

THE DETROIT APWU POSTAL WORKER

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

September, 2015

The President's Report . . .

The Fight For Our Rights Must Continue



From The President

Christopher "Chris" Ulmer
President

All employees must be involved when reporting violation of our contractual rights, any reduction in our benefits of any kind is only one part of our fight to maintain our rights.

Another part of this fight is contract negotiations, contract negotiations are very vitally to this fight, because this process affects employee's benefits and rights. Union employees receive most of their benefits & rights (Nationally & Locally) directly from contract negotiations and the rest come from Labor laws.

The most basic premise which we as a union members live by everyday is the continued struggle and fight for our benefits (vacation days, sick leave, health insurance, life insurance, etc), and our rights (safety, breaks & lunches, FMLA, off days, etc). These benefits and rights help working people improve their Quality of Work Life and allow us to deal with the things in our everyday society that affects our working conditions and wages, and the things that will allow us to provide adequately and abundantly for our families, our children and our loved ones.

We as workers must be equipped and be ready to defend our rights at the slightest threat to them. The slightest changes to our benefits and rights usually brings more changes later and if we (employees & union) don't get on these changes and things in the beginning the employer will continue to come after them, and before you know it our rights and benefits become a shell of what they use to be and we end up worst off than when we started.

Our Nationally Elected Union Officers have been in contract negotiations since May of 2015 and while they have agreed to some TA's (tentative agreements) our union will be starting binding arbitration soon, if no agreement is reached. No agreement could mean either side can withdraw from some of the TA's and place them in front of the Arbitrator.

If the parties go to Binding Arbitration the membership will not get the opportunity to vote on the approval of the Contract. If the parties come to an agreement prior to Binding Arbitration the tentative contract will then go to the APWU Rank & File committee for their approval. If the Rank & File Committee approves the Tentative Agreement they will then sends it to the membership for final approval or the membership can vote it down.

I encourage all DDAL members to stay vigilant and up to date on the progress of the APWU & USPS Contract Negotiations because they will affect you for years to come even into your retirement years.

The DDAL Financial State

The DDAL is not broke as some would have

& Referendum Vote cost this local somewhere from \$20,000 to \$30,000 for the charges that were all dismiss by the APWU NATIONAL EXECUTIVE BOARD. The APWU National Executive Board found the President INNOCENT, NOT GUILTY of any violations to the APWU CONSTITUTION or APWU POLICY. This wasteful spending stopped the DDAL from paying the retired members the \$300 that is owed to some retirees. Now this debt is included in the APWU-DDAL total debt that is being reported in the neighborhood of about \$90,000.

The salaries of the Full-time officers are set by the DDAL Constitution, the salaries of all the Full-Time Officers has been the same since the DDAL Constitution increased the Full-Time Officers salary in 1994 or 1996. The ONLY differences in the salaries from 1994 to 2015 are the

contractual pay raises the union has negotiated during each contract year for APWU represented employees.

The DDAL has financial challenges but the DDAL is not broke in the sense the DDAL must stop during their

All grievances and all issues need to be taken seriously so we can resolve them at the lowest levels and if we can't resolve them the union must push them forward and make sure we win them in Arbitration.

core business of representing & educating its members. This means the DDAL still have a responsibility to fully represent its members and therefore the DDAL officers must remain current in their education and efficient enough to win grievances, not just file grievances. The DDAL must be held to the higher standard of representing our membership that we have achieved in the last 6 years of winning 70% to 85% of our grievances at all levels.

You will see the more educated your representatives are the more grievance issue they get resolved and the more money they get the DDAL membership in grievance compensation for violations to our CBA & LMOU. Educated representative are the only thing that keeps the USPS from controlling the Union. The cost of doing business is not free, taking all this into account the DDAL financial situation is; "we are not BROKE ", but the financials of the DDAL needs to be properly addressed and can only be addressed by those who are experienced enough to address them properly.

The DDAL have debts but those debts are not all from this administration like some would have you believe also.

In 2010, from the 2009 election the DDAL had an overall debt of about \$150,000 to \$200,000 when we walked into office. This administration has been very frugal with the spending of funds during the last 6 years. The Administration had a very lucrative debt reduction plan which relied on our retired elected full-time officers to taking a VOLUNTARY salary reduction (it was their campaign promise) until we could get a new constitution passed with many new constitutional changes, which would have result into \$25,000 to \$30,000 in savings for each year we were in office. Needless to say the retired officer(s) never volunteered to implement the reduction plan once they were elected.

The DDAL membership number has declined from around 2700 members in the 2009 election to 2100 members in the 2012 election and has further declined to about 1700 today. The DDAL constitution must be changed.

In spite of all these things the DDAL was paying off all it debt and was on course to have the DDAL debt reduced to less than \$30,000 by the end of this years (2015). This reduction plan was derailed with the cost of false charges and Trail Boards against the President and a subsequent Referendum Vote to improperly remove the President was pushed forward by a select group of individuals. The cost of the Trail Board

The Grievance Status

I am frequently ass what is the status of the excessing grievance that we have been trying to get the USPS to resolve short of arbitration. Well regrettably we have not been able to get them resolved and the union will be scheduling some of the more than 50 excessing grievances

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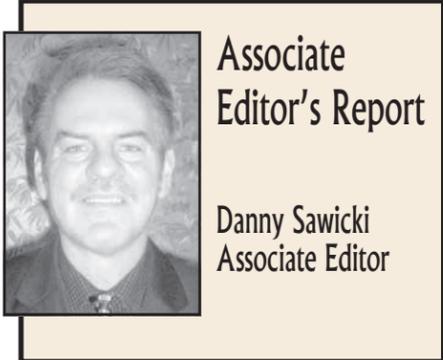
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United We Stand - Divided We Fall!

Detroit Postal Worker

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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.



Associate Editor's Report

Danny Sawicki
Associate Editor

Myself, and The Detroit District Local would like to offer our sincere condolences to our brothers and sisters that have passed here in our district and other area districts. (Metroplex, call center, stations, etc)

Let's face it, we are an older workforce working a stressful job. We take care of everyone and everything else, our job, our family, our house, our pets but we must remember to take care of ourselves. It seems like we want to please everyone and everything else and we forget about us!

There are some simple steps we can start to move us into better health and happiness.

The Doctor

Before we start any exercise, diet program you must have clearance from your doctor first. About doctors, including myself and others, we are always afraid of what they may find. But usually, most of our worries are unwarranted. There are many conditions that are caught early to treat effectively. Bottom line; if you don't go to the doctor it could be too late. Go get checked, get treated and get clearance for a healthy and happy diet and exercise program.

Stretching

The benefits of stretching are enormous. Mental, physical, spiritual are all benefits of stretching. Yoga is another way to experience the benefits of stretching and limbering up your body, mind and soul. Stretching is easy and inexpensive. No gym membership needed. You can find books on stretching at your local library or on the internet.

Again, consult your doctor before you start a diet and or exercise program.

Diet

Bottom line, more fruits and vegetables and water. There are many easy vegetarian recipes on the internet.

We try to do one meatless day a week, that is a start, and I think it

With Deepest Sympathy

Our condolences also go out to these families on their loss of a loved one:

PENNY ELIZABETH SMITH

The Detroit District Area Safety & Health Program
Our Sincere Condolences

helps. Again, delicious recipes are available thru the internet, magazines and word of mouth.

Water

Water is also very important. Water keeps your joint fluid and your digestive system moving. Try drinking 8 ounces of water 20 minutes to an hour before mealtime. That will give you a feeling of being full and reduce your appetite. Bottom line, you will be less hungry and eat less. Doctors recommend 64 oz. of water a day.

Small Meals

Science shows that eating small meals thru out the day helps you

reduce calories and lose weight. It also keeps your metabolism up. As we know we work physical jobs so we burn lots of calories on our job. Instead of one big meal at breakfast, lunch and dinner, spread out your food and beverage thru out the day. Bring fruit or veggies to consume at break. Maybe a salad on break or lunch and try to avoid the heavy meal before we go to bed.

Wishing you and yours a happy and healthy holiday season.

Once again, we must reiterate before you start any of these simple ideas, consult your doctor. First, he or she will be able to direct you to a happier and healthier new year.

The Fight For Our Rights Must Continue

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for arbitration sometime in January or February 2016. This is an excessing grievance which means the union has filed a grievance saying the way in which the Postal Service sent (excesses) the people out was wrong. Employees were sent out and stayed out anywhere from 3 1/2 to 4 1/2 years, therefore we expect this grievance if we win it to considerably more money then the ones that we have already won. I expect the excessing grievances to be in the neighborhood of anywhere from \$8 million - \$12 million, if not more, if we are able to get all the people fully compensated as they should be. The Union is looking to make sure all employees are included in any remedy regardless if they chose to RETREAT or not.

These excessing grievances along with the other grievance issues the DDAL are dealing with are big deals, which must be address. All grievances and all issues need to be taken seriously so we can resolve them at the lowest levels and if we can't resolve them the union must push them forward and make sure we win them in Arbitration. To file a grievance is nothing if you don't win it.

The retirees not getting their \$300 is only due to the cost of the referendum vote the DDAL Trail Board Chairperson held in February of 2015. The retirees are entitled to that \$300 benefit and they will get that \$300 benefit. The retirees were receiving the \$300 benefit prior to the referendum voting that took place in February of 2015. One way to look at this is by realizing that the retirees have received in the last year or so more than \$550 from the Crossing Craft grievance won by the union. The Crossing Craft grievance compensated all employees \$550 who worked in the DETROIT 482 BID CLUSTER at anytime from 2010 to 2012, retirees who worked in the Detroit Bid Cluster also received this compensation. This was accomplished through the

hard work and dedication of your union representatives. All the retirees have received the \$550 that all of employees receive and some of the retirees working in the city stations will receive another \$450. This is the most money any group of retirees has ever received from the DDAL in grievance compensation besides the \$300 retirement benefit. While the retirees have not received their \$300 retirement bonus from the union as of yet the union has worked diligently to get them compensated and to keep getting the retirees compensated based on violations that took place while they actually worked. The total compensation for some retirees will be in the range of about \$1000 almost 3 times what the union benefit of \$300 gives to retirees.

Historic 1.6B \$56 Million Payout

The DDAL have received notice from APWU HQ identifying the DDAL members & offices that will be receiving a portion of the \$56 million payout to employees who were violated in the historic settlement for 1.6B violations. Employees who were on the rolls as a Part-Time Flexible (PTF's) or who worked in Non-Traditional Full-Time (NTFT) assignments in level 15, 16, and 18 offices doing the time frame of May 7, 2011 through December 5, 2014 will receive payment on a shared basis. Each week on the rolls during this time frame counts as one share. Each share is worth approximately \$26.23. The data relied upon to make these payments came from the United States Postal Service.

The DDAL will be sending letter to each union member and or USPS employee identified by APWU HQ as to who should be getting a portion of this money and what their portion is, look for your letter in the mail soon.

Congratulations to all our members who are identified to receive said money.



Vice President's Report

Patrick Chornoby
Executive
Vice President

As our National Union moves forward in setting our groundwork for Interest Arbitration on our 2015 National Agreement, we must start to prepare for Local Negotiations. Local negotiations will take place immediately after our National Contract is settled. A local contract is a written agreement between specific Post Offices and the employees who work there. For example, the GWY facility and the 482 city stations have their own local contract in addition to the National Agreement. Roseville, Ypsilanti, Ann Arbor, Monroe, Lincoln Park, the NDC (National Distribution Center) all have their own local contracts also. This means a lot of negotiations with your local union officers.

At our past couple union meetings, I have asked Stewards, members and officers to submit agenda for our Local Contract negotiations. One of the most frequent questions I receive is "what can we negotiate for?"

Under our National Agreement, each local can negotiate at least 22 items, which are required. Some locals have additional items negotiated which may identify provisions which may only apply to their one specific office. I have listed the contractual required items. They are;

1. Additional or longer wash-up periods.
2. The establishment of a regular work week of five days with either fixed or rotating days off.
3. Guidelines for the curtailment or termination of postal operations to conform to orders of local authorities or as local conditions warrant because of emergency conditions.
4. Formulation of local leave program.
5. The duration of the choice vacation period(s).
6. The determination of the beginning day of an employee's vacation period.
7. Whether employees at their option may request two selections during the choice vacation period, in units of either 5 or 10 days.
8. Whether jury duty and attendance at National or State Conventions shall be charged to the choice vacation period.
9. Determination of the maximum number of employees who shall receive leave each week during the choice vacation period.
10. The issuance of official notices to each employee of the vacation schedule approved for such employee.
11. Determination of the date and means of notifying employees of the

Local Contract Negotiations

beginning of the new leave year.

12. The procedures for submission of applications for annual leave during other than the choice vacation period.

13. The method of selecting employees to work on a holiday.

14. Whether "Overtime Desired" lists in Article 8 shall be by section and/or tour. 15. The number of light duty assignments within each craft or occupational group to be reserved for

21. Those other items which are subject to local negotiations as provided in the craft provisions of this Agreement.

22. Local implementation of this Agreement relating to seniority, reassignments and posting.

I urge each of you to look at the above items closely. If you have any suggestions or changes you may want to see in your office, write down your ideas and send them to our of-

anticipate negotiations to be difficult this November, as over the years, the company has nearly stopped hiring career employees and continues to fill bargaining unit employee vacancies with temporary workers. If any employee in the plant has suggestions or ideas you would like negotiated in your Contract, please write them down, and give your written ideas to Keith or Clarise, your Stewards, or send them to our Office. Again, these contract proposals are needed as soon as possible so we can put them in the proper format and gather any additional documentation needed before we go to the bargaining table.

Management's agenda . . . "GUT the workforce"

It seems that every time an employee retires, resigns, quits or gets promoted, management pushes forward to "revert" the job they left vacant. Under normal conditions, the jobs should be posted for other employees to bid on. After the bidding cycle expires, a new employee should be hired to fill the vacancy in the office. Management is required under the Collective Bargaining Agreement to notify the Union if they intend to revert a job an employee leaves vacant. This isn't always the case for all jobs left vacant. Sometimes management will post the vacancy and when it is filled, never hire a new employee to fill the job of the employee who bid. The Union is locked into specific time limits to challenge managements reverting of positions, therefore, it is important that our members keep us informed of what is happening in your office with job vacancies.

"We already anticipate negotiations to be difficult this November, as over the years, the company has nearly stopped hiring career employees and continues to fill bargaining unit employee vacancies with temporary workers."

temporary or permanent light duty assignment.

16. The method to be used in reserving light duty assignments so that no regularly assigned member of the regular work force will be adversely affected.

17. The identification of assignments that are to be considered light duty within each craft represented in the office.

18. The identification of assignments comprising a section, when it is proposed to reassign within an installation employees excess to the needs of a section.

19. The assignment of employee parking spaces.

20. The determination as to whether annual leave to attend Union activities requested prior to determination of the choice vacation schedule is to be part of the total choice vacation plan.

office. You can also give them to your Steward or give them to me. We need to start on this campaign now so we can be ready for management when our contract is settled. We are on specific time limits for negotiations locally, unlike our National Union. Our Contract gives locals a thirty consecutive day local negotiation time frame to meet and settle our contracts. The Detroit District Area Local APWU currently covers 20 Post Offices. That gives us thirty days to negotiate twenty Contracts, so we want to be ready.

PAE Contract Negotiations

The Bargaining Contract for our MTECH employees at PAE will expire on November 20, 2015. Our APWU National Support Services Division Director, Steve Brooks, has already begun to compile necessary data needed for negotiations. We already



Secretary-Treasurer's Report

Jane Duggan
Secretary-Treasurer

Yesterday, Labor Day, I joined a dozen other DDAL members in the annual Labor Day Parade. Although our numbers were very small, we joined a large and spirited group of unionists from all the area unions. The issues of two or more tier wage scales was very prominent with auto workers and steel workers. Rank & File auto workers are certainly talking about the possibility of striking over this critical issue.

Two and more tiers is certainly an issue for us postal workers too. We have not had an update since we went into mediation in May. It looks like our future is in the hands of an arbitrator at this point.

Our Future Is In The Hands Of An Arbitrator

This will be the last issue of the *DETROIT POSTAL WORKER* before our fall election cycle. As we are nearing the end of this term, I would like to give a brief update on our statistics.

- We started 2013 with an aggregate debt of - \$75,991
- We will end 2015 with an estimated debt of - \$99,698

There are two big components in these figures: \$300 retirement benefit due to the 2013 VER and also inherited attorney's bills.

The lion's share of the increase comes from the \$300 benefit stipulated by the current constitution for all retirees with five (5) consecutive years of membership in APWU-DDAL prior to retirement. We have had over \$30,000 in requests for this benefit from people who took the VER (Voluntary Early Retirement) in 2013.

In recent years, the fact that

we had one and now two full time officers who are retired from the postal service has kept us afloat. The local pays very minimal benefits for officers who are retirees. While one officer still employed by USPS cost almost \$26,000 in benefits in 2014, two retired officers cost the local about \$8600 combined in the same time frame.

Moving forward, we will have to have a very tight budget and a firm commitment to living within our budget. Next year's budget committee will have the difficult task of charting a path for 2016. With our ever shrinking membership, it continues to be a quite a challenge.

I look forward to seeing you at one of our upcoming events: Making Strides Against Breast Cancer walk, children's Halloween celebration, steward appreciation or the adult Christmas Party.

Thank You So Much



Clerk Craft
Director

Marcus D. Smith
Clerk Craft
Director

Greeting Brother, and Sister, Thank you so much for allowing me to serve as Clerk Craft Director for this illustrious local. You're only as strong as your successor, in so I would like to thank Brother Christopher E. Ulmer, James Stevenson III and the Step 2 committee for their help and guidance. We have been diligent in Mod 15 Arbi-

tration/Grievance Procedures. We have been successful in sustaining settlements in this last quarter. There have been cash settlements in the 482 city stations and GWY clerks in amounts over 100,000 dollars. These settlements were started by you the members, with your statements and filing the Step 1's. It's very important to notify your Steward in your office, and at GWY's Steward's Desk we will ensure that your concerns will be addressed. In the office of Clerk Craft Director it's our responsibility to oversee and give positive input to all grievances in the grievance chain. One of our concerns was the appointment, of the PSE's to

Careers. We had a large number of employees at the NDC Facility who have been appointed. We are making sure that the Seniority Rooster is being verified to ensure that all entitlement to our newest career member is being met.

The USPS has made changes to the operational window for processing mail. This Local filed grievances on the violations to the Posting R0208, in all Sections. We are happy to report that a great number of these grievances have been sustained. The USPS will notify such employees in various sections as to these changes. The USPS has implemented training to all employees who have excess

to the computer system. Cyber Safe 101, there is approximately 8 phases to this training. The training is designed to give employees awareness, and to protect information from fraudulent activity. For the members that will take this training make sure that the training is verified. After the training module is completed make sure that you continue to the survey for get accredited for the training.

It's that time of the year for our Open Season for our Health Plan APWU has two outstanding sponsors, United Health Plan and Cigna. Let's support our union by participating.

In Solidarity.



Maintenance
Craft
Report

Jason Rushing
Maintenance Craft
Director

One of the things we can count on in the maintenance craft and the Post Office is, change. So, I have some suggestions that will hopefully minimize changes in your life that you might not want.

PAR. I think by now every maintenance employee should have heard about a PAR. Most employees refer to a PAR as a dream sheet. A PAR or preferred assignment register, is a job bidding sheet. Employees fill this sheet out to bid around to other jobs, or tours, to jobs in the occupational group they are currently in. You can only submit PAR's for the job you currently hold. The PAR stays LIVE, forever. So if you filled one out in 2001 and you never moved anywhere, it is still live. A PAR is very important to update. Take for example the last round of bidding at GWY and stations. Employees filled out PARs because they knew changes were coming, jobs were going to be vacated and some employees wanted to move. Problems occurred because employees filled PARs out in the past few months and forgot. If you DO NOT get your #1 job on your PAR, the PAR will stay live. If you are in job choice #6, your top 5 job choices are still live. So it is very important to look in the black seniority book and see what PARs you have so you don't forget. Any PAR changes have to be in before the close date of a posting. Not the award date, the posting closing date.

Once a posting closes and you are senior bidder, the job is yours.

There is a PAR declination form that is available to put preference in writing. The union is happy to research for its members what PAR and PER listings you have on file.

PER. Or Promotion Eligibility Register. This is the listing of applicants with successful scores to promote for a specific job. MPE, MM, ET, MOSC etc. This list stays live also, like a PAR until you take your name off of it. This is accomplished with a Promotion declination form. The declination form can be for a time frame or forever. Again, this form is used if you do not want to be awarded a promotion. It must be in before closing date and time of the posting. The tricky part with being on a PER is you never know when a promotion may occur. It could happen

on any posting. Best to be safe than sorry. If you are willing to promote to any tour for a job stay on it. If you have limits consider filling out a PER declination form.

So with any maintenance posting, there is always a chance for you to move it if you have a PAR or PER on file. If you are in your #1 choice and never want to move anywhere, please make sure you do not have any PARs on file. If you are on a PER be aware of what you have. Make sure you want to be promoted in the future if a job opportunity becomes open. If plans changed in your life and you never want to promote, put in a form to get your name off the particular PER list you don't want, or all of them. Remember you could be on many PER listings.

Minimal qualification. If some-

thing occurred and you had to be placed in another open job, you have to be minimally qualified for it. That means you would need at least a passing test score, which means you completed the entire testing process, test and interview at minimum. Everyone is minimally qualified for level 4 custodial laborers because of a national agreement a few years ago. All other jobs require a test or other criteria to be qualified.

A good idea for level 5 and above maintenance employees would be to update a current non-qualifying test score or to take any available tests for positions available above their current position. It never hurts to have options available.

Thank you, for allowing me to serve you, the members!



MVS
Craft
Report

Calvin Sneed
MVS Craft
Director

This month's news letter is to inform all MVS Employees about the many things your union is doing to help everyone. We have done very well with the help of our Local President, our National MVS Craft Director and our National Business Agent in resolving some serious issues and complaints.

As you may have heard, the MVS

Craft union leaders are working hard to get the USPS to purchase new vehicles for the fleet. Our current fleet of vehicles are in such bad condition, beyond old and they are in the shop almost every other day.

We are still working hard to bring back the drivers that were excessed out of the MVS Craft in 2009, and to get the PSE's made full-time regulars.

We managed to get the Detroit and the Postal Police to do more patrolling around the De-

troit VMF, due to recent personal vehicles break-ins, as well as to look out for the drivers reporting to work and leaving work in the pitch black dark and having to walk 1-2 blocks distance just to get to their postal vehicle to be used that day, being that the street lights are out most nights on the way to the vehicles.

Finally, don't forget to attend the Awareness Day being done by the MVS Craft on September 27, 2015, from 1-4 p.m. Please see the blue flyers in your facility.

MVS Craft Leaders Working Hard For You



Legislation
Director

Regina 'Gina' Favors
Legislation Director

Good afternoon sisters and brothers and welcome back from our summer break. I hope you all had a wonderful break and have come back with a renewed energy and spirit, ready to take on the challenges we continue to face as we move forward. As you may know, we still are without a new contract and have (I believe) moved into binding arbitration. We are asking that you still keep wearing your union shirts, buttons and gear on Thursdays to show your support and solidarity. Believe it or not people are watching and supporting us as well. We are also asking that you continue to boycott Staples and remind your family, friends and others to please not shop there. During the course of our summer "break" we have been actively participating in a number of struggles. The AFGE members held an informational picket on July 22nd and again on August 25th. Both of them had pretty large numbers and the one on the 25th brought fox news coverage. Roscoe Woods, 480-481 Pres. also came and we stood with AFGE Local President as he spoke about their struggle. They will be holding another Sept. 14th from 11:00-2:00 at the John D. Dingell VA Medical Center, 4646 John R. We would love to see you there. They have come out to support us, let's give them some support as well. Also to those of you who participated in the July 31st informational picket with 480-481 local in Hazel Park, we thank you. I am happy to say that it went very well and a number of other affiliates were there in support. Unfortunately I was not able to attend because of our 14th Congressional District Fundraiser event and an earlier prescheduled meeting. So thank you again if you were there. We are planning to have more events like this as we continue our struggle to save our service. We also participated in pickets with CWA members in their contract struggle against AT&T. We are equally happy to report their success in securing a decent and fair contract. The USW (United Steel Workers) had a couple of pickets as well and as always we welcome any and all support you may be able to give even if it's just a few minutes of your time.

As for our union, I must say that I was terribly disappointed at the lack of participation in this year's Labor Day "March"! We did have some members from the 480-481 Local and there was a very nice

Legislative News & Views

crowd of NALC members (about 50-60) show up. I have to say that participation in the Labor Day events is to celebrate LABOR! We honor and celebrate for those who paved the way for us. It does not (or should not) matter whether you "like or DISLIKE" the brother or sister sitting next to you, it's about (or again SHOULD be about) showing solidarity with ALL other unions because we are "all in this boat" together. We all are facing the same struggles. And if we cannot come together and support our union(s), we will become extinct. It should not be us against us; it's supposed to be us against those who seek to destroy/dismantle us.

Next, it is now that time again. Elections take place on November 3, 2015, so once again I am asking folks to make sure you are registered. If you have moved since last year please make sure you changed your address and that you are registered in the city or county that you have moved into. The last day to register is October 3, 2015 to vote in November's election. We have talked at length about voter apathy and are always looking for ways to increase voter turnout, but if what has been happening in our state and our cities is not reason enough to bring folks out then I don't know what is. Folks you should be engaging in who is elected to serve on your school boards, your county commissioners, your council peo-

ple and your mayors. This is really where it begins. We need competent and sincere folks, not just folks looking to get paid. We are being robbed and the worst part of that is "WE THE PEOPLE", are being blamed. We must get to know those who seek and or hold office in our communities. There will also be a number of proposals on the ballot, which is another reason to make sure we get out and vote. Over the summer a number of folks were out collecting signatures and some did not even know what their petitions were about. One of them was a petition AGAINST the prevailing wage. I truly hope that none of you signed that one as it seeks to repeal our prevailing wage ordinance.

If you sign this petition you are agreeing to lower wages of construction workers, allowing your tax dollars to be used to hire "OUT OF STATE" unskilled workers to take Michigan construction jobs and potentially eliminate safety standards. I asked one petitioner (when she asked me to sign) if she knew what



it was about and she replied "yes", it would raise the minimum wage and increase school funding while making it easier to get jobs. When I explained to her what it would actually do she was shocked but also said she was paid to collect the signatures. She also stopped collecting there and left. Folks, please read any petition before you sign it. Thank you!

In Strength & Solidarity.

MEMBER PROFILE

Virgil Peterson

by Danny Sawicki

Virgil is in the maintenance craft with 27 years of service in the Post Office. He works at the GWY facility in Detroit. He started in custodial maintenance and then was promoted to a mail processing equipment mechanic. He is a veteran from the United States Army, serving as a communications specialist. He is married with two "awesome" children. Daughter "Quienisa" and son "Quintel". Virgil's many hobbies include music and he is also a singer in the national recording and touring gospel group "God's Harvest". We caught up with Virgil and asked him a few questions.

Q-Hi Virgil, what are some of the challenges you face daily in the maintenance craft?

A-Danny, a real challenge is being able to prepare equipment to run when we have a short maintenance window. It all depends if timing is available to have the machines ready in proper running order when Tour 1 starts.

Q-Since the Post Office has taken out machines and added multiple zones to the remaining machines, have you noticed a difference in the operation of the machines, and how has that affected the maintenance craft as a whole?

A- Well, removing certain machines doesn't cut the work load when your extending existing ones, and by cutting your work force it can put a strain

on your workers, but we still give it a 100%.

Q-Now let's talk about the band. When and how did "God's Harvest" get started? Give us some history of the band.

A-Gods Harvest consists of four vocalist and four musicians. We weren't always Gods Harvest. We, the four vocalists are actually really brothers. We used to do Motown revues and the jazz scene; we went by the name "Family G". When my oldest brother Victor became a minister of God we decided to put our music gift in an even more positive light, and the rest is history.

Q-I love the CD "In This Place". How many CD's do you guys have out, and what are the future plans for recording and touring for "God's Harvest"?

A-We actually have four CD's out at this time. We write, arrange and compose our own music with the help of our awesome band members. You can purchase our music at www.tatemusicgroup.com. Toll free 888-361-9473. To find out all future events go on line to godsharvest2@comcast.net. Also, we appreciate your business.

Outside the post office and band, I like to spend quality time with family and work with youth in music ministry.

That sounds great Virgil, we are looking forward to the next CD and seeing you guys live. Thank you for your service.

Recommendations Of The APWU National Executive Board Innocent, Not Guilty, No Violations

The American Postal Workers Union (APWU) National Executive Board (NEB) followed the recommendation of the Hearing Appeals Boards (HAB) findings that Christopher E. Ulmer was NOT GUILTY of any of the things in which he was charged with and all the charges be dismissed. The Hearing Appeals Board members went on to say the things Christopher E. Ulmer were charged with were neither a violation of the APWU Constitution nor was it a violation of any APWU Policies. The HAB reached the same decision the DDAL Trial Board reached twice, but for reasons unknown the DDAL Trial Board Chairperson pushed the charges through. The appeal processed was invoked and the NEB appointed a HAB to hear the charges themselves and after both sides had a full opportunity to present fact and witnesses the Hearing Appeals Board found that Christopher E. Ulmer had not violated any part or parts of the APWU Constitution or the DDAL Constitution as alleged. APWU-DDAL, President, Christopher E. Ulmer was found NOT GUILTY, INNOCENT of all alleged charges, and THAT NO VIOLATIONS OF THE APWU CONSTITUTION, or any APWU POLICY TOOK PLACE!!!

This can be found on page 5 [of the document] third paragraph down.

The NEB dismissed all the charges against APWU-DDAL, President Christopher E. Ulmer. President Ulmer stated "it is always good when the truth is told and wins out over lies, slander and false witness." The truth was reached here in spite of the lies told and false witness bared.

**In the Matter of:
Charges Filed by John R. Merritt
against Christopher E. Mr. Ulmer
Case No. C15-001
(Detroit District Area Local)
HEARING/APPEAL BOARD'S FINDINGS,
CONCLUSIONS AND
RECOMMENDATIONS TO THE NATIONAL
EXECUTIVE BOARD
April 28, 2015**

Charges dated July 1, 2014, were filed by John R. Merritt ("Mr. Merritt") against Christopher E. Ulmer, President of the Detroit District Area Local ("DDAL") ("Mr. Ulmer").

A trial board was convened by the DDAL and hearings were held on August 11, August 15, and September 29, 2014. On November 1, 2014, the trial board issued its report, finding Mr. Ulmer guilty of three of the five charges and imposing all three remedies/penalties. The trial board's report was read at the DDAL's November 9, 2014 Regular Membership meeting. While the record does not contain the complete minutes of that meeting, the parties stipulated that the membership at the meeting voted to adopt the trial board's report on both the guilty verdicts and the remedies/penalties to be imposed.

One of the remedies/penalties was removal of Mr. Ulmer from office. Under Article 15, Section 3(k) of the constitution and bylaws, this required a 2/3s majority vote of the DDAL membership on a referendum. The record does not contain the minutes of the meeting at which the referendum vote was taken, or any other evidence of the referendum, but the parties stipulated that the DDAL membership did not vote by a 2/3s majority to remove Mr. Ulmer from office.

On or about December 19, 2014, Mr. Ulmer

appealed the trial board's decision to the National Executive Board, raising both procedural and substantive objections. To summarize Mr. Ulmer's argument, he believed he was not given a fair trial because, among other things, (a) he was denied information necessary to defend himself against the charges; (b) the trial board was comprised of persons who were involved in initiating the charges against him, had solicited the membership to remove him from office and otherwise had demonstrated bias against him; and (c) the charges had been dismissed at the August II th session and no further proceedings should have taken place after that date: and the guilty verdict was in error because no evidence of a violation of the constitution was produced, and the constitution did not prohibit the alleged misconduct.

Mr. Merritt submitted a five-page "response" to Mr. Ulmer's appeal on February 6, 2015, in which he contended that Mr. Ulmer's appeal was not timely and otherwise procedurally defective, and raised arguments to counter Mr. Ulmer's on the merits.

On March 20, 2015, the National Executive Board notified the parties by letter that it had assigned a three-person hearing board to conduct a hearing on the charges and appeal.

The hearing was held in Detroit, Michigan on April 21 and 22, 2015, before Chief Hearing Office William Mellen, and Hearing Officers Marilyn "Mo" Merow and Kenneth L. Beasley. Mr. Ulmer was present at the beginning of the hearing, but chose to leave at the lunch break on April 21; he was represented throughout the hearing by Keith Mosley, assisted by Marcus Smith as Technical Advisor. Mr. Merritt was present throughout the hearing and was assisted by Gary Kloepfer as Technical Advisor. The hearing was recorded by a court reporter and a transcript was made.

Both sides were given the opportunity to present all evidence and arguments they saw fit to make. The Board acknowledged a standing objection from Mr. Ulmer as to any evidence outside the documents submitted on the appeal. The Board acknowledged a standing objection from Mr. Merritt as to reliance on the transcripts of the hearings conducted by and evidence submitted to the DDAL trial board, rather than evidence and documents presented to the Board. The request of Mr. Merritt for the parties to submit post-hearing briefs was denied, as the Board deemed such briefs were not necessary.

Procedural Issue: Mr. Merritt renewed his argument that Mr. Ulmer's appeal was untimely. A determination on this issue is required before proceeding to the merits. As the moving party, Mr. Merritt bore the burden of proof.

Mr. Merritt's charges sought to remove Mr. Ulmer from office if anyone of the five charges were upheld, which required a 2/3s vote of the membership by referendum. As recognized in the APWU's Article 15 Hearing Guidelines dated August 7, 2012 ("Guidelines"), where a charge requires a membership referendum, the 30-day period to appeal the charge begins to run from receipt of the letter from the Administering Officer on the outcome of the referendum. See Guidelines, Article 15, Section 4(f), at 2e).

No evidence is in the record, either as part of the appeal or as presented at the hearing before the Board, as to Mr. Ulmer's notification of the outcome of the referendum

vote on the charges, or even when that referendum vote took place.¹ As such, there is no evidence in the record establishing that Mr. Ulmer's appeal, dated December 19, 2014, was untimely.

Further, the Guidelines also provide that once an appeal is tiled, the National Executive Board will determine whether the appeal is properly before it, and if it so finds, it will assign it to a Hearing Officer or Reviewing Officer. See Guidelines, Article 15, Section 4(f), at 4. The Board presumes that the National Executive Board determined that the appeal was timely before assigning this Board to hear the appeal. The Board will not second-guess the National Executive Board.

The Board therefore **FINDS** that Mr. Merritt did not meet his burden of proof, and **RECOMMENDS** that the National Executive Board find that the appeal was timely and reach the merits of the charges and appeal.

Merits of the Charges: Both the National and DDAL Constitutions allow charges to be brought by one member against the other only for specific misconduct:

- Violating any provision of the constitution and bylaws of the National or a subordinate body or failing to perform the duties or functions specified or required therein;
- Engaging in a movement that has for its purpose fostering a rival organization;
- Violating the rights of members to be free from certain forms of discrimination;
- Engaging in conduct that would expose the APWU to civil liability; or
- Joining or supporting organizations whose objectives are contrary to the fundamental principles of the U.S. government.

APWU Constitution, Art. is, Sec. 1 and Sec. 3(c); DDAL Constitution, Art. XVI Sec. 3. Further, the charges must set forth the exact nature of the charged office, and the constitutional provision alleged violated. *Id.* The restriction of internal charges to specific, limited offenses is wise governance, as it avoids the disruption of union business that naturally occurs when members use union resources to pursue personal or political disputes with each other.

The following is a summary of the charges, followed by the Board's findings and recommendations on each charge. The findings are based on all of the evidence presented to the Board, both as part of Mr. Ulmer's appeal and through witnesses and documents presented at the hearing, and the parties' opening and closing arguments.

As a preliminary matter, it must be noted that since the DDAL membership did not vote by a 2/3s majority to remove Mr. Ulmer from office upon being found guilty of the charges, that remedy/penalty is not before the Board.

Charge No. 1: Abandonment of position

The DDAL trial board deadlocked on this
continued on page 7

¹ The only minutes of a membership meeting occurring after November 9, 2014, that are in the record are minutes of a membership meeting of January 11, 2015 at which some charges were voted on. However, those charges clearly are not the charges at issue here: there were 12 charges brought against members other than Mr. Ulmer.

Recommendations Of The APWU National Executive Board Innocent, Not Guilty, No Violations

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charge. Mr. Merritt acknowledged before the Board that he was no longer pursuing this charge. The Board therefore **FINDS** that this charge is no longer at issue, and **RECOMMENDS** that the National Executive Board dismiss this charge.

Charge No. 2: Acceptance of dual salaries

It is undisputed that beginning on February 12, 2014, Mr. Ulmer received a salary from the National as an employee of the National while at the same time receiving his salary from the DDAL as President of the DDAL.² Mr. Ulmer continued to receive both salaries until his position with the National ended; the date this occurred is not in the record.

As the charging party, Mr. Merritt had the burden of proving that Mr. Ulmer's receipt of these two salaries violated some provision of the National or DDAL's Constitution.

There is no express prohibition in either the APWU Constitution or the DDAL Constitution against an APWU member receiving two salaries from two separate entities for performing two jobs, and as both parties acknowledged before the Board, the APWU has no policy against a member simultaneously receiving two salaries for performing two full-time jobs. Mr. Merritt points out that the Constitutions also do not expressly authorize two salaries for two full-time jobs, but his point is not relevant. Article 15, Sec. 3(c) requires proof of constitutional violations, not of conduct that is not expressly authorized.

Mr. Merritt refers the Board to prior instances in which officers of the DDAL were convicted of criminal charges for receiving two salaries most notably Delene Reid and Milton Mayfield. The Board has reviewed public documents and finds that the circumstances involved were substantially different than those before the Board. Ms. Reid and Mr. Mayfield embezzled union funds by taking two salaries from the DDAL for doing one job. That is far different than receiving two salaries from two different employers for simultaneously doing two different jobs.

Mr. Merritt essentially argues that receiving two full-time salaries in and of itself is embezzlement of union funds. The Board does not agree. Embezzlement of union funds requires willful receipt of union funds to which the recipient knows he is not entitled. By contrast, here the evidence establishes that Mr. Ulmer continued to perform at least some of the duties of the President of the DDAL during the time he received the two salaries. He was in Detroit at least some of the time, he continued to chair Executive Board and Membership Meetings of the DDAL (as reflected by the minutes of those meetings), and he continued to sign checks. While Mr. Ulmer was also in Washington, DC during this period, the Board recognizes that with telephone and email, many duties of the President and business of the DDAL can be conducted at such a distance.

Jane Duggan, Secretary-Treasurer of the DDAL, testified as to duties of the President that fell upon her during this time. More specifically, Ms. Duggan testified that she met with service providers to the DDAL's dental and vision plans to obtain information about plan changes, something the President would typically do. However, Ms. Duggan testified she informed the providers that she would pass along the infor-

mation to the President for him to review, indicating that Mr. Ulmer was still in Detroit often enough during this time to conduct at least some of the business of the DDAL.

In summary, the evidence in the record shows that Mr. Ulmer was performing at least some of the duties of the President of the DDAL at the same time he was also employed by the National. Under these circumstances, Mr. Ulmer's receipt of two salaries for doing two different jobs did not violate a specific provision of the Constitution-it did not even violate APWU policy. Therefore, the Board FINDS Mr. Ulmer NOT GUILTY of Charge No. 3, and RECOMMENDS that the National Executive Board grant Mr. Ulmer's appeal and dismiss Charge No.2.

Charge No. 3: Assignment of President's duties in violation of the Constitution

The evidence reflects that Mr. Ulmer, by letter dated April 2, 2014, informed the DDAL's Officers, Stewards and Committee Members of his temporary absence, and of the appointment of James Stevenson to fulfill the Presidential duties in Mr. Ulmer's absence, citing Article VII, Section D [sic] of the DDAL Constitution.

Mr. Merritt contends this appointment violated the DDAL Constitution, because pursuant to Article VII, Section 2(A), the Executive Vice President is to perform the duties of the President in his absence. As he stated at the September 29, 2014 hearing before the DDAL trial board, Mr. Merritt does not believe he has to prove that Mr. Stevenson improperly performed any duties as President, because the mere act of sending the April 2, 2014 letter violated the Constitution.

Given Mr. Merritt's position, there is very little evidence in the record as to what duties, if any, Mr. Stevenson performed or tried to perform as President, or what, if anything, he did to interfere with Executive Vice President Patrick Chomoby's ability to perform the duties of President during Mr. Ulmer's temporary absence. The record reflects that Mr. Stevenson attempted to chair the April 8, 2014 Executive Board meeting, but ultimately Mr. Chomoby chaired it. Mr. Chomoby did not testify before the Board to any interference with his duties by Mr. Stevenson but he made statements at the September 29, 2014 DDAL trial board regarding duties Mr. Stevenson purportedly performed as "president."

The Board finds that Mr. Merritt did not meet his burden of proof on this charge. Article VII, Section 1(D) of the DDAL Constitution reads, in relevant part:

The President shall fill all vacancies . . . In the event of a temporary absence of the President, Executive Vice President or Secretary Treasurer, the President shall authorize lost time as necessary to part time officer(s) to fill the vacancy.

Further, Article VII, Section 1 (H) grants the President authority to "interpret this constitution and the policies of the Local and decide all questions arising thereunder." Given the language of these two sections, it is not a wholly unreasonable interpretation of the Constitution for NIT. Ulmer to believe he was authorized to appoint Mr. Stevenson to fill his temporary absence.

At a minimum, there appears to be a conflict

between the language of Section 1(D) and Section 2(A) of Article VII. In analogous situations in arbitrations, the finder of fact would rely upon past practice. The un rebutted evidence in the record establishes that in cases of a temporary absence of the President, the Executive Vice President fulfills those duties. However, as explained above, there is no testimony in the record regarding any interference with Mr. Chomoby's ability to fulfill the duties of President during Mr. Ulmer's absence.

Since both parties can make a reasonable interpretation of the Constitutional provision relied upon to support his position, Mr. Merritt has not shown that Mr. Ulmer intentionally violated the Constitution by issuing the April 2, 2014 memo, rather than interpreting the Constitution in good faith.

The Board therefore **FINDS** Mr. Ulmer **NOT GUILTY**, and **RECOMMENDS** that the National Executive Board grant Mr. Ulmer's appeal and dismiss Charge No.3.

Charge No. 4: Misconduct at Regular Membership Meeting

Mr. Merritt acknowledged before the Board that he was no longer pursuing this charge. The Board therefore **FINDS** that this charge is no longer at issue, and **RECOMMENDS** that the National Executive Board dismiss this charge.

Charge No. 5: Misconduct as chairman during Regular Membership Meeting

This charge is based on two specific instances of purported misconduct by Mr. Ulmer: (a) his conduct at the Regular Membership Meeting of May 4, 2014, and the Special Membership Meeting of May 18, 2014, in ruling out of order motions to accept his resignation and in refusing to allow an appeal of his ruling to be voted on by the body; and (b) his conduct at the June 2014 Regular Membership meeting ruling out of order a motion regarding using DDAL funds to pay for attorneys at the upcoming trial board, and to allow an appeal of his ruling to be voted on by the body.

The latter basis of the charge was not addressed at all before the Board. The minutes of the June 2014 Regular Membership meeting, which are in the record, do not mention or reference that such a motion was made. The Board reviewed and considered the written statement of Lopinia R. Roe, which was presented to the DDAL trial board, regarding this matter, but did not give this statement any weight. Ms. Roe references the same June 2014 meeting for which the minutes are in the record, and they do not show that any such motion was made. The Board finds that this basis for the charge is not supported by evidence.

With regard to the first basis of the charge, the record shows that as of May 4, Mr. Ulmer had withdrawn his resignation as President, expressly or by conduct. According to Robert's

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² Mr. Ulmer announced to the February 4, 2014 DDAL Executive Board Meeting, and the February 12, 2014 DDAL Regular Membership meeting, that he was taking a position in Washington as the Executive Assistant to the Director of Industrial Relations and intended to resign his position as President of the DDAL effective March 31, 2014.

We Lost Two Working Class Heroes: Dick Fallow and Hugo Chavez

by Bruce Clark, President
Iowa APWU,
Iowa Postal Worker

April 13 the working class of Iowa, indeed the working class of the world, lost a champion. Richard "Dick" Fallow of Davenport, Iowa, died taking from us one of the true heroes of the Iowa and Illinois labor movement.

Dick's long journey began in many ways on a bicycle trip through youth hostels in Europe in 1937. On this trip he witnessed the poverty and harsh conditions faced by working people in Europe and the effects of war. During World War II he worked with the American Field Service and drove an ambulance and worked with the 8th British Army in North Africa. Dick saw first hand the battle against fascism that united the working class across the globe.

Upon his return home, he worked with the United Electrical and Radio Workers Union. The UE was one of the left-led unions that were the target of American based fascists like Joe McCarthy. The UE refused to expel communist members who fought hard for the rank and file and a democratic union. As a result, they were targeted both by the government and by the

AFL-CIO unions who openly raided their shops to wipe them out, Dick ended up in Sioux City where he met Wilhelmina, the love of his life. They later moved to Davenport in 1952. By this time he joined the staff of the newly merged AFL-CIO and served for years as the area director for the Committee on Political Education (COPE).

Labor folks around the Quad Cities and beyond can regale you for hours with stories of Dick's incredible role in the labor movement and other progressive causes. Dick was always there when there was a meeting, a picket line, folks to organize, some injustice to battle.

My own contact was all too short. I met Dick when he was inducted into the Iowa Federation of Labor Hall of Fame. At the banquet he gave a speech and talked about battling for the "working class." Those who know me know I am always struggling to get working folks to understand they are not "middle class" but proud members of the "working class." If you don't know who you are, you cannot understand the struggle you are in and you will never win.

I went up to Dick afterwards and said, "Where have they been hiding you . . . you and I are the two

main people in this room who talk about the "working class." That was it, we became buddies and met for lunch once half way between us in Maquoketa and talked whenever we could. Dick also came to Dubuque to address the graduates of our Dubuque Workers' Academy. What an amazing guy, brother, friend, comrade in arms!

My huge regret was not to have met Dick earlier or taken more time when I did to learn from this working class hero. What a wealth of experience as a warrior for the people. It is like the old song, "I always thought I'd see you one more time again." That was not to be and it is a good reminder to us all. Take the time to be with those who matter in your life because you never know how long they will be with us. At his memorial celebration someone said it was easy to assume that Dick would be with us forever because he always was there. Dick, my dear brother and hero, it was a pleasure to know you and you will be missed. When Dick died, there truly was a "disturbance in the force."

The other recent loss may seem more removed and less obvious for me to mention. That is the passing of Hugo Chavez, the president

of Venezuela. Brother Chavez was much maligned and attacked by the capitalist press in the U.S. This man was the only head of an oil rich country in the world to be determined to take that wealth and use it for the people of his country. When he was elected, he began a long struggle to activate and mobilize the workers of Venezuela who produced that wealth, to fight for what was rightly theirs.

Hugo Chavez used the wealth of his country to help countless poor children and the downtrodden of Venezuela. Central and South America, of course, have a long history of being dominated by wealthy oligarchies who oppress most of the population with particular racist exploitation of native Indian populations. This area has also been a largely wholly owned subsidiary to often of American corporations.

To maintain that extraction of wealth, the U.S. Government has always been quick to invade these countries militarily to suppress rebellion from Nicaragua to the Dominican Republic. In more recent years, the U.S. has trained mercenaries for South American armies and para military units.

In Columbia, for instance, under
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Recommendations Of The APWU National Executive Board Innocent, Not Guilty, No Violations

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Rules of Order, which govern the conduct of the DDAL membership meetings pursuant to DDAL Bylaws, Art. 5, Section 2, a resignation may be withdrawn at any time before it is acted upon. See Robert's Rules of Order (10th Ed) ["RRO"], at pp. 297-98. While Mr. Ulmer had announced his intent to resign effective March 31, 2014, at the February 2014 Executive Board and Membership meetings, no action was taken on his resignation at that time: no vote to accept the resignation was made, and no steps were taken to elect a new president or till the position more than temporarily. While the minutes of the February meeting reported that steps to replace Mr. Ulmer as President *would* be taken, no evidence was presented that in fact Mr. Ulmer was replaced as President before his resignation took effect.

Mr. Ulmer claims he notified Mr. Chornoby and Trustee Anthony Latimore on March 23, 2014, that he was withdrawing his resignation, which was before the date it was to take effect. Mr. Chornoby did not dispute that when testifying before the Board. Mr. Ulmer's issuance of the April 2, 2014 letter indicates he had withdrawn his resignation and instead taken a temporary absence. Certainly Mr. Ulmer's conduct in attending and chairing the April 13, 2014 Regular Membership Meetings indicate that at

least as of that date he had withdrawn his resignation.

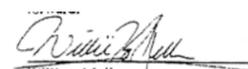
Therefore, Mr. Ulmer properly ruled out of order the motions at the May 4 and May 18 meetings to accept his resignation. In particular, the motion at the May 18 meeting to hold a secret ballot election on "enforcing" the minutes of the February and March Regular Membership Meetings and "accepting" Mr. Ulmer's resignation was out of order. Minute of meetings are nothing more than records of what occurred at the meetings; they cannot be "enforced." More to the point, as Mr. Ulmer explained when ruling the motions out of order, there was no resignation that the membership could accept, as it had been withdrawn well before the meeting. A secret ballot on a resignation that had been withdrawn would have been an end-run around Article 14's prohibition against recall elections of officers.

When a chair's ruling that a motion is out of order is appealed and seconded, Robert's Rules of Order required the chair's ruling to be voted on by the membership. See ROR, pp. 247-252. However, the minutes of the May 18, 2014 do not reflect that the appeal of Mr. Ulmer's ruling was seconded. Even if it had been seconded, however, there was no harm to the membership in refusing to allow them to vote on the appeal or on the substantive motion — they had

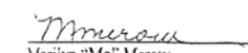
no right to vote on a resignation that had been withdrawn, and doing so would have resulted in a violation of Article 14 of the Constitution. Mr. Ulmer cannot be faulted for a technical violation of the DDAL's Bylaws by failing to strictly follow Robert's Rules of Order when had he done so, it could have resulted in a clear violation of the Constitution.

In summary. Mr. Merritt has not met his burden of proving an intentional violation of the Constitution as charged. The Board therefore **FINDS** Mr. Ulmer **NOT GUILTY**, and **RECOMMENDS** that the National Executive Board grant Mr. Ulmer's appeal and dismiss the charge.

The Board thanks the parties for their professionalism and cooperation during the course of the hearing, despite the obvious differences between them. The Board sincerely hopes that both sides will put their differences behind them, and work together to unify and strengthen the DDAL and serve as advocates for the DDAL's membership going forward.


William Melien,
Chief Hearing Officer


Kenneth J. Beasley
Hearing Officer


Marilyn "Mo" Merow
Hearing Officer

Racist Attacks On The Working Class Accelerate

by Bruce Clark, President
Iowa APWU,
Iowa Postal Worker

With the election of Barack Obama as President there was a lot of talk about the United States becoming a “post racial” society somehow. That race was somehow no longer much of a factor in this society. I will grant you that is was a wonderful thing to see the majority of Americans vote for the first African American to become President, but any notion of the end of racism is a fantasy and a lie.

In fact, racist attacks on the working class have greatly accelerated as part of a larger attack on the whole working class. From my perspective these are always one and the same. The nature of racism in the US is far more than a matter of the collective bigotry of individual citizen's. That personal “in your face bigotry” with it's racial slurs may indeed have diminished especially as successive generations grow up with more exposure to others different than themselves.

However, the additional exploitation, over and above that faced by white workers, is still very much in place with no significant reduction and no real plans to change that put forward by our first black President. Across a range of indexes, there is no question that black and latin workers make much less money on average; have vastly higher rates of unemployment; on average attend schools that are the most underfunded; have an obscenely higher rate of incarceration in prisons, including the well known fact that penalties for “crack” (more of a ghetto drug) are much more severe than for “cocaine” (the more suburban form) and the list goes on for any measure you want to examine.

This nonsense of a “post racial” society is peddled by those who want to cover up the continuing fact that American Capitalism rests heavily as it always has on the racist super exploitation of the Black and Latin sections of the working class. Billions of dollars pours from these racist wage and societal differentials into the pockets of US Capitalists.

Let's be clear the whole American Working Class is exploited and their labor, which produces all the wealth of this society, is largely stolen from them. I reject the idea that others advance that white workers relatively better position in this economy based on wage slavery, gives them a vested interest in racism and keeping black

and latin workers down. White workers also produce vastly more value than they take home with the excess wealth stolen from them. In addition, white workers suffer from racist divisions in the working class as these divisions weaken all workers and therefore weaken our collective struggle and drive down wages and standards of living for all workers. One has only to examine the long tragic history of the Southern working class to see how this plays out.

New Even More Vicious Racist Attacks

When we are in periods of economic downturn, or stated more honestly when the Capitalists wild greedy gambling again destroys the

“And we must remember the words of our great President Emeritus Moe Biller, ‘The struggle continues’ and remember as I tell you ‘Don’t let the bastards get you down.’ ”

economy and throws millions out of work, racist lies are cranked up to get the white working class to blame black workers, those on public assistance, latino immigrants, etc., rather than their real enemy the bankers and industrialists who created the mess.

As this racist propaganda ramps up it results in cuts to welfare programs like food stamps that is framed as benefiting “welfare queens” the vicious racist image of a young black woman in an urban city bearing more children to bring in more welfare. This lying racist stereotype has been promoted to once again blame the victim. Also this is not the average face of those on public assistance. The average face is white and belongs to someone who may be disabled and mostly the face is the face of a child.

At the same time right wing racist politicians pass laws essentially criminalizing being young and black in America. The culture, music and dress of young black men is painted as threatening and murderous “stand your ground laws” are passed to legalize the murder of young black workers. It has long been the case that in much of America folks are routinely stopped for “driving while black” and countless other ways the “criminal justice” system fills prisons with young black workers, but this has escalated with this new round of “Stand Your Ground” laws that Republicans are passing in states they control. These laws are little more than a modern day approval of murder

of young black workers who “look threatening”. In past years in the South this took the form of lynching young black men who dared to “look at a white woman”. The difference between the murder of Trayvon Martin and the lynchings of old is only the method of killing.

How Does This Affect Postal Workers

Postal employees and APWU members are among the most diverse work forces in most parts of the country. Postal employment has long been one of the relatively few places minority workers could find a decent job. In addition with deaf workers and large numbers of Veterans we stand as a shining example of a diverse workforce

racism permeates every part of American culture in many different forms. Often this does not take the form of outright bigotry and racial slurs. There is today this idea being popularized as I have witnessed in our local community of Dubuque. Liberal seeming antipoverty types talk about programs to “mentor” poor people (usually they mean black and latin poor people) with how to be ready to have a job. Now don't get me wrong, there are certainly things that could help young people know how to navigate the world of job applications, etc. that they may never have been taught. But these programs go beyond that and ultimately, however well intentioned, tell us that folks are unemployed due to some failings of

their own. I guess if we just had a “better class of poor people” they would all be working and successful.

These ideas were being pushed on campuses when I was a student activist in the 60's by a racist

pseudo academic named Banfield. He said poor people, again mostly black workers, were not “future oriented” and couldn't plan for their futures and a whole slew of phony babble that explained why these workers were unemployed and on public assistance. As students we battled and exposed this garbage as nothing but racism. This modern version of this idea is still nothing but thinly veiled racism.

When it comes down to it, if you look at the U. S., and you see gross racial disparities in every area, you can come to two conclusions. One, that we live in a racist society that in various ways disadvantages especially the Black and Latin

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We Postal workers must see that

OPEN SEASON ALERT

**THIS YEAR, FOR THE FIRST TIME, YOU
HAVE A NEW ENROLLMENT OPTION
SELF PLUS ONE / SELF PLUS SPOUSE OR
CHILD
SELF PLUS ONE IS MUCH CHEAPER THAN
“FAMILY”**

**YOU MUST GO TO LIGHT BLUE OR OPM
AND MAKE THIS CHANGE DURING OPEN
SEASON**

**ANY QUESTIONS? CALL SECRETARY-TREA-
SURER**

JANE DUGGAN at (313) 532-9305

— Ask The President —

“Thru Put”, Contract Negotiations, Installation Information, Overtime

by Danny Sawicki and Christopher Ulmer



Christopher “Chris” Ulmer, President

The Get Engaged Program

Q1. Chris, we started the “Get Engaged Program” in 2012. This is a program that is emulated by locals around the country. This is a program that encourages our members in a simple language to “get engaged”. We must get engaged to keep our jobs. Explain to our members why you started this and the importance of “Getting Engaged”.

A. I started this movement to get our members involved in the campaign to help STOP the USPS from closing the GWY Facility, and to bring more awareness to the attacks from the USPS on all Post Offices especially in City of Detroit. This campaign has given the DDAL and the members of the DDAL some need attention. This campaign allowed me to go on the radio and talk about Postal issues and the concerns of the workforce and the public which we serve. This campaign has connected me with very influential politicians and business owners which helped us keep the GWY open and to build vital business relationships with which I know we will need in the future.

Q2. What are some of the main issues in Congress that may affect the post office in the near future and how can we help?

A. The most pressing issues for postal employees and the U.S public are the attacks on Post Offices throughout the USA and the threat to close more and more Post Offices AND EXCESS THE EMPLOYEES across the country or into the Letter Carrier craft. There are several bills in the House and Senate to keep the USPS from closing Post Offices and reduce excessing to restoring the Delivery Standards that the USPS changed in February that needs to be acted upon by both houses of congress.

The Truth About Thru Put

Q3. Ok, let’s focus on some floor issues. We must address the thru put issue on the DBCS machines. What in the heck is “thru put”? How those numbers are formulated, are the thru put issue addressed in the (CBA) Collective Bargaining Agreement? Our diligent members try to achieve the post offices performance levels, but due to mechanical issues (i.e.) machines not being properly maintained, staffing issues, and employees being moved to other units. Chris, the list goes on and on why they may not be met. Those performance standards sometimes are not met. Explain to us “Thru Put”.

A. Danny thru put is simply the rate of speed the machine is accurately reading the

mail pieces placed through the feeder. I know USPS management may have GOALS but the goals are not contractual and therefore if you don’t achieve them for whatever reasons you should not be disciplined for them, this is the position of the DDAL.

Q4. We are threatened frequently with discipline if we don’t meet their thru put. How does the union deal with this discipline if we don’t meet the post offices performance standards?

A. The union takes all disciplinary issues very seriously and the union has been very successful at addressing them and getting favorable resolves. There are so many things that affect the thru put that you are not responsible for, which may cause that machine not to reach that goal; therefore the USPS should not fault you. The employees are only contractually required to do a fair days work for a fair days pay (article 34) and as long as you do what you are supposed to do when you are supposed to do it you have satisfied the terms of the CBA. If management threatens you or discipline you just contact the union and we will address the issue and we have been very successful in addressing this type of issue as we learn about them.

Q5. Mr. President lets jump back to an important litigation issue, contract negotiations. We know you don’t speculate or comment on rumors, however can you give the member an idea on how the negotiations are going and what the post office is trying to do?

A. You are absolutely correct I don’t address rumor(s). The contract is not rumor but more of concern. Neither the APWU nor the USPS has spoken very much about the Contract talks since they first began. The parties did not reach an agreement and they were then required to participate in mediation which did not yield any contractual agreement so now the parties are in a mandatory 60 day cooling off period before the parties enter into binding interest arbitration. No new information about the contract has been announced by either side. The parties are still negotiating to try and get all the things they can settle before the arbitration settled so they will not have to deal with those issues in front of the Arbitrator.

Q6. We have published this important Union benefits many times in the “Detroit Postal Worker”. And I still get many questions concerning this important benefit that pays \$15-\$20 per day. Does this benefit apply whether we are on or off the job? Does it apply to an injury, illness or both? Again, please explain how this benefit works and how it can help employees who get injured.

A. Accident Benefit Association (ABA) Formed by postal railway clerks in 1898, the APW Accident Benefit Association (ABA) today is a non-profit organization that provides benefits to APWU members and their beneficiaries in case of temporary disability, dismemberment, or death resulting directly from a covered accident.

Whether you are injured on the job or off, both the ABA’s Advantage and Value plans offer financial benefits — even if you are also eligible for OWCP or other compensation.

To learn more about ABA’s benefits, contact your local president or visit the ABA’s Web site, www.apw-aba.org. — See more at:

<http://www.apwu.org/pay-benefits#ABA>

Q7. We are dealing mostly with the George W Young facility. Can you address some important issues that are going on at other installations covered by the Detroit District Area Local?

A. They issues we discuss in this segment of the paper applies to the entire DDAL membership (all facilities) regardless of location. The issues we deal with in one facility, we also deal with in the other facilities because usually the facility leaders get their direction or marching papers from the same source the District Manager who in turn get their orders from the Area Vice President & Area Managers who get their directives from USPS headquarters. In general we all go through the same thing at the same time although the timing might be a little off set from each other we deal with the same issues relatively at the same time. In short, the other facilities are dealing with disciplinary issues (attendance, work performance, etc), bids not being posted correctly & timely, supervisors & managers not treating employees with dignity and respect, overtime violations, PSE conversions, etc.

Over Time

Q8. There has been a lot of confusion regarding overtime. Can you clarify the agreement for the OTDL and the non-list employees? I.E. If the list works 12 hours is the non-list guaranteed 10? Also, if you are not on the list and they call mandatory overtime, can you be disciplined if you don’t stay for overtime?

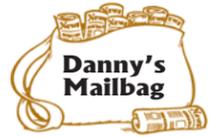
A. The Over Time Desire List (OTDL) is a list of employees who are solicited by the employer as to who wants to work overtime when it is called for that quarter. These employees are solicited 2 weeks prior to the beginning of each fiscal quarter. The CBA Article 8 is the article that governs overtime, who overtime is called on, when it is called, and how many hours the OTDL employees work and when. The OTDL employees are required to be used for overtime before employees not on the OTDL can be used. OTDL employees are required to be worked 12 hours if the USPS work non OTDL employees any length of time, unless the USPS can show the operational window for working the mail was limited.

Overtime has no guarantee number of hours, the only guarantee of work hours is being called into work and that is a work hour guarantee, the work hour guarantee comes from being called into work period, whether it is overtime or straight time. If a career full-time employee is called into work, whether for overtime or straight time they have an 8 hour work guarantee. Overtime can be called and the number of hours you were told to work can be reduced because there are no overtime guarantee hours. If non-list employees are working any length of time the OTDL should be worked 12 hours by virtue of the CBA language, unless the operational window comes into play.

Employees are required to follow all order from management and can be subjected to discipline if they do not follow the order(s), unless the employee’s failure to follow said orders are due to safety or health reasons.

I want to thank you all for your questions and remember you can always contact me at the Union Hall office, text me, Email me, call me or leave me a voicemail message if you have pressing questions in need of an answer.

Danny's Mailbag



by **Danny Sawicki**,
Associate Editor

Postal and Labor news and notes form around the world.

In Eastpointe, MI, a US Postal service carrier was hospitalized with serious injuries after being struck by a vehicle while retrieving mail from the back of her truck.

Source: Roseville,
Eastpointe Eastsider

Danny: Our sincere condolences go to the family and hoping and praying for a full recovery for our carrier sister. It does not matter what craft we are in, we work dangerous jobs, please be careful.

• In September The Al Jazeera American digital journalism company announced they are trying to unionize the company. Unionizing would "give workers a voice" says Tammy Kim, a feature writer at AJAM. She goes on to say, "with union, we believe we will have a stronger voice."

Source: *USA Today*
September 2015

Danny: The right to work movement says unions are dying. I don't think so, we stand strong and proud, and companies are again starting to realize the power of the union.

• In Texas township Michigan, more than two dozen homeowners were told by the road commission of Kalamazoo that they must replace their stone end brick mailboxes because the mailboxes "post a hazard to the motoring public" and the homeowners have to install other mail boxes the conform to the commission policy.

Source: *Detroit News* July 2015

Danny: For one thing, people shouldn't be going that fast and for another thing, are they going to take out telephone poles and everything that obstructs the side of the road? It looks like to me big brother sticks his nose in something silly . . . again.

• We all love receiving letters and cards . . . except from the IRS. But the IRS may have questions concerning taxes, but how do you know you are not being scammed by scam artists trying to scam your return. If you get a letter from the IRS, look at the right hand corner of the letter, there will be a number 5071C. One of the reasons they sent the letter is the IRS is trying to stop refunds from going into the wrong hands. An IRS agent says "Letter 5071C is mailed through the US Postal Service to the address on the return. The IRS does not request such afore mentioned via email, nor will the IRS call a taxpayer directly to ask this information without your receiving a letter first.

Source: *Detroit News* June 2015

Danny: Nice job by the IRS who are trying to stop suspicious tax returns that have indications of being identity theft, but contains a real taxpayers name and or social security number. You can never be too

careful these days, sadly there are many clever scam artist out there trying to get their grubby hands on our tax refunds.

• A **change.org** petition to get the United Postal Service to issue a stamp for former Detroit Pistons player and coach Earl Lloyd, the first African American to play in an NBA game for the Washington Capitals in 1950, still needs 600 signatures as of Sept 23rd. So log on the website if you care to support it.

Danny: Come on postal people we need to push this one thru. Wouldn't it be cool to have an Earl Lloyd stamp representing the big D nationally? Go to **change.org** to get my man Earl Lloyd a stamp. Great player, family man and a true hero to the community.

• As of September 17, 2015, members of Wayne Counties key employee unions would avoid a 5% wage cut under a tentative agreement. The proposed contracts must still be ratified by members of the American Federation of State, County and Municipal Employees, but with wage cuts off the table, approval would appear to have a good chance.

Source: *Detroit Free Press*

Danny: That's a good thing. Management will try to cut wages, benefits, retirement benefits and anything else they can. Our fellow brothers and sisters are fighting hard, and we are too.

• In the summer of 2015 in a tragic event in Lenox Township, Michigan, a postal employee was involved in a murder-suicide.

Source: *The Macomb Daily*

Danny: Please, please dear members, we all at some time may need help due to marriage, substance, financial, family or just basic life problems. The United States Postal Service provides us with the excellent Employee Assistance Program (EAP). It is confidential, free and a fantastic service. Don't let life's trials and tribulations come down to this sad tragic event. Just call 1-800-CALL-EAP.

• In April, a carrier from Detroit won a million dollars in the April 17th mega millions game. He told the lottery official that he couldn't eat or sleep for three days. He stated the ticket was in a container on the floor until he and his wife considered what to do with the windfall. He said he is retiring after 31 years as a carrier.

Source: *Detroit News*

Danny: Good for him, and we hope he has a happy and healthy retirement.

• There was this cool 88 year old dude in Lambertville Michigan, who would sit by his mailbox and wave to strangers, during the day, thirty minutes at a time. The passing motorist loved him, they waved back, they honked and they smiled. When he died on July 28th 2015, his fam-

ily propped a life-sized corrugated plastic picture of him against his mailbox. It became clear how much Norman Halls smile and smile had meant to people. Drivers dropped off flowers and took pictures. Motorists continued honking. More than 21,500 people shared the photo on Facebook after it was posted.

Source: *Detroit Free Press*
August 2015

Danny: The elderly man sitting by the mailbox with a big smile, heart and wave, meant a lot to many people in our busy, stressful life.

• UAW workers ratify 2015 contract.

Source: *Detroit Channel 7 eyewitness news.*

Danny: Hopefully, we will get an idea of what our contract is looking like soon. I know one thing; our local leaders are in fierce negotiations. I'm hoping together working with the national leaders, we will get a satisfying contract for us and our families.

• In August, in a tragic plane crash in Indonesia, four postal workers were on the plane escorting four bags of money totaling almost \$500,000. The money was to be distributed to about 6,000 poor residents in the remote eastern Indonesia region. The post office was in the principal capitol of Jayapuras.

Source: *USA Today*

Danny: Our sincere condolences to our oversea constituents and their families. The Post office all over the world is involved in humanitarian issues at home and abroad. Sadly, tragic events occur but we must continue to be vigilant in those efforts.

• It could be easier for unions to bargain for better pay and working conditions on behalf of millions of workers at McDonalds, Burger King and other fast food chains after a National Labor Relations Board ruling in July 2015.

The ruling could have broader implications for unions that have struggled to organize worker at many fast food restaurant, which are owned by big companies but run by franchises.

Source: *Detroit Free Press*

Danny: The NLRB has spoken, the fast-food chain employees want union representation, so you right to work advocates, take heed.

• In September, Leslie Mann of the Chicago Tribune wrote a poignant article "In Their Own Hand". Hand writing keepsakes kept loved ones alive. The article was about different families that keep different handwritten keepsakes by family member and what that meant to them. Whether it was musical scores, letters or cards by mail, handwritten items convey the writers essence, humanity and individually. Science confirms the emotional connection. Brain imaging studies show that children use the brain part Amygdala [responsible for emotional learning] when they write by hand. Miss Mann goes on to say

that hand written keepsakes are tangible reminders of the people who wrote them. Experts offered tips in the article guarding these one of a kind treasures, but also for generating and appreciating them.

• When you host a shower, hand-out cards and pens for guest to give advice. Polly Hall, a composer in Santa Monica, California said, "At one of our baby showers, guests wrote name suggestions-some serious, some silly. I am so glad to have them"

• Handwritten invitations, as well as greeting cards trump digital messages. "It's polite, personal and you know the receiver reads it, says Bonnie Simon, president of Maestro Classics.

• Keep journals in uniformly sized, hard cover books' Simon says, "mine are lined up on the shelf, 32 years of them and include all little funny stories of my sons, good and bad. After I die, they'll be hard to throw out"

• To encourage the whole family to write by hand, keep colorful pencils, pens and paper handy.

• Attach handwritten notes to family treasures.

• Keep guest books at weddings and funerals, but also consider using them for celebrations and vacations.

• Put two-sided keepsakes such as postcards in "floating Frames" and hang them as room dividers.

• Compile a binder for each person in the household. Notes, dinner menus, bicycle licenses, all kinds of stuff could be included so that those documents tell the story of their lives.

• Digitalize the paper copies of old letters and handwritten mementos before they get lost. Some things can get lost in fires, moving and many ways. Saving them on a computer is good back up or making multiple copies.

• Keep handwritten recipe cards

Source: *Detroit Free Press*
September 2015

Danny: Great advice to keep our penmanship and letter writing sharp. We must remember we are in the mail business and mail means writing, so get off the computer or smart phone, write a letter and or follow some of these tips the experts give us. That goes for the Post Office, wouldn't some of these ideas make a nice commercial?

• Columbia House, the mail order music giant is bankrupt. In its heyday in the 70's they offered twelve albums or cassettes for a penny. Later they peddled CD's at the same scam.

Source: *Detroit News*
August 2015

Danny: I fell for it, by getting them so cheap, you basically got involved in a contract and were sent unwanted albums, cassettes or CD's every couple weeks. If you

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We Lost Two Working Class Heroes: Dick Fallow and Hugo Chavez

continued from page 8

the umbrella of "fighting drugs" these groups have killed more labor leaders than in any country on earth. In Central America these U.S. trained terrorists were responsible for the murder of Archbishop Romero in El Salvador and the tragic murder of nuns who went there to carry out their mission of witnessing for the poor.

Perhaps the most outrageous case was the poor country of Chile where the U.S. engineered the ousting of the democratically elected Socialist Allende and replaced him with the

true Fascist Pinochet who unleashed a reign of terror against progressives and working class of Chile (may she at last be free).

Hugo Chavez was one very vocal voice of the increasing rebellion throughout South America which is rejecting American corporate imperialism and striking out with new independence to determine what benefits the working people of their countries rather than U.S. corporations.

To his shame, President Obama failed to even send the normal condolences that would be sent with the death of a foreign leader. And

now the U.S. is even trying to interfere in the elections in Venezuela because they don't like it that a Chavez supporter was elected to take his place. Despite the fact that former President Carter, who monitors elections in many parts of the world, has declared that elections under Chavez were completely fair and above board.

So brother Chavez, I take the time in this short article to note and mourn your passing and to salute you and to send regrets and condolences to the people of Venezuela on the loss of their leader and hero.

Racist Attacks On The Working Class Accelerate

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working class, or you can conclude that this flows from some inherent weakness or inferiority of these people. These racist ideas from academia in the 60's and the recent versions, don't immediately seem like racism to a lot of folks because it doesn't typically involve the bigoted slurs and assertion of inferiority that we are used to seeing as racism. These newer forms of racism are simply thinly veiled and come down to saying that these working people are not born inferior but apparently become inferior shortly after birth.

Racist divisions have been the biggest Achilles heal of the American working class throughout the history of our country. Jay Gould, railroad titan of the late 1800's famously asserted: "I can hire half the working class to kill the other half." This has been too close to partly true in our history.

If you want to see a rebirth of the strength of the labor movement. If you want to see a bright future for your children and grandchildren and the rest of the next generation of the working class. If you want to hold

on to a public unionized Postal Service and other public services such as health care, retirement, etc. Then you must fight racism constantly, consistently, and with a great sense of the importance it deserves. TO WIN WE MUST SMASH RACISM !!!

This fight is a central part of our larger fights and we must become

acutely aware of how this poison can slip into our thinking and see the lies that are spread to divide and confuse us. And we must remember the words of our great President Emeritus Moe Biller, "The struggle continues" and remember as I tell you "Don't let the bastards get you down."

In Working Class Solidarity.

Danny's Mailbag

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didn't buy them at regular retail price or return them, you were legally binded to fulfill the contract and buying a certain amount of product. In the marketing world, it's called "negative option billing". It took me a long time to buy the required number of full priced albums needed to cancel my membership. Bottom line, if it looks to good it usually isn't good and READ THE FINE PRINT. Scams are all over the place.

- In July 2015, the UAW recently joined with the AFL-CIO and eleven affiliate unions as a charter union of the union Sportsmen's Alliance. It's the only union conservation organization working to preserve our nation's outdoor heritage for future generations.

Source: *Detroit News* July 2015

Danny: Great idea, our fellow brothers and sisters banding together for a great cause. Our environment is our children future. The DDAL is looking into this and how to get involved.

- In May, The Office of the Inspector General for the Post Office came out with new sugges-

tions for expanding the money-order, check cashing and bill payment services already available at post offices as a stepping stone to wider expansion of financial services down the road.

Source: *USA Today* May 2015

Danny: Fantastic idea. Banks rip us off so much, with service charges, hidden fees. If the OIG comes up with a sound plan, economically affordable with banking services to the 68 million Americans who are currently under served by banks, it would be a home run for both the post office and fellow Americans. Of course, there is always the lawmakers and congress hurdle who are unaccountably hostile to the USPS. However, the OIG is looking for avenues to proceed with the plan without congressional authorization. We hope the momentum keeps on building on their idea and we will keep you updated as information comes in.

Wishing everyone health and happiness as we enter the holiday season.



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

Change Service Requested

2015 Membership Meetings

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

November 8, 2015

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.