

THE DETROIT APWU POSTAL WORKER

DETROIT DISTRICT AREA LOCAL AMERICAN POSTAL WORKERS UNION

June, 2017

2011 POSTAL PRESS ASSOCIATION AWARD WINNER

The Voice of the President . . .

National President's Conference



**From The
President**

**Keith Combs, Sr.
President**

On March 15, 2017 I had the ability to spend 5 days in Washington D.C. for the National President Conference. I was extremely impressed with the other Michigan President's that accompanied me, and I would like to say thank you to them all, Michigan Postal Workers Union/FMAL President Mike Mize, 480/481 President Roscoe Woods, Western Michigan Area Local President Amy Puhalski and Traverse City Local Vice President Ron Krumrie and his grandson Kayden.

The two days on the Capital Hill was very long, however it was very rewarding as the Michigan Presidents worked extremely hard to overcome bad weather and a difficult schedule. Here is how we accomplished the mission.

Saturday: APWU National Officers gave their reports and addressed the Conference attendees. Judy Beard, our National Legislative Director, updated us on HR 760 from 9:00 a.m. to 5:00 p.m.

Sunday: Discussion on the National President's Conference, and our agenda while in Washington, DC from 9:00 a.m. until 5:00 p.m.

Monday: 9:15 a.m. we met in Representative Brenda Lawrence's office. At 10:00 a.m., we met with Representative John Conyers' staff. 11:00 a.m. we were in Representative Walberg's office, 12 noon, we met in Representative Upton's office, ending up in Representative Bergman's office the remainder of the day.

Tuesday: 8:00 a.m. we met in Senator Debbie Stabenow's office, at 8:30 we went over to Senator Peter's office. 10:00 a.m. we visited Senator Trott's, 11:00 a.m. Representative Huizenga's office, 12:00 p.m. in Representative Levin's office. At 12:30 we went to Representative Mitchell's office and then went to Representative Debbie Dingell's office. At the end of the day we ended

up in Representative Moolenaar's office.

It was a very long couple of days with the other Presidents. In some cases we had to split into different groups to be able to make all of our appointments. None the less, we accomplished our mission of meeting with each of their offices' and their staff members to make it clear to them that Postal Employees are hardworking, dedicated and trusted Federal workers who make sacrifices with their families and friends to service the people of this country, and that we must do all that we can to make sure they have a decent, financially sound post office to secure a comfortable retirement for each of them and their families.

Our National Union recognized each of the Michigan delegates of APWU officers who participated in the legislative rally in Washington. We all worked very hard representing our members even though we had to face a snow storm which shut down the city. Our motto . . . "through rain show sleet . . ." we sure delivered the message.

The Postal Service Reform Act of 2017, HR 756, that our National APWU has asked us all to support was approved and "marked-up." A mark-up is a process where a congressional committee can consider and amend a bill before advancing it to the House of Representative or Senate.

The National APWU recognizing the need to set the Postal Service on sound financial footing, is the reason the Union as well as other Unions have rallied in support of H.R. 756. The favorable vote to move the bill out the Oversight Committee is one of several steps in a lengthy legislative process.

It is believed the bill will help to solve the disastrous pre-funding mandate caused by the 2006 Postal Accountability and Enhancement Act (PAEA), while at the same time treating our retirees fairly. The bill would also allow the Postal Service to modestly raise postage rates immediately by one-cent, generating roughly an additional one billion dollars in annual revenue.

THE CURRENT STATE OF REVERTING BIDS

It is important that our membership is aware of what Management is trying to accomplish regarding job reversions. The Detroit District, and frankly nationwide, the USPS has began another attack on our jobs. At the beginning of this year, Management started their assault on the Clerk Craft when they began reverting Clerk Craft jobs. To date, there have been over 100 jobs reverted. These are jobs that our members could have bid on or could have been promoted to. The jobs should have been posted on eReassign. The jobs could have become residual, allowing our Postal Support Employees (PSEs) to be converted into.

We have seen this behavior before, and the time to protect your job is not after management devises a plan to take it. Currently our Stewards and Officers are filing grievances to protect our jobs, but we need your help. The

continued on page 2



Your President with other union officers working on post office congressional issues in Washington.



