

THE DETROIT APWU POSTAL WORKER

DETROIT DISTRICT AREA LOCAL AMERICAN POSTAL WORKERS UNION

July, 2016

2011 POSTAL PRESS ASSOCIATION AWARD WINNER

The Voice of the President . . .

You Are The Union!



**From The
President**

**Keith Combs, Sr.
President**

Hello Brother and Sisters of the American Postal Workers Union.

I know we all are eager to find out what is the state of the Contract Arbitration. The National President, Mark Dimondstein recently stated that he had hope for a decision from Arbitrator Stephen B. Goldberg by mid-July. I believe we are just about at the end of what we hope will have a Contract that will be beneficial to the Postal Workers. The National President is confident that by the end of July, we will know

the outcome the Contract Arbitration.

NOTE: AT PRESS TIME WE HAVE A CONTRACT. GO TO THE APWU WEBSITE FOR MORE INFORMATION.

HOSTILE WORK ENVIRONMENT

We are at the GWY as well as at the DNDC addressing constant Hostile Workplace. We are addressing our member's concerns regarding these senseless attacks by Management. We would like those that are mistreated by your supervisors, to provide the Union Stewards with your statement and file a grievance. We don't have to accept this blatant mistreatment by Management. Also our PSE's have come under attack at the DNDC and we will not continue to allow Management to scare them into silence. The PSE's are the future of the Postal Service and the APWU, this Union will fight for you too. Our jobs will not be threatened because Managers are having a bad day.

FLINT WATER DONATION DELIVERED

On June 27, 2016 your Secretary of Treas-

urer Tamika Johnson-Smith and I delivered an \$800.00 dollar check to the United Way of Genesee County. The donations were given from the hearts of the APWU-DDAL members. There to receive that check was Jamie Gaskins Chief Executive Officer, and Teresa McGinnis UAW Labor Liaison. The United Way wanted us to make sure that we thanked each and everyone of members for the gift. It was stated in our short time there, that the water was still not safe to drink. That statement bothered me because we have been hearing in the media that the water was safe. However, I want to say thank you also to everyone, it was an awesome gesture.

THE POWER OF THE TONGUE

They sing. They hurt. They teach. They Sanctify. They were man's first, immeasurable feat of magic. They liberated us from ignorance and our barbarous past. Leo Rosten, said this referring to Words. The truth is that words can tear down and words can build up no matter how young or old we are. We need to be more

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DDAL Donation To Flint United Way



Many DDAL members donated \$800 of their hard earned money to the Flint United Way in the name of the entire local. The money was collected as part of the Flint Water Drive that the DDAL started. The picture was taken May 1st, 2016 at the regular membership meeting. A huge thank you to our generous membership!



Detroit District Area Local Union Officials

Keith Combs Page 1 President	
Patrick ChornobyPage 3 Executive Vice-President	
Tamika Johnson-Smith Secretary/Treasurer	
John MerrittPage 4 Clerk Craft Director	
Sterling BouierPage 5 Maintenance Craft Director	
Rico CameronPage 5 MVS Craft Director	
Debbie Winger NDC Facility Director	
Regina "Gina" FavorsPage 7 Director of Legislation	
Darrell Clark Director of Organization	
Tony Friday Assist. Clerk Craft Director	
Keith Fletcher Assist. Maint. Craft Director	
Albert Lewis Assistant MVS Craft Director	
Roz York Recording Secretary	
Al FouchePage 5 Retirees' President	
Danny SawickiPage 2 Associate Editor	
Dale Zanardelli Webmaster	
TRUSTEES	
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Maintenance Craft: Dale Zanardelli	Mail Handler: Kimberly Durden
SGT.-AT-ARMS	
Lopinia L. R. Row	Everett Hall



Editor's Report

Danny Sawicki
Associate Editor

There is a new addition to the Employee Assistance Program (EAP). It is called the Computerized Cognitive Behavioral Therapy Program.

Let's say you live in a rural area, or you don't drive or don't want to combat traffic to get to a EAP counselor, or you just aren't comfortable talking to others about personal matters.

The Computerized Cognitive Behavioral Therapy Program (CCBT) is a computerized self-directed program that helps individuals improve their state of mind. The program takes overwhelming prob-

NEW EAP PROGRAM:

Computerized Cognitive Behavioral Therapy

lems and breaks the problems into smaller parts so we can recognize how the problem is affecting us physically and emotionally and how better to deal with it.

There are five categories built into this web based therapy program. Program number 1: Anxiety, phobias and panic attacks. Program number 2: Insomnia and sleep problems. Program number 3: Mild to moderate depression. Program number 4: Alcohol and substance abuse. Program number 5: Obsessive-compulsive disorder.

The therapy is given in modules so the participants can progress at their own pace. The program has been a huge success. Recently, a confidential study was done showing that CCBT users showed a 50

to 80 percent decline in their symptoms when going thru the program.

Registration is not required, but encouraged to track personal progress. Users who register cannot be identified. You create a fake user name and password, give your gender and birth date, and then you are ready to use the program confidentially.

To try CCBT, visit **EAP4you.com** and link to web-based care under the benefits tab on the tool bar.

If you have some problems you are dealing with and you are uncomfortable on the personal one on one EAP basis, please try the Computerized Cognitive Behavioral Therapy Program, you don't need to struggle alone. Again, visit **EAP4you.com** to get started.

