held at the Staples location in Dearborn on April 24, 2014. A huge turnout! Thank you! Local and National media coverage was there. This is the type of news coverage that we need to show the wrongdoing of this process.

Have we been excessed, overworked, understaffed, etc. Yes!

Yet we have persevered, survived and became stronger.

The battle rages on, we are on the front lines and we are digging our heels in and we must continue to do so. Remember, our future, our families future and our livelihood depend on it.

At the Detroit District Area Local, we thank you for everything you do.



OUR DEMOCRATIC CANDIDATE FOR GOVERNOR:

Meet Mark Schauer

by Regina 'Gina' Favors,
Legislation Director

I heard about a poll recently taken where the man reporting said that many folks do not know who Mark Schauer is. So to all of OUR members and even those who are not members, I would like to share with you a little bit about Mark. He was born in Howell, Michigan and graduated from Howell High School. His father was a high school science teacher and his mother was a nurse. Mark attended Albion College where he received his B.A. in 1984. He also earned his M.A. from Michigan State in 1996.

Mark began his political career serving on the Battle Creek City Commission as County Planner in 1994. In 1996, Mark was elected to the Michigan's House of Representatives, the term began in 1997 and he was re-elected serving until 2003. He was elected and served as Michigan State Senator from 2003 until 2008 when he was elected to Congress serving Michigan's 7th District. Mark ran for re-election in 2010 when so many of our Democrats just did not vote in the mid-term elections.

Mark Schauer understands labor and labor issues. He understands that

we must have a strong middle class and he will fight to expand it. Mark also understands the value and need for public education and the mess that Snyder has made of it with the cuts to per pupil funding. Being the son of a high school science teacher, he understands that a good job comes from a good education. He will work to make education our top economic priority.

Mark Schauer supported and helped save the auto industry and personally pushed the automakers to produce in Michigan rather than Mexico or China. Mark will fight to repeal Snyder's anti-worker policies which are designed to destroy Michigan's unions and drive down wages and job security. Mark will also repeal the job-killing retirement tax which is hurting so many pensioners and retirees right now.

For more information on Mark Schauer you can go on the Michigan Democratic Party website, and you can also attend some of the many town halls or meet & greet events being held to introduce him. You can also go to your congressional district offices, the MDP office or you can contact me and I will get info to you. However

you choose to get information, I urge you to please not just sit this mid-term election out, it is far too important. And I would also ask that you tell anyone who says to you that "they won't vote for Mark cause they don't know who he is" that they SHOULD TRY AND GET TO KNOW HIM, that is unless they are stuck on Snyder!

Also if further confirmation is needed as to why vote for Mark Schauer, I would just say that if Snyder & Company's cutting over \$1 billion from education, raising taxes on senior's retirement and on the middle class, giving a \$1.8 billion tax break to corporations that outsource Michi-

gan jobs, repealing the requirement for Licensed Electricians, expanding the EAA, prohibiting paid sick days, Gerrymandering the Courts, doubling the Campaign Finance for the 1%, slashing unemployment benefits and passing RTW work laws even though the people clearly voted against it, just to name a "FEW" of the things that has happened since he took office is not reason enough then I don't know what is! This governor and this legislature has passed more unjust, anti-worker, anti-middle class laws than any other in the history of Michigan. IJS(I'm just saying) . . .
Solidarity Forever.

FOLLOW US ON SOCIAL MEDIA

by Christopher Ulmer

In the attempt to get information to our membership faster and more accurately, the APWU-Detroit District Area Local has made it where every Member who wishes to stay updated and get information instantaneously regarding events, pickets, parties and/or changes in working conditions, we ask that you follow us on the following social medias:

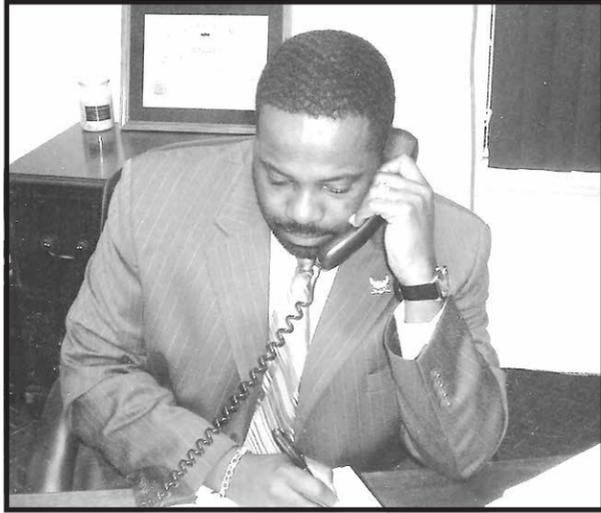
- [twitter@apwuddal](https://twitter.com/apwuddal)
- [apwuddal on facebook](https://www.facebook.com/apwuddal)
- www.apwudetroit.org

We invite you to follow us on twitter and to "like" us on facebook. Please share these links with other members and friends.

— Ask The President —

Voice Of The Employee

by Danny Sawicki and Christopher Ulmer



Christopher "Chris" Ulmer, President

Q. Chris, I get asked this all the time and I don't know how to answer this question by the members. I know we are instructed by the union not to fill out the VOE (Voice Of the Employee) survey. Can you clarify this for us? Is it correct that we should refuse to fill out the VOE surveys and why?

A. No employees contractually can refuse a supervisor's order unless it is for SAFETY or HEALTH reasons. By the same token, any order given to employees should be work related, and should not be any order that would cause the employee to break the rules, regulations, work laws, safety violations or cause the employee to be disciplined in any type of way. The VOE is not a work related duty and you can refuse to open your mail until you feel like opening it. The USPS must give you your mail if you ask for it, the VOE survey is yours and once the USPS gives it to you they can't dictate

to you what you do with it.

Now the matter of the VOE (Voice of Employees) Survey's, VOE Survey's are mailed to you via 1st class stamp, therefore it is your mail and you can take it home with you (like you should) and address it with all your other mail. The reason the USPS mail them to you 1st class is to circumvent the Union. The Union is the exclusive representative for all employees of that Union. The Union has informed the USPS of the union's desire not to have our represented employees to participate in VOE surveys. The USPS has to honor that. The Union can not regulate who can send a survey addressed to you, however the union can request that you do not respond to the VOE surveys and for you to take your mail home with you, and if you chose to participate in the VOE survey then mail it in yourself. **DO NOT ALLOW THE USPS MANAGEMENT TO DICTATE TO YOU HOW YOU RESPOND TO YOUR 1ST CLASS MAIL AND WHEN YOU RESPOND TO YOUR 1ST CLASS MAIL.**

The union ask you not to participate in the VOE surveys because the USPS uses your responses to keep you from getting better wages and against you at negotiation time, while using the VOE Survey participation (the USPS counts participation in the VOE surveys as any survey turned in, don't matter if it is torn up, shredded etc as long as you return it to them they get their bounces) as means for bounces for themselves. The Union asks you not to participate because the VOE Surveys are misleading in the question it asks and the way they ask them in general.

Q. At press time, since the excessed members have been retreated back, the post office has taken away our Nifty bids, [four days, 10 hours a day] at the GWY facility in Detroit and we are currently in

the second phase of the bidding process. To me, it seems like there are not going to be enough bids for all that were retreated back. If that is the case, what may happen to those that do not get a bid and become unassigned regulars?

A. USPS Management made the claim that the NTFT bids which consisted of 4 work days a week and 10 hours a day on the days which they worked was no longer conducive for the GWY and the gave some fraudulent reason why they were not. The Union grieved this issue and is presently being perused in the grievance procedure.

All employees displaced by the improper actions of the USPS will get a job bid or be placed into a residual job bid vacancy that they are entitled to within the 2 to 3 bidding cycles. The USPS has enough unfilled job bids openings for employees to bid on so employees won't be unassigned but refuse to post them. We have filed grievance on this issue too and plan to be successful on getting winning decisions on these violation.

The real question is; when will Detroit District upper Management allow the DETROIT FACILITIES to be properly and fully staffed in all crafts? The USPS Detroit District management staff from the top down has shown a concerted reluctance to staff ALL DETROIT FACILITIES properly, and it shows the disparaging way DETROIT FACILITIES are staffed, the USPS in Detroit is staffing the DETROIT FACILITIES in the same manner they did when they improperly excessed all the employees from Detroit and then denied those same employees their Retreat Rights back to Detroit.

Q. Why were the bids open to everyone and not just the retreated members?

A. The bid was open to everyone because the bids employees bidden on were jobs that were part of the monthly bid cycle, which are open to all employees. USPS management did not create any bids to replace the bids that employees were moved from. The union believes this too is violation and has filed the necessary grievances for these employees.

Q. You, the officers and the Detroit District Area Local negotiated a historic monetary settlement to those of us who were excessed out of state or forced to other crafts by the Post Office. Some received a settlement, some did not and it was confusing to say the least. Can you explain the process of why some received money and some did not?

A. The Arbitrator made the decision to only pay a certain number of the employees that were retreating back. The Union asked for all the employees retreating back to be compensated. The Union still have about 50 or so grievances dealing with excessing and we are presently negotiating with the USPS to compensate the 30 to 35 returning employees and we will withdraw the remaining grievances because once everyone has been compensated they cant be compensated twice therefore the grievances will then be moot. The union believes everyone will receive some type of monetary compensation.

The USPS Is Not A Piggy Bank!

On June 5, 2014 - In a "Dear Colleagues" letter dated June 3, Rep. Gerry Connolly (D-VA) urged his fellow members of the House of Representatives to oppose a proposal to use Postal Service funds to help replenish the Highway Trust Fund (HTF) by ending Saturday mail delivery.

The letter, sent to all 435 members of the House, says the USPS cannot cut its services to survive, but must find, "creative ways to further leverage its national delivery network to support American Business and continue binding our Nation together."



"Simply put, eliminating Saturday mail delivery would be bad for business, harm consumers, and not day mail delivery, both in Congress and in the private and public sectors. He notes that organizations as diverse as the AFL-CIO and the right-wing Heritage Action for America strongly oppose raiding

the Postal Service as part of a budget gimmick to fund the Highway Trust Fund.

"These organizations recognize that USPS is not a Piggy Bank," and that off-budget USPS funds simply cannot be used to fund on-budget projects, he wrote.

Leaders In Washington Pushing To Strengthen And Expand Social Security

In a sign that the push to expand Social Security is continuing to build support, on Wednesday Senators Mark Begich (D-AK) and Patty Murray (D-WA) introduced the Retirement and Income Security Enhancements (RAISE) Act. The RAISE Act would enhance Social Security benefits for widows, widowers, and divorced spouses while extending benefit eligibility for children of retired, disabled, and deceased workers.

The RAISE Act is not the only proposal to expand Social Security. Last year, Sen. Tom Harkin (D-IA) introduced the Strengthening Social Security Act (S. 567) in the Senate, with Rep. Linda Sanchez (D-CA) introducing a companion bill in the House (H.R. 3118). The Strengthening Social Security Act proposes adjusting the benefits formula to provide an increase in benefits for most beneficiaries and improving the program's finances by lifting the earnings cap on Social Security contributions.

"With multiple expansion bills under consideration, it's clear that an increasing number of leaders in Washington realize the importance of strengthening and expanding our Social Security system," said Barbara J. Easterling, President for the Alliance. If you have not already signed the petition calling on senators to stand up in support of the RAISE Act, go to <http://bit.ly/1jmKXYq>.

Wild Week in Virginia Shifts Political Landscape

During a tumultuous week in Virginia politics, two politicians are now out of their posts in moves with major implications at both the state and national levels. At the national level, a shocking result in the Virginia GOP primary saw U.S. House Majority Leader Eric Cantor (R) lose to Tea Party candidate David Brat. Following the loss, Rep. Cantor announced his resignation from the Majority Leader position, effective July 31st. Cantor's loss will have ripple effects throughout the House Republican leadership. The result is also expected to revitalize the Tea Party after a primary season in which Tea Party candidates nationwide have otherwise had little success challenging establishment Republicans. Cantor has a 2% lifetime voting record with the Alliance (<http://tinyurl.com/kxfrped>). Read more on Cantor's defeat at <http://cnn.it/TNTCNE>.

Just recently, Virginia Republicans had taken control of the state Senate after the unexpected resignation of Democratic state senator Phillip

P. Puckett. Republicans now control the Virginia Senate by a 20-to-19 margin. Following the resignation, Republicans immediately ended a budget standoff that had threatened to shut down the state's government in the coming weeks. The



impasse was brought on by a proposed Medicaid expansion under the terms of the Affordable Care Act. Expanding health coverage to 400,000 low income Virginians has been a top priority for Gov. Terry McAuliffe (D). Mr. McAuliffe had traveled to hospitals that serve the poor in rural districts of conservative lawmakers, seeking to pressure them to endorse his plan to join the 26 states that embraced Medicaid expansion under the president's health care law. He is now widely believed to be studying how to enact a Medicaid expansion without the legislature.

"Any time the health care of 400,000 people is put at risk, it is extremely unfortunate," said Richard Fiesta, Executive Director of the Alliance.

Puckett's resignation was clouded in controversy as news quickly leaked that he was set to receive a job as deputy director of the state's Tobacco Commission and that his daughter was in line for a judicial appointment. Puckett subsequently removed himself from consideration for the Commission post. For more on the resignation, go to <http://wapo.st/Uwdbus>.

Activists Plan Events in Response to ALEC's Annual Meeting in Dallas

The shadowy American Legislative Exchange Council (ALEC) will be heading to Dallas from July 30th to August 1st for its annual meeting. The Dallas-Fort Worth area chapters of the Texas Alliance for Retired Americans are working with North Texas Jobs with Justice and an anti-ALEC coalition to organize a number of upcoming events in order to draw attention to ALEC's anti-retiree and anti-worker agenda, putting pressure on ALEC-linked politicians to cut ties with the corporate-backed organization. The

events kicked off this Thursday with a teach-in and concert featuring folk musician and political activist Anne Feeney. Numerous grassroots actions, including workshops and protests, will be held in the Dallas area through late July. The main protest and rally will take place on July 30th. For more on the upcoming events, see the flyer at <http://bit.ly/1jmENHD>.

Millennials May Be Headed For Retirement Hardship

A recent Merrill Lynch survey looking at generational attitudes towards retirement security suggests that millennials expect Social Security and employer-provided pensions to make up less of their retirement income than previous generations. Millennials, a term researchers and commentators often use to refer to those with birth years ranging from the early 1980s to the early 2000s, expect to rely more heavily on employment income and personal savings. With record levels of student debt, high unemployment rates curbing future earnings, and low rates of retirement savings, millennials may be counting on savings that don't ever materialize. According to New Republic, if millennials' expectations about relying on personal savings prove accurate, these younger workers may face economic hardship in retirement or be left working for years longer than previous generations.

"This survey underscores the importance of strengthening Social Security and protecting pension programs so that our children and grandchildren are able to enjoy a dignified, secure retirement," said Ruben Burks, Secretary-Treasurer for the Alliance. More at <http://bit.ly/1hN3wK5>.

North Carolina Alliance Holds Golf Tournament, Sees Great Results

On Monday, the North Carolina Alliance for Retired Americans held their 3rd Annual Golf Tournament at Holly Ridge Golf Links in Archdale, NC. Twenty-one golfers, 10 sponsors and 30 donors took part! Congratulations go out to SEIU member Lewis Sasse, who won the affiliate's first ever raffle. The prize was a 42-inch flat screen HDTV. "This year's golf tournament was our most successful to date," said North Carolina Alliance President Jim Moore. "Thank you to all of our volunteers & sponsors."



Danny's Mailbag



by **Danny Sawicki**

• Circulation revenue for newspapers was up five percent in 2013, the first time that's happened since 2007.

Danny – Digital media has not killed off print media yet . . . far from it, in fact print media is making a comeback, so why can't first class mail do the same? Hey post office, why don't we advertise first class mail to give the internet a run for it's money. Vinyl record sales are also increasing. You have plenty of money to advertise packages. The latest package commercial featuring Stan Lee and Spider-man, I'm sure that was a pretty penny to pay for. At the Detroit district Local and The Detroit Postal Worker we have some great ideas for advertising first-class mail! Yea right, the chance of that happening is like a snowball in hell.

• In 2013, a window clerk from Seattle purchased money orders from her till to pay her bills. She also cashed money orders that she previously purchased from herself. She didn't think she was doing anything wrong, and she

had receipts to prove she paid for the money orders. Well, her job is on the line because she is being accused by the OIG of misuse of postal funds. She was on video.

Danny – DO NOT make any personal transactions from your cash drawer and follow all financial procedures, if not you may lose your job. Remember all employees, zero tolerance for violence and stealing, you are on video.

• NEW YORK OPERATION SANTA – This is an volunteer organization that matches children's letters to Santa, with donors in the community who are able to fill the children's wishes. They receive over 500,000 letters a year. Sadly, due to being overburdened and understaffed, over half of the letters go unanswered.

Danny – These volunteers are truly angels serving their community. It breaks your heart reading some of the letters. There are many letters of children asking for better health for a family member or food for a holiday dinner. So sad, but this organization and the donors make many happy results.

• If your passport is lost or stolen immediately call the U.S. Department of State toll free at 1-877-487-2778

Danny – We must do this for national security, if your passport gets in the wrong hands bad things can happen, so please keep this in mind if something happens to your passport it is our national duty.

• Saying his e-mails likely are monitored by intelligence agencies, former president Jimmy Carter uses the U.S. MAIL as his method of communication with world leaders. In March 2014, Carter told NBC's "Meet The Press" that, "I have felt that my own communications are probably monitored, and when I want to communicate with a foreign leader privately, I type or write a letter myself and mail it!"

Danny – Who knows who is monitoring our communications on the internet. In a survey in 2013, it was reported that over forty percent of internet users were victims of some form of identity theft over the internet. If you want safe communication use the U.S. MAIL! I will ask this over and over and over, why doesn't the post office advertise first class mail? Here are two instances where the message would be strong and concise. Our answer? They don't want the first-class mail to come back. Look at how they have treated it over the last few years. They

treat standard mail better than first class. What a shame.

• In May 2014, the annual Post Office Letter Carrier's Food Drive was held at stations thru out the country. Clerks and carriers picked up, loaded trucks, and distributed over millions of pounds of food that was distributed to various food banks for the needy.

Danny – Our strong and loving membership, our brothers and sisters of other crafts, once again come thru for their community. Thanks to all that participated and gave.

• In 2013, the EAP (Employee Assistance Program) turned forty. The EAP is a program which provides free, confidential, professional care to employees and their immediate family members who are adversely affected by a variety of personal problems including substance abuse, family problems, emotional problems, legal concerns and financial difficulties. The EAP also provides professional consultation to management, union, and human resources regarding the effects of personal problems in the workplace.

Danny – If you need it, use it! There is no shame involved at all in this program. In fact, it takes a strong person to admit that they may need help with a problem. Confidential and professional. This is a valuable benefit provided to us by the post office.



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

Change Service Requested

With Deepest Sympathy

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

One of our own-Henry Eugene Banks

Sargent Robert L. Smith-Father of Samarachere "Sam" Erkard-BEMU Technician

One of our own-Joseph Bruckner-Tour 1 automation clerk

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.

2014 Membership Meetings

The meetings are held at your union hall:
20530 Southfield Road, Detroit, MI 48235.

September 14

All meetings are at 1 p.m. to 3 p.m. If you have any concerns, come out and let your voice be heard! Support your union! For more information call your Union office at 313-532-9305.