Detroit District Area Local Union Officials

Keith CombsPage 1
President

Patrick ChornobyPage 3
Executive Vice-President

Tamika Johnson-Smith
Secretary/Treasurer

John MerrittPage 4
Clerk Craft Director

Sterling BouierPage 3
Maintenance Craft Director

Rico CameronPage 4
MVS Craft Director

Debbie WinglerPage 5
NDC Facility Director

Regina "Gina" FavorsPage 7
Director of Legislation

Darrell ClarkPage 5
Director of Organization

Kathy CarterPage 7
Director of Human Relations

Tony Friday
Assist. Clerk Craft Director

Keith Fletcher
Assist. Maint. Craft Director

Albert Lewis
Assistant MVS Craft Director

Roz York
Recording Secretary

Al Fouche
Retirees' President

Danny SawickiPage 2
Associate Editor

Dale ZanardelliPage 8
Webmaster

TRUSTEES

Clerk Craft: Dana A. Beard & Clarise Tard
MVS Craft: Charles Diggs

Maintenance Craft: Dale Zanardelli
Mail Handler: Kimberly Durden

SGT.-AT-ARMS

Lopinia L. R. Roe
Everett Hall



Detroit Postal Worker

This newspaper is the official publication of the Detroit District Area Local, APWU, published quarterly, and affiliated with the Postal Press Association and the AFL-CIO. Please send all correspondence in care of: Editor, 20530 Southfield Road, Detroit, MI 48235, 313-532-9305.

Editor: Keith Combs, Sr.
Associate Editor: Danny Sawicki

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

We all know the Post Office is a big business. Their job is to make as much money as possible, with as less employees and overhead as possible.

I will give you some facts to set this article up.

There is close to being one hundred reverted jobs in the plants and offices covered by the Detroit District Area Local.

A reverted job is a job not being filled when an employee retires, dies, separates, or for other reasons.

This is a continuing, concerning trend that has been going on at the Post Office for a while.

The DDAL is filing the proper grievances to get those jobs filled, but we know the grievance process takes a long time and these grievances may be going all the way to arbitration.

You may say, what is your point and what does that have to do with being on the right operation?

Let's use the PARS (Postal Automated Redirection System) unit at the GWY as an example. Let's say twelve employees come in at 7 am in the PARs unit and two employees go to the ground floor to prep the PARS mail on opera-

The Importance Of Being On The Right Operation Number

tion 084. The other ten employees stay on the 2nd floor and run the mail. Now, let's say five employees move to the right operation, whether it be 099, 092 or the other proper operation numbers we are supposed to be on when we are running the machines, depending what machines, what mail, what floor we are working on. Now, the other five employees working on the machines don't make a move and stay on the prep operation 084.

Now the day is over. We worked all the mail. The reports at the end of the day come out. We got all the mail out, and the reports show that all the mail was processed with only five employees! You say but there were ten employees on the machine. Guess what, the reports don't say that, they say only five employees were on the machines, because only five employees were on the right Operation Numbers.

Now this goes on at all floors, and maybe a year or so down the road we finally get to arbitration trying to get those reverted jobs back.

The post office has all these reports and numbers saying we got the mail out with x number of employees working the machines x number of hours.

The arbitrator looks at the numbers and may say, "well, the mail was processed adequately,

why do we need to fill these reverted jobs when the mail is being processed with the employees we have now?" There is the problem, since many employees were not on the right Operation Number, the numbers are showing mail is being processed on the machines with less employees that were actually working the machines.

Bottom line, if you are not on the right Operation Number, those are lost hours that are supposed to be counted into the construction of our assignments. The post office can and will use these numbers and hours against us when they try to revert, abolish jobs, or even try to excess us.

If management tries to move you to a different Operation Number that you are supposed to be on, ask for a steward. That is fraud, and it must be addressed.

So, if you are instructed to move to another unit or working different mail, please make the proper Operation Move. Every little move can make a big difference.

If you don't know what the proper Operational Numbers are, ask your steward, or go to the union office, we have a list of the proper Operation Numbers.

This is very important fellow members. Be vigilant in trying to protect our jobs, our future, our children's and grandchildren's futures.

National President's Conference

continued from page 1
membership must provide grievance statements when you witness Management performing our work or anytime you see crossing crafts violations. Mail Processing Clerks that volunteer to work alone must stop volunteering. If you are forced to work without a partner, immediately request to see a Union steward and file a GRIEVANCE.

I'm not saying to stop performing your duties, no just the opposite, we should perform a fair days work for a fair days pay. I know we have heard that before.

The National APWU was successful in stopping the USPS attack on us when they filed charges about Staples being allowed to provide the public with Postal Service products, and then utilize non union employees to do the work.