You Are The Union!

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aware of the effect that our words might have on someone else. We also need to understand that words we often utter carelessly or while in an emotional state can have a lasting impact.

Before I discuss the ways our language can be offensive, I want to comment on something I've heard many times: "This is a free country. I can say anything I want. Haven't you ever heard of free speech?"

The First Amendment to our Constitution is one of the most important documents ever writ-

ten. Freedom of expression is the very bedrock of a democratic society, and it's one of the main reasons we've achieved greatness as a country. While I strongly favor free speech and just as strongly oppose censorship, I also favor good taste, consideration for the feelings of others, and what used to be called common courtesy.

We can no longer utter words that harm one another or harm the very Membership that has fought so hard to make your job safer, better and allow us to enjoy so many things that we are ungrateful for. It is our

numbers that make us strong, but we divide ourselves. The first letter in UNION is U, because you are the Union, each of you. It is not the Union or your co-worker who is the source of your problem. Negative words cause negative emotions, but positive words create positive emotions. Let's start today to try to live a positive life free from negativity. I promise you will feel better, happier, joyful and full of energy.

Until next time my Brothers and Sisters, remember this, Sticks and stones can break some bones, but words can break a heart.

Check Delivered To Flint United Way



In picture from left to right is Teresa McGinnis/UAW Labor Liaison, Jamie Gaskins/Chief Executive Officer both from United Way of Genesee County and Tamika Johnson-Smith/Secretary-Treasurer, Keith Combs/President Detroit District Area Local.

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.



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United We Stand - Divided We Fall!



Vice President's Report

Patrick Chornoby
Executive
Vice President

Greetings Brothers and Sisters;

I must let you know it is truly an honor and a privilege to serve the membership of our great union. Sure the days are long and dealing with management is getting more difficult every day, but my job it is truly a labor of love. It is also with great honor that the Michigan Postal Workers Union has recognized some of Detroit's talent. In May, our very own Local President, Keith M. Combs, Sr., was elected by the State MPWU into the position of Human Relations/ Injury Compensation Director. This is a lot of work for Keith, but it is what we do as officers – helping others. The Michigan Postal Workers Union also elected Brother Sterling Bouier, as your State Maintenance Craft Director and Tamika Johnson-Smith, from Detroit, was elected as the Michigan, Post Office Women for Equal Rights (P.O.W.E.R.) Representative. Last, I was elected from our local to serve as your Local Area representative on the Michigan Postal Workers Union Executive Board. As Area 2 Director, I will be responsible for giving the 482 area a voice in our State Organization. This will only make us stronger. There is strength

in Unity! Congratulations to all of our elected officers, and for moving our Local forward.

Hostile Working Environment

A hostile work environment must be addressed by all of us. It seems to be common in all of our workplaces in one form or another. Some managers specifically, deliberately and constantly drive the workplace into creating a hostile and negative working environment for employees. In addition to the Main Post Office and the Network Distribution Center, we continue to face work related problems in our PAE MTECH Facility as well as many of our Outlying Offices. When management creates a hostile work environment, they are failing to provide a safe and healthy working environment for employees. Management is required under our Bargaining Agreements to provide a healthy – stress free working environment. Some managers seem to do the opposite. Unfortunately, in our District, management promotes the philosophy of a managing team which rules by threats and intimidation. This, they believe, enforces a stable workplace and peak production opportunities. Unfortunately, this is furthest from the facts. If management would gather available statistics, they would realize the more stressful a workplace, the more productivity suffers. This causes a rise in unscheduled leave and sick leave as well as additional work related injuries and illnesses. Management, in their ongoing quest

in attempting to improve service, seem to run their operations with blinders on, ignoring most aspects of the job we employees perform every day and know very well. I am often questioned as to what creates a hostile working environment. Well, it involves and can include, many different things. A supervisor who withholds your pay, or withholds your requested leave, simply by saying that 'we can do it'. A manager who abuses their authority in their position because they know upper management won't correct their misbehavior as long as they get their employees to get their work done. Supervisors who 'gossip' about other employees in front of the workforce is always a major problem. Supervisors who 'play favorites' among workers, not treating all employees equally or the same. Upper managers who know their management team is doing wrong, yet refuse to address or correct the improper conduct seems to be a growing problem. The list goes on and on. It can be one issue or a combination of several discrepancies. The problem is that management knows better, and they know that many of them don't belong in supervision in the first place. Sure, there are many supervisors who know their job and adhere to the contract, doing their best to treat their employees with dignity and respect. It is not those supervisors who create hostile working environments. It is the supervisor who goes out of their way to make the working environment miserable for those of

us who just want to come to work and make a living. If you suspect your workplace is one of the many facilities run with hostility, see your Union Steward. Speak-up and Speak-out. Grievances can be filed as well as safety violations. It is up to all of us to do our part in making changes in our workplaces.

USPS Overtime – Always An Issue

One would think that with clear contract language regarding the assignment of overtime, and hundreds of grievance settlements and arbitration awards, management would get things right when it comes to scheduling overtime assignments. Management violates the Collective Bargaining Agreement because they refuse to work OTDL employees penalty time. The contract is clear. Prior to scheduling a Postal Support Employee over eight hours in a service day, those employees available from the OTDL must be utilized, up to 12 hours. Prior to scheduling a NON-OTDL employee to work ANY overtime, the OTDL must be utilized up to 12 hours in a service day. Those employees who do not want to work overtime should not be required to do so. In cases of an emergency, once the OTDL is maximized, management may force employees not on the list to work overtime on a rotating basis, with the first opportunity assigned to the junior employee. Call you Steward if these rules are not followed.

Best wishes my friends.

Honoring Jane Duggan



At the June 12th membership meeting, sister Jane Duggan was honored for her many years of service to the union. She was given a beautiful clock by the DDAL. Thank you Jane, for your many loyal years of service to the post office and as a unionist. These are just a few things this amazing woman has accomplished over the years.

- Started as a manual clerk in 1980.
- Served as a NALC station steward for years until entering the Maintenance craft in 1988.
- In 1989, was promoted to general mechanic level 5, and in 1991 promoted to MPE level 7.
- The first 8 years, she was the only women as a MPE mechanic at the GWY.
- In 1989, she became a APWU steward and Step 2 designee until 2008.
- Served as the first ever maintenance craft chief steward from 1991-1994.
- Served as the assistant maintenance craft director from 1994-2003.
- Elected as our all craft Recording Secretary for our local.



- In 2004, served one term as the Michigan Postal workers Union Maintenance Craft Director, elected again in 2004 and 2006, served thru 2008.
- Was the only female officer in the APWU-DDAL and MPWU.
- An accomplished writer, her article on FMLA in 2007, excerpts were printed in the APWU National tabloid.
- Not only a true unionist, she has promoted women's rights and history thru fund-raisers, her writing and award winning photography.

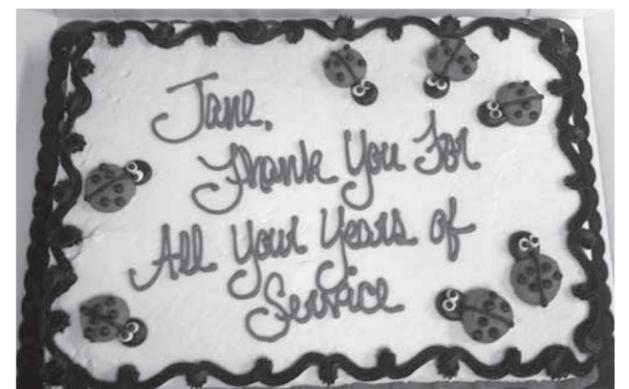
- She is proud of the fact, in recent years, that thru her mentoring the Detroit P&DC has more women in technical maintenance than any postal site in the country

- She was the APWU coordinator in the APWU/USPS joint training project "The Pilot Program", training participants from the Maintenance, clerk and MVS craft here in Michigan. the program was expanded to other states as well.

- In 2003, she was part of a team of 4 that won the USPS National Diversity Award for the program contributing to the diversity in the workplace.

- Served as the Secretary-Treasurer for our local for many years.

And the list goes on and on . . .





Clerk Craft
Director

John Merritt
Clerk Craft
Director

A Couple Of Things To Think About

Since my last article a couple of matters have come up which I want to bring to the reading membership.

When the 2010-2015 Collective Bargaining Agreement was ratified by the membership several years ago, a new category of employee was created. This category of employee is the Postal Support Employee, or "PSE". This is a non-career employee category which the APWU and the USPS agreed upon, and which replaced the old category of "casual" or "NTE" employee. The "casual" employees were appointed to 90-days terms, up to two per year, and were considered the "supplemental" work force. They had no contractual protections of any kind, they worked more or less at

management's whim, and the union could not represent them or organize them as members. Often casual employees were resented by the full-time career employees, who felt that casuals "took their overtime" or "got more hours" than the career employees. Casual employees, who got paid only a fraction of the hourly rate of career employees, were indeed often scheduled by management to work instead of career employees. Also, casual employees got no leave or benefits of any kind -- a great source of workers for management: they were cheaper by the hour, they got no benefits, they had no contract to protect them and no union to represent them, and they could be fired more or less at will by management.

But the 2010-2015 contract changed all that. Casuals were eliminated as an employee category. In their place were created the Postal Support Employees. PSEs have con-

tractual protections, PSEs have a union to represent them, PSEs have leave and access to health insurance, and PSE's are the body of employees from which all future career hiring in APWU will be done. PSEs, in short, are the career postal employees of the future. Many PSEs have already been converted to career positions throughout the offices represented by the Detroit District Area Local. They are our union brothers and sisters.

But our brothers and sisters are not always being treated well. Now, it is true that the PSE's are flexible-schedule employees, subject to working different hours of duty from one day to the next, as well as working "split" shifts which have them working a few hours in the morning at one location, ending their tour for a few hours, then re-

"We often treat the "new guy" as somebody who has to somehow pay his dues, or go through some type of initiation, to prove he/she is worthy to be part of the family."

turning for a few more hours at a different location in the evening, for a workday spread over twelve hours for which they get paid for seven. This used to happen to the old part-time-flexible (PTF) category of employees, particularly if you worked at a city station or associate office. Many of us old-timers came up that way, hoping for the day that we'd "make regular" and such awful work scheduling would end.

Our PSE brothers and sisters are being treated even worse than we were. I have received many credible reports of PSEs being told, as they are standing by the timeclock to end their tour of duty, to "stay two more hours" or to "stay until the line at the window is down", by their supervisor. No notice, no consideration of their arrangements, while their ride is waiting [maybe with kids in the car] to pick them up for the day. When I brought this to the attention of their supervisors, I was told that

PSEs are "The Help" and they could be scheduled any way that management pleased. I was also told, incidentally, that City Carrier Assistants (CCA's) were "The Help" as well. I find the term "The Help" to be demeaning and offensive (especially if you saw the movie of the same name) and to reflect a condescending and uncaring management attitude toward our non-career employees. I brought this up to a manager, who even defended the use of the term "The Help".

Local officers of this union have met with postal management and expressed our concern for the working environment which would allow a term like "The Help" to be openly used, and I am happy to report that upper management has rejected both the term, and the thinking,

that it represents. I can even report that the manager who defended the use of the term, has turned around completely.

Some of this thinking is represented, I'm sorry to say, in the way we treat each other. We often treat the "new guy" as somebody who has to somehow pay his dues, or go through some type of initiation, to prove he/she is worthy to be part of the family. We tell the new guy that "I had to go through it, now it's your turn", or "I shouldn't have to do that job, let the new kid do it". Everybody -- even you -- was new once. It's hard to adjust to a new working environment, especially one as full of strange terms (like "nixie", "unscheduled" and "3971") and dozens of workplace rules as is the Postal Service. What's a "Five-Minute Leeway" anyway? It may be that you feel you got treated like dirt when you were the new kid, and perhaps you were. But that didn't make it right back then, and that doesn't mean it should be passed on to the next new kid, just because you think the new kid should "pay his dues". Our PSE employees are not second-class postal employees -- they are the career employees of the future. Please welcome them to the postal family as if you want them to stay. After all, they are the ones who will be paying into your retirement fund after you end your postal career.

A completely different problem has come to my attention lately. This concerns weapons in the workplace. Now, I am aware, as I imagine many reading this article are aware, that many postal employees have permits to carry a concealed pistol, commonly called Concealed Pistol

Licenses or "CPL's". The State of Michigan has an increasingly permissive policy toward issuance of CPL's, and many people have determined to obtain one. But if you hold a CPL, you had to pass training during which you were advised that there are certain places where you cannot carry a concealed pistol, even if you have a permit to carry. Also, by the way, these locations are printed on the back of your CPL license itself, in case you should forget. Notwithstanding the locations excluded under state law, where you cannot carry your concealed pistol, you may not legally carry your concealed pistol ANYWHERE ON POSTAL PROPERTY at ANY TIME unless you are a law enforcement officer. This includes while on postal duty in the field, while driving a postal vehicle, or otherwise in a duty status (on the clock).

Recently a couple of incidents took place which bring new attention to this matter, and which I want to warn our members about.

In one case, an employee who works at a plant, and who holds a legal CPL license, was working off site at a mailing house. She had driven to the mailing house in an official vehicle. For some reason, this postal employee was wearing a holstered pistol, which employees at the mailing house saw when the postal employee's clothing moved. A complaint was filed by the mailing house employees, city police were called, then postal police and postal inspectors. The postal employee in this case was a non-union member who failed to ask for a steward when questioned by police and inspectors, and made statements which were seriously incriminating. This employee is presently off work.

In another case, an employee at an office made some unwise remarks. Training at that office was being conducted concerning "Active Shooter" situations, and what employees are to do if a situation arises where an armed perpetrator enters a postal facility. I've had this training myself.

However, in this case, the one employee announced to all the other employees in the training, that if a shooter entered the office, he'd go out to his car, get his gun, and take the shooter out. Now this did nothing to reassure the co-workers, quite the contrary, they were alarmed to hear that this man had a gun in his car, particularly in light of other remarks the man had made in the past. This matter is now under investigation.

So here's the point. Having a Michigan State Concealed Pistol License gives you no, I repeat no, right to carry your weapon at work.

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ADDRESS CORRECTION

Please help us to maintain our membership mailing list. The form printed below should be completed and sent the Local office whenever you make a change of address. This will allow us to continue our mailings to you without interruption.

Name _____ EID # _____

New Address _____

City _____ Zip _____

Post Office _____

Home Phone _____



Maintenance Craft Report

Sterling Bouier
Maintenance Craft
Director

Hello Union Brothers and Sisters, **same issue, different day.** As we should all know, in Maintenance Craft each employee fills out and completes a **PAR (preferred assignment register) form.** On this form, an employee chooses job assignments in numerical order according to their preferred choice. The PAR remains in effect until such time an employee submits a new one, new jobs are created and added, or the employee is placed

in the number one choice job position. **Please ensure** if you do not want to move from the position that you currently hold, that you submit a blank PAR or a PAR with an X or line through it indicating you want no further choices at this time. **Please ensure** that if new jobs are created and added, that you submit a new PAR. **Please ensure** that you review your maintenance board regularly so that you do not miss the posting. As employees vacate positions, they may be filled by whatever PAR you have submitted last, so if ever unsure what your last choices were, just submit a new one to avoid problems when you are awarded a position that you do not want.

Also, ensure that you are aware of any and all **PER's (promotion eligibility register's)** that you are

listed on. This is a list of names in the order that job promotions in maintenance will be awarded. If a residual vacancy occurs after a job has been posted, it will be awarded to the employee on the appropriate PER for that job. **If you do not want to be considered for any job that your name is listed on the register for,** you need to submit a letter or PO 13 to be removed from consideration for the position either for that posting or indefinitely **prior to the closing date of that NOI (Notice of Intent) or posting.** If you do not, you will be awarded the position that you do not want. There was recently a posting for the position of GL-05 (group leader custodial) that was posted and awarded, then afterwards employees stated they did not want the position. Management

allowed the employees preference after the fact in their choices. **To avoid these problems in the future,** please ensure that your PER preferences are in writing and that you keep copies of any/all requests not to be considered for positions to avoid being awarded a position you do not want.

Lastly, if anyone is interested in becoming a maintenance steward at GWY facility, please submit a letter of interest to President Combs. We as a Union require as much assistance as possible from within our membership.

If anyone has any questions/issues/complaints pertaining to maintenance craft, please feel free to contact me at 313 965-1398 (maintenance office at GWY).

In Union Solidarity.

— We Are The Union —

by Rico Cameron, MVS Craft Director

Union, the merging of a group or organizing Labor Association. Bound together to protect and further their rights as a coalition to unify for the best interest of each and every member of the group.

Sisters and Brothers we are members of the APWU Family, moving forward, we must face the challenges together concerning our jobs,

wages, and rights in the Postal Service.

THEREFORE/lets not practice hostility on the work room floor against each other. Let us refrain from the complaints against each other, let us not practice indifference of each other. Let us not tear the fabric of SOLIDARITY amongst us.

THEREFORE/today let us bind as one to protect every APWU member of the Family from

the junior PSE to the most Senior amongst us. Let us be mindful, of one another, let us be respectful of one another, let us help one another.

THEREFORE, let us achieve our individual goals collectively we can and we will in SOLIDARITY.

Remember every seed and every creed has a dream/because we all want to succeed.

GOD BLESS ENJOY YOUR SUMMER!



Retirees' Department Notes

Al Fouche
Retirees' President

Frequently Asked Questions

five years immediately preceding the effective date of your annuity. Years of service will be creditable unless you exceed six months of leave without pay (LWOP) in one calendar year.

For more information, contact the USPS Shared Services Office at 1 877477-3273.

What will my monthly social security payment be?

Your social security benefits are based on your lifetime earnings. Your actual earnings are adjusted or indexed to account for changes in average wages since the year the earnings were received. Social security calculates your average indexed monthly earnings over the 35 year period in which you earned the most. The Agency then applies a special formula to this monthly number to arrive at your basic benefits. This represents how much you will receive at your retirement age 65 years or older, depending on your date of birth.

Every year, the Social Security Administration sends a statement to everyone 25 years and over who has paid social security taxes but not yet received benefits. This

statement outlines how much you will receive based on your earnings to date.

To estimate your benefits, call social security at 1 800 772-1213 and ask for Form SSA-7004 or download directly from www.socialsecurity.gov/planners.

A Couple Of Things To Think About

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- You may not carry it on your person or in your possessions in the workplace.

- You may not carry it in a postal vehicle.

- You may not leave it in your vehicle if parked in a postal lot or otherwise on postal property.

- You may not carry it in the field on official duty. This would include clerks who visit mailers or other customers in the course of business, clerks who take readings at other offices, clerks delivering Express Mail, clerks staffing mail transfer locations at the airport.

Those employees who do bring

At the Michigan State Convention, Jane Duggan and myself ran for office in the Michigan Postal Workers Union Retiree Chapter. Jane was elected Retiree Chapter Secretary Treasurer and myself, Al Fouche was elected Retiree Chapter Trustee.

their pistols with them when they drive to work leave them in their cars and park off postal property, such as on public streets. Especially in the case of women, if you carry your pistol in your purse, REMEMBER to take it out before you enter the building and DO NOT park on postal property with the pistol in your vehicle. I had to caution a female postal employee on this very matter a while ago; she knew enough to take the pistol out of her purse, but did not know that leaving it in her vehicle on a postal lot was prohibited.

And please, if something happens, ASK FOR A STEWARD before answering questions.

How do I calculate my retirement?

In most cases, your best bet is to speak with a Representative from the USPS Shared Services (877) 477-3273 prior to your retirement. This office has the information on your years of service and all the other factors that affect your specific benefits and payouts.

If you have additional questions, please contact Nancy Olumekor, Director APWU Retirees Department at (877) APWUNOW (1 877 279-8669).

How can I retain federal benefits when I retire?

In order to carry Federal Employees Group Life Insurance (FEGLI) or Federal Employees Health Benefits (FEHB) into retirement, you must have been continuously enrolled (or covered) as a family member in FEHB for



Editor's Report

Danny Sawicki
Associate Editor

I just received a postcard in the mail from the Post Office concerning the Postal Pulse Survey comparing scores from 2015 and 2016.

The Postal Pulse Survey replaces the VOE, voice of the employ-

EDITORIAL:

Postal Pulse Post Office Propaganda?

ee, a survey that was used in the past by the post office.

The Postal Pulse Survey is a survey created by management that has employees fill out, with questions concerning work environment and conditions. There are twelve questions in the survey.

The post office paid millions of dollars to an outside company to conduct the survey. The same

survey is used by hundreds of companies around the country to track employees feelings about their company.

We, as the union, tell employees not to fill out the survey because in the past, the post office has used the results against us in contract negotiations.

Well, in 2015 the results were miserable for the post office. Of all the surveys done in 2015 by the outside company, the post office results were at the bottom 1 percent of employee satisfaction and work environment.

In my opinion, in lieu of these disappointing results, and all the negative press coverage the post office has been getting lately, the post office has suddenly started a new program: The USPS Engagement Program. The post office claims they want to make positive changes in the work environment and they want the employees to get engaged to proliferate these changes. Really? We will see. Let's face it, with all the negative press lately, the post office has to do something to deflect the negativity. Are they committed to changing the sad, hostile work environment that we face every day? We hope so. We have heard this before. We will see.

The American Postal Workers Union, the Detroit District Area Local and locals all over the country are committed to working with Post Office management in a positive manner to make positive work environment changes happen.

But the post office must change their old school management mentality. Look at other corporation models, like Apple, Quicken Loans and other companies that scored in the upper 1 percent in the employee survey. They treat their employees with dignity and

respect. They encourage, compliment the employee. They give incentives for quality employee production. The research cannot be denied, that if the employee likes working for a company, that company is going to get more production out of that employee.

So now we have the USPS Engagement Program. Well, post office and the new engagement program, GET ENGAGED! GET ENGAGED and end this hostile working environment. GET ENGAGED and end the understaffing. GET ENGAGED and end the forced overtime. GET ENGAGED and end the extra workload. GET ENGAGED and hire some people! GET ENGAGED and end the harassment. GET ENGAGED and end this madness! Our employees are falling out at an alarming rate because of the over workload, the understaffing and the overtime.

The Collective Bargaining Agreement states "a fair days work for a fair days pay." We agree we get a fair days pay. But the workload is getting out of hand due to the conditions we face every day.

Once again, the DDAL is committed working with management to change working conditions at the post office so those survey scores wouldn't be so horrible. But management must step up to the plate, all propaganda set aside, to show us some positive changes are going to be made . . . NOW! Encourage us, don't berate us. Compliment us, don't degrade us. Build us up, don't try to tear us down.

Is this new USPS Engagement Program really committed to providing a work friendly environment, or is this just another facet of post office propaganda . . . as we asked earlier . . . WE WILL SEE!

APWU Annual Picnic

Saturday, August 13, 2016

11 a.m. until 8 p.m.

Belle Isle Park - Green Space

(across from the Giant Slide)

FOOD SERVED
12 Noon until 6 p.m.

FUN and GAMES
Obstacle Course
Face Painting
Tug-o-War

Raffle will be held
at 6 p.m.

APWU-DETROIT DISTRICT AREA LOCAL ENTERTAINMENT COMMITTEE WILL BE HAVING A RAFFLE

Drawing to be held on Saturday, August 13, 2016
Belle Isle Park at 6pm (Union Picnic)

1st Place – 2016 Detroit Lions Season Tickets for 2...including parking pass
2nd Place – 37 inch Flat Screen TV
3rd Place – Basket of Cheers

Tickets are \$10
****NEED NOT BE PRESENT TO WIN****

For more information please contact:
Tina Gordon, GWY - Kim Jordan, GWY - Michele Hamons, GWY - Ruvalda Kelley, GWY
Alesia Jackson, GWY - Priscilla Franklin, GWY - D. J. Hill, GWY - Debra Walker, GWY
Angella Griffith, DNDC
Denise McFalls-Walker, VMF - Darrell Clark, VMF
Patrick Chornoby, Outlying Offices (313) 532-9305

2016 Membership Meetings

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

July – No Meeting Per Constitution
August – No Meeting Per Constitution
September 11th – 1p.m. - 3p.m.

*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.*



Legislation
Director

Regina 'Gina' Favors
Legislation Director

Legislative News & Views

the reason I ask that you do not take it lightly or continue to be apathetic about it. Please pay attention folks! Elections have consequences and we (unfortunately) are living through a lot of them right now. We here in Michigan, are THE PRIME example of what can and will go wrong when we don't vote (or vote against) those who REALLY have our backs.

The fact is, Michigan chose Snyder over V. Bernero (2010) because they listened to big money interest touting the slogan "nerd", and saying that a businessman "who knows how to CRUNCH the numbers" would be best for our state. WRONG!!! We are people, not A BUSINESS and should not be governed like something that you can just discard/charge off when it does not work! Added to that is the fact that voter turnout was only 42.9%. And then (in 2014), even after the travesty of justice and trampling on our rights, our democracy, and most importantly OUR VOTES, the nerd was again elected. What makes it worse is that he got back in because: 1) folks did not show up at the polls, and 2) folks said and I quote "who is Mark Schauer?", "I never even heard of him", and the worse one, "he doesn't look like he could . . .!" Less than half of those eligible to vote showed up (a mere 41.6%). Yes, that was even lower than 2010 and was also the lowest turnout in 24 years and that is really sad folks! We must do better in this election! Once again the battle cry "THIS IS THE MOST IMPORTANT. . ." is the call we must heed brothers and sisters. I want to keep this article as short as possible but I also would like to just remind folks of a few of the "losses" we have suffered under this current administration:

We voted AGAINST EMERGENCY MGMT, but they instituted it anyway, seniors/retirees pensions taxed, we are a Right to Work (RTW) state, the Detroit Bankruptcy (which was a farce and only sought to STEAL retirees pensions), the erosion of DPS, the poisoning of Flint Residents (especially children/elderly), we lost a vital Congressional District/(seat & voice), the falsely named roads funding bill and so much more. The latest devastation (for me) is this "new bill" the Governor into law calling for the TWO SCHOOL DISTRICTS!! On the hand I have heard some say that it is "the best thing" but did you know

that even though they say Detroit is "ELECTING" their own school board, those members WON'T HAVE TOTAL CONTROL (again). They can hire a superintendent but won't have the final say in FIRING that person if it turns out that he/she not have the best interest of the children/schools at heart.

The board will not have say so over the finances governing the school district. This control will still be in the hands of the state. They say that the district will only deal with the debt (keep in mind the state had control then) and the other will focus on the "NEW" DPS finances. It's a sham folks! These are but a few of what has gone on here in Michigan but much of the same is happening nationwide. For the better part of these last 10 months the main focus has been on Donald Trump. The media has given him more coverage (beginning before the debates) than ANY other candidate.

The media has also given MORE attention to Hillary Clinton's e-mails than any other issue going into this election cycle (just my opinion). Now that the field has narrowed (for the most part) to just these two, I hear more and more how folk will not "vote for the lesser of two evils". I've heard it said that "I will not vote for HER/HIM". Well either way that is exactly what you are doing. I have listened to (and read) the comments (against Bernie, against Hillary) and I must say that if you are a true Democrat (can't speak on Repub's) then your support is crucial for the democratic candidate. I've heard it said that I can't support the party's choice but this is so much bigger than that!



This is not just about "I", it's about "US", it's about "WE THE PEOPLE", it's about restoring democracy, decency and civility. We HAVE to PAY CLOSE ATTENTION! I always ask that you get to know who is asking for your vote and WHY they want (or feel they deserve) your vote. Look into their eyes, hearts and souls. See what they are about and LISTEN to what they say (or don't say) when you ask. I cannot tell what is in your heart or tell you WHO to vote for, that is your choice. While this article is just my opinions, I hope that it somehow offers thought provoking conversations and questions with you all as well. I have spent some time with some of those seeking my vote and I hope you will do the same. This goes not only for this election (presidential year) but for ALL elections and all offices city, state, county, etc.

This article may not reach you in time for the primary but if your candidate of choice does not survive the primary, I sincerely hope that you won't sit out the general (November) election. **Your vote is your voice, please don't be silent!** You can check the union office (or call me) if you would like to know who the AFL-CIO endorsed candidates are. **JUST VOTE!!!**

PEACE & SOLIDARITY!

Okay sisters and brothers, it's that time of year again. First I will begin with the primary elections. You must be registered 30 days prior to any election to be eligible to vote. The primary is August 2nd (so deadline to register was July 5th). I know that many do not take the time to vote in primary elections but it is important that you do. The primary narrows the list down to one of each party for the general election. Many that won't take the time often do not realize that they are losing out on a chance to get those who may actually be the "best" candidate elected (or the not so good ones eliminated) for the general election.

The offices up for grabs this cycle are, US Representatives in Congress, State Representatives/Senators, Michigan Supreme Court Justice, Circuit Court Justice, Appeals Court Judges, Probate and District Judges, County Offices and more. There are a lot of folks seeking office and it is up to us to seek out and elect those who will have our best interest at heart. And by our I don't mean just Postal Workers, but ALL workers, union members, minimum wage workers, the middle class, the retirees, the seniors and all who are "the least of these"! Your state and local elections are where it begins folks and if you "skip" the primary you again miss the chance to get quality candidates moving on to the general election. I urge you to please take the time NOW to go on line and check out the person(s), that are running in your district.

We have a golden opportunity right now to return/restore democracy to the "PEOPLE". We cannot be lax or derelict in our duty. For those who may not know, Congresswoman Brenda Lawrence has a democratic challenger along with the Republican fighting for that 14th Congressional District Seat. In the 13th District, Congressman John Conyers has a democratic challenger (there were 2 other Dems, but one was disqualified). These are just a couple of examples of what is at stake this year and

DDAL HEALTH TIP

Many of us suffer from high blood pressure. Weather inherited or lifestyle, we must try to control it. Medication, changes in lifestyle is imperative. Here is a easy tip that doctors say can help lower blood pressure as much as 10 percent.

SIMPLE HAND GRIP EXERCISES

Researchers confirmed that hand-grip exercises can reduce you blood pressure. Inexpensive hand grippers available online or at a local sporting goods store (10 to 15 dollars), are effective. Squeeze the gripper for 2 minutes at a time, for a total of 12 to 15 minutes, three times a week.



The Welcome Mat

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

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

DANNI BOLYARD
IREON BROWN
ANN GEORGE
SALVATORE GIORDANO
JENNIFER HAMMOND
LEXIS HARRIS
DEANDRE LAZZANA
CHERIZAH MANN
SHUNNAR POONE

RONALD RUNKLE
ROZLYN SLACK
SHAWN TANKSLEY
ANNTINETTE TILLERY
ROBERTS WILLIAMS
EARNEST HUMPHREY
KYLE JOHNSON
TAMIKA PARKER

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

Danny's Mailbag

by Danny Sawicki,
Associate Editor

Union, Labor, Postal News and Notes from Around The World

• Letters have connected spouses, lovers and families throughout the decades. Some of America's most expressive love letters were penned by the most powerful men in the country . . . American Presidents. They show their most tender moments and thoughts through letters written to girlfriends, wives and children. Even marriage proposals were penned. Lyndon Johnson and Lady Bird Taylor exchanged almost 90 letters in a whirlwind courtship in September 1934. They married in November 1934. Theodore Roosevelt, around his 20th birthday wrote almost two dozen letters while courting his first wife, Alice Hathaway Lee. She tragically died giving birth. Roosevelt remarried and would write his five children regularly, which later the letters were compiled in a book, "Theodore Roosevelt's Letters To His Children." — *Source USPS link*

Danny – Handwritten letters mean so much to everybody, including the famous.

• Teamsters union plan new association for Uber drivers. They plan to form a union for workers in the California ride-hailing industry.

Danny – And they say unions are a dying breed. Sorry Right to Work activists. New unions are forming, we are still here, strong and proud.

• A valuable stamp has surfaced six decades after it was stolen. The infamous "inverted Jenny" stamp was submitted to an auction house in New York by a man in his twenties from United Kingdom who said he inherited the stamp from his grandfather. He claims he knows little about the history of the stamp. The stamp is reported to be worth hundreds of thousands of dollars. There are four reported in circulation. There is one more unaccounted for. The stamp was issued in 1918. — *Source Detroit Free Press*

Danny – All you stamp collectors, check your collection!

• The Detroit Teachers Union calls Detroit's dilapidated schools a health risk. In February, the mayor ordered inspections. Inspectors found 152 violations of 11 schools. The problems included insect and rodent infestations, broken sinks

and mold. — *Source Detroit News*

Danny – This is unfathomable! How can we treat our teachers and children like this. The union is fighting hard to reverse this catastrophe. Let's get the schools the resources and the money they need to turn this around, and stop funding projects and tax breaks that benefit only the privileged and the rich.

• Twenty photographs that express the theme "My Detroit" have been chosen for a series of souvenir postcards that will be handed out to visitors at the international Venice Biemar architecture show featuring Detroit based projects. Twenty photos from different teams representing different Detroit conceptual designs will have their images turned into postcards that will be given to visitors. The teams will produce conceptual designs for The Packard Plant, the Dequindre cut and Eastern Market District, West Vernor Highway, and our own GWY post office.

— *Source Detroit Free Press*

Danny – The "My Detroit" postcard designs, and the GWY Detroit post office images will be shared with people from all over the world.

• In November 2015, The American Civil Liberties Union challenged an Eastpointe judge who has a history of jailing poor people who can't pay fines for minor offenses, like jaywalking and traffic tickets. The "pay or stay" sentencing practice that the judge has installed is unconstitutional, according to the ACLU.

— *Source Detroit News*

Danny – Some of these authoritative figures are so heartless, it is sickening. At least give the poor a chance to pay in small increments, instead of jailing them with minor offenses. Kudos to the ACLU for challenging this heartless son of a gun!

• A shopper at a estate sale bought a 15 dollar desk. When he got home and looked inside he received a big surprise. In the far back of a drawer was a letter to the previous owner from Eleanor Roosevelt. Apparently, the desks previous owner had written to Roosevelt and sent her a handkerchief as a gift. Ms. Roosevelt replied on United Nations stationery, the letter was an acknowledgment of the gift. It was dated 1948, and was a sincere thank you to the gift sender. The letters estimated value is 2500-3000 dollars.

— *Source Detroit News*

Danny – You never know what your going to find at an estate or garage sale.

• In early 2016, The United Auto Workers Union filed labor charges against Volkswagen, claiming the car maker is refusing to enter into collective bargaining sessions for workers in a Chattanooga, Tennessee factory.



— *Source Reuters News*

Danny – Management everywhere thinks it can violate the CBA. Well, we and our fellow union brothers and sisters are here to fight and make management follow the contract!

• On December 21st, 2015, the United States Postal Service delivered more than 30 million packages. Employees handled over 15 million pieces of holiday mail in 2015.

Danny – Yea, and they cry and cry about how much money they are losing. Quit "phantom accounting" post office! And by the way to all post office employees, even though management won't tell you the DDAL will tell you, YOU ARE DOING A GREAT JOB!

• In a Question and Answer piece in *The Detroit Free Press*, a 95 year old lady who bowls every Friday talked about her love for her deceased husband who was in World War 11 in South Pacific and how their love was sustained thru letters. She said, "we lived on letters, there were times I never knew where he was . . . I still have every letter he sent me."

Danny – The love thru letters is empowering.

• In another poignant story, a writer talked about how in 1918 during WW 1, her mother's fourth grade teacher in Staten Island, NY, brought in photos of young American soldiers going to war. She asked each student to choose a soldier in the photos and send a message to them. Her mother, then 8, choose to write a local young man names Eddie. They exchanged friendly letters. Ironically, 12 years later, they met in person through mutual friends. They married, celebrated 51 years together before he passed in 1982. They had written love letters.

Campaign for Postal Banking

The Campaign for Postal Banking is a coalition of consumer, worker, financial reform, economic justice, community, civic, and faith-based organizations calling for low-cost consumer-driven financial services via the Postal Service. Products and Services could range from check-cashing to bill payment to savings account to small loans. Postal Banking would benefit consumers who do not have access to traditional banks. The expansion of services will also strengthen our public Postal Service. To learn more, www.campaignforpostalbanking.org



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

Change Service Requested