We need to open our eyes brothers and sisters, every single time we win a battle the Postal Service does and will attack us somewhere else. Do not be fooled, the Union is not only a friend to this membership in a time of need, but we are always here to help you. The truth is the Union continuous-

ly represents you regarding wages, safety and violations of our Collective Bargaining Agreement. My friends we can repel this attack as well, but we must work together and realize we need each other.

Brothers and Sisters, yes we can, and yes we will.

Until next time remember this, when a storm bends a tree to the ground, the roots of that tree becomes stronger.



The President with the students at Tyrone Elementary School in Harper Woods talking about unions in the workplace.



Vice President's Report

Patrick Chornoby
Executive
Vice President

Greetings Brothers and Sisters.

As we are entering the Annual Leave Vacation season at the Post Office, management is doing just about everything they can to blatantly deny advance employee leave requests, including advance requests to attend doctor's appointments and special family functions, even if it is for just a few hours in a work day. Management argues that they are short staffed, and cannot afford to let employees off. At the same time, management continues to revert jobs when they become vacant. I realize this has been going on for years now, but within the past year, management has ramped up their job reversions where the 482 District represented by the Detroit District Area Local APWU has lost nearly one hundred jobs in a little over a year's time. The result is that our employees in the Clerk, Maintenance and Motor Vehicle Crafts continue to be denied their requested leave. Management doesn't realize that when the employer denies advance leave requests, the only other option for the employees to get a day off is to call in. I am not advocating this call-in remedy for employees who regularly have their advance leave requests denied, I am only saying that this is a result of management's failure to properly staff their post offices.

Our Collective Bargaining Agreement has numerous Memorandums which contain important employee benefits which many bargaining unit employees may not be aware of. Here are just a couple of them which may be beneficial to help you in your workplace.

MEMORANDUM OF UNDERSTANDING BETWEEN THE UNITED STATES POSTAL SERVICE AND THE AMERICAN POSTAL WORKERS UNION, AFL-CIO

Re: Sick Leave for Dependent Care

The parties agree that, during the term of the 2015 National Agreement, sick leave may be used by an employee to give care or otherwise attend to a family member having an illness, injury or other condition which, if an employee had such condition, would justify the use of sick leave by that employee. Family members shall include son or daughter, parent and spouse as defined in ELM Section 515.2. Up to 80 hours of sick leave may be used for dependent care in any leave year. Approval of sick leave for dependent care will be subject to normal pro-

Important Contract Information

cedures for leave approval.

MEMORANDUM OF UNDERSTANDING BETWEEN THE UNITED STATES POSTAL SERVICE AND THE JOINT BARGAINING COMMITTEE

[American Postal Workers Union, AFL-CIO and National Association of Letter Carriers, AFL-CIO] Re: Paid Leave and LWOP

The parties agree that an employee need not exhaust annual leave and/or sick leave before requesting leave without pay. As soon as practicable after the signing of the 1990 National Agreement, Employee and Labor Relations Manual (ELM) Exhibit 514.4(d) will be amended to conform to this Agreement. The parties further agree that this Memorandum does not affect the administrative discretion set forth in ELM Part 514.22, nor is it intended to encourage any additional leave usage.

MEMORANDUM OF UNDERSTANDING BETWEEN THE UNITED STATES POSTAL SERVICE AND THE AMERICAN POSTAL WORKERS UNION, AFL-CIO

Re: Bereavement Leave

APWU represented employees

may use a total of up to three workdays of annual leave, sick leave or leave without pay, to make arrangements necessitated by the death of a family member or attend the funeral of a family member. Authorization of leave beyond three workdays is subject to the conditions and requirements of Article 10 of the National Agreement, Subsection 510 of the Employee and Labor Relations Manual and the applicable local memorandum of understanding provisions.

A "Family member" is defined as a: Son or daughter – a biological or adopted child, stepchild, daughter-in-law or son-in-law; Spouse; Parent or Sibling-brother, sister, brother-in-law or sister-in-law; or Grandparent.

The in-laws referenced in this MOU applies to children, including adopted children, stepchildren, and spouses thereof, spouse and parents thereof; and brothers and sisters and spouses thereof.

MEMORANDUM OF UNDERSTANDING BETWEEN THE UNITED STATES POSTAL SERVICE AND THE AMERICAN POSTAL WORKERS UNION, AFL-CIO

Re: Use of Privately Owned Vehicles

The parties agree that the fol-

lowing represents the policy of the U.S. Postal Service and the American Postal Workers Union concerning the furnishing of privately owned vehicles (POV) by employees of the crafts represented by the APWU: No craft employee represented by the APWU may be coerced into furnishing a vehicle or carrying passengers without the employee's consent. The use of a personal vehicle is the decision of the employee and it is not the intent of the parties to discourage such use of personal vehicles when transportation is needed from one postal facility to another or in the completion of the employee's assignment. When an employee begins his/her work day at one postal unit and is provided transportation to another unit to complete his/her tour of duty, that employee will be provided transportation back to the unit where his/her tour began if transportation is needed. If the employee ends tour at the new location the return trip will not be on the clock but transportation will be provided promptly by management upon request.

If you have any questions regarding these Memorandums, please contact your union Steward of Local Officer for clarification. As always, stay safe this summer.



Maintenance Craft Report

Sterling Bouier
Maintenance Craft
Director

Hello Union Brothers and Sisters. We have had quite a few employees that retired so far this year and several scheduled or considering retirement in the near future from the maintenance craft. Due to this fact, I was asked by a maintenance employee who is considering retirement to write an article that would be helpful to someone in such a position.

I will begin by advising employees to visit the postal liteblue website liteblue.usps.gov. It contains a retirement section that has topics such as

- Planning
- Request an Annuity Estimate
- Apply for Retirement (eRetire)
- Thrift Savings Plan
- Financial Wellness

It also contains links to the Office of Personnel Management (OPM), Social Security Administration, Dept. Of Veteran Affairs, American Association of Retired Persons (AARP), and National Active and Retired Federal Employees Association

Are You Thinking About Retiring?

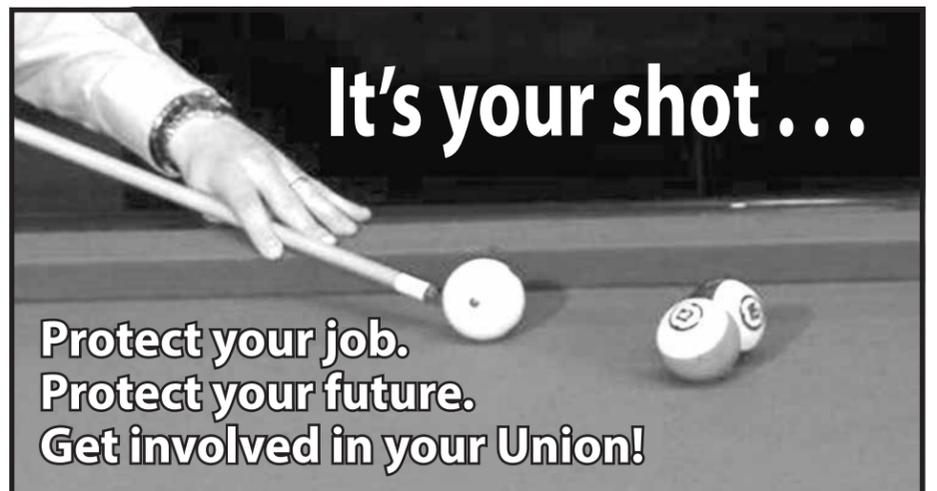
(NARFE). It has the Civil Service and Federal Employees Retirement System publications. It has a Frequently Asked Question (FAQs) compilation pertaining to retirement. There are also several retirement videos available to view.

Once you have started the retirement process and received a retirement kit, you are ready for a retirement counseling session. Your annuity estimate, the retirement application and related forms are discussed in detail during counseling so you should have your retirement application kit (blue book) and your

annuity estimate available during the session. You can go to eRetire to schedule a telephone counseling session with a retirement specialist at the Human Resources Shared Service Center (HRSSC). And if you have any questions or concerns, you may contact HRSSC to speak with a retirement specialist.

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

In Union Solidarity.



Protect your job.
Protect your future.
Get involved in your Union!



Clerk Craft
Director

John Merritt
Clerk Craft
Director

Myself, along with other union officers, have tried to bring to the membership's attention that the clerk craft is under direct attack by postal management. This attack is in the form of the elimination of clerk craft duty assignments, as well as in the form of letter carriers performing our clerk craft work.

As a matter of solidarity in the labor movement, as well as a matter of union policy, we do not take issue with our brothers and sisters in the letter carrier craft. Letter carriers work as directed by management, and if you see a letter carrier at your station scanning parcels using the PASS machine, or if you see a letter carrier reaching into a hamper to pull out the parcels for his/her route, or if you see letter carriers unloading trucks or spreading mail around to their route cases, your fight is not with them. Your fight is with postal management.

Since the beginning of the year, postal management in the Detroit City Stations has reverted, or refused to post, almost every single clerk craft vacancy in 482 offices as those vacancies have occurred.

Clerk Craft Is Under Direct Attack By Management

Their claim is that Customer Service Variance, or "CSV" reports, demonstrate that there is no need for the number of clerks who already work at stations, that volume is significantly reduced, and that "earned" hours do not justify the number of clerks already working at stations. "Actual" hours, by the way, meaning those hours which our clerks "actually" work, are from 10% to 20% higher than "earned" hours. In other words, although five clerks at Station A "actually" worked 200 hours last week, the CSV report claims that the work only "earned" a need for 160 hours, hence one 40-hour clerk is not needed.

CSV is nothing but an arbitrary time-measuring, bean-counting, system which, by intent, is designed to eliminate full time jobs. It measures what management considers to be justified work hours versus actual work hours performed by real people. We, as a bargaining unit, often fail to respond effectively to job eliminations which are based upon CSV.

We do not make proper POS entries to accurately record our work. When a clerk is on the window, answering 15 minutes of questions from a customer, the clerk should hit the "Non Revenue Transaction" key on the POS terminal, to show how much time was involved in servicing the customer who bought

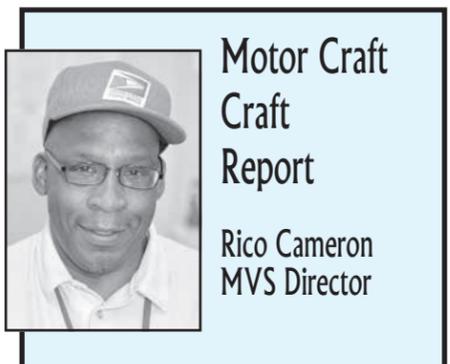
nothing. Likewise when retrieving a package for a window customer -- no revenue was taken in for the time spent searching for the package, but actual time was spent.

- We do not move from one operation to another, even though doing the work. If you are working the counter and your supervisor tells you to run back and throw box mail when there is a lull in customer traffic, you must make a clock ring to the box operation. If you don't, the time spent throwing boxes is lost, invisible work. Likewise, if you are working the counter, at the end of the day, and running to the back of the office to prepare the station dispatch, you should ring on the dispatch operation. Otherwise, again, this is lost, invisible, no-recorded work.

- We do not file grievances when supervisors and letter carriers perform our work. I am POSITIVE that supervisors and letter carriers are performing our work at every Detroit City Station. I know this because every station in the city complains of being short clerks, because many stations loan clerks from one station to another, and (again) because clerk vacancies are being reverted as they occur. If a CCA or regular carrier is in your office at 5:00 in the morning, he/she can't be performing carrier work. There's nothing for

a carrier to do at 5:00 in the morning except clerk craft work. I know they are unloading trucks, spreading trays and tubs of mail to route cases, and especially scanning parcels using the PASS scanner. I know this, but most of our members will not file grievances on it.

- We don't have stewards at most city stations. This is a problem which only we as union members can correct. National Association of Letter Carriers have a steward at virtually every city station. Yet, out of approximately 24 delivery units, the American Postal Workers Union has stewards at only six. APWU cannot draft stewards. APWU cannot insert a steward into your office. **We need members to step up.** Neither myself as Clerk Craft Director, nor Assistant Clerk Craft Director Tony Friday, nor the full-time stewards at GWY, can monitor violations and enforce the National Agreement as effectively as a **steward at the station.** Violations are happening every day, most of them are escaping the grievance procedure and will continue unless we get more members to **step up and be stewards.** It is a heavy responsibility but one which must be taken on if we are to continue. Don't expect somebody else to take on this burden. Please call me and volunteer.



Motor Craft
Craft
Report

Rico Cameron
MVS Director

Hello Brothers and Sisters.

There are many exciting things that have transpired since we have last spoken. The MVS Craft has gained five Auto Techs, six TTO drivers at the Detroit VMF,

and two TIO drivers at the NDC.

In addition, our Ann Arbor VMF will be adding a 2nd tour, which will allow them to hire two new clerks and seven new mechanics.

On August 18, 2016, Arbitrator Das ruled in the National Case, number Q06C-4Q-C111824S, that the USPS must convert 110 Contract Routes back to the Postal

Vehicle Service. That amounts to 64,000 hours for the Detroit MVS, and this equates to 30 new MVS positions.

This was a major win for the MVS craft. I would like to acknowledge and thank our National Officers, Mr. Michael Foster and Mr. Javier Pineres for their hard work and diligence.

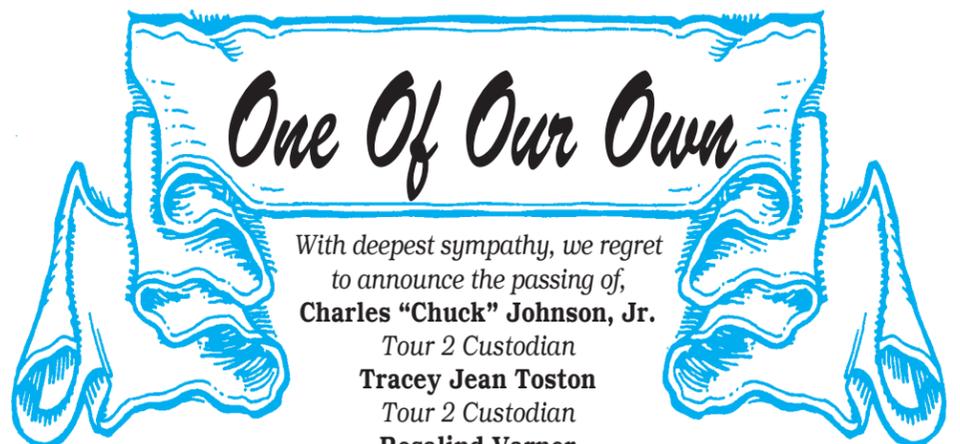
In conclusion, I would like to give a sincere thank you to Mr. Tommy LaFaucia and Mr. Michael Foster for coming and providing our officers and stewards with information and excellent training during our Michigan State Convention.

Everyone have a happy and safe summer!

Exciting Things Are Happening At The MVS

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 accounts 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, visit www.campaignforpostalbanking.org.



With deepest sympathy, we regret to announce the passing of,
Charles "Chuck" Johnson, Jr.

Tour 2 Custodian
Tracey Jean Toston
Tour 2 Custodian
Rosalind Varner
Tour 3 APBS Clerk

Our sincere condolences to the family and friends.

Conditions At The Network Distribution Center (NDC)



NDC Facility Director

Debbie Wingler
NDC Facility Director

As you are aware there have been many changes at the NDC to improve mail flow efficiency in the hopes of better customer service. Teams of USPS employees were assigned to target areas of concern in each section in which I believe the biggest impact was on the Secondary Floor Unit. The Secondary Unit has implemented several new procedures that have already displayed a negative impact for the Clerk Craft in which some of them can already be seen. I think most importantly would be the new sort plan due to the fact that mail that once was manually worked by a clerk by separation into a sack or container has now been minimized. This has been done by discharging the mail that was previously hand sorted by a clerk into

a much larger container and when full it is now dispatched by the mail handler craft. There are now many cities that have had larger volume zips pulled from them and now are processed in the aforementioned manner. Cities that once had the assistance of 3 clerks have now been reduced to 2 and in some cases these cities have been reduced to 1 clerk for processing and dispatching mail.

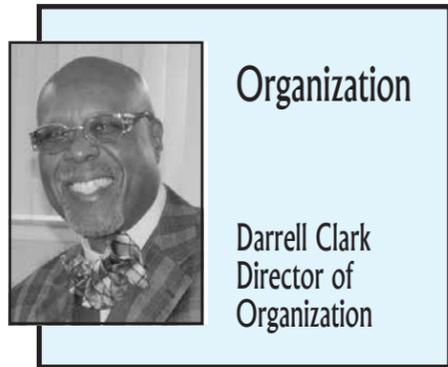
The first observation is that on a daily basis we now have too many clerks for the amount of work available in the unit on a day to day basis. On many days the amount of people deemed necessary to keep in the unit before being sent to another section is determined by how many sick calls that we have for the day. Routinely clerks are now sent to the 115 section to work in the mixed states oversized section and in some cases are returned to the Secondary Unit for overtime at the end of the night. PSE's typ-

ically were used in the 481 and 482 oversized as part of the Secondary Unit are now sent to the 115 unit so that Secondary Clerks are not sent out of their section unless absolutely necessary.

Probably the most significant negative impact due to some of these changes is the amount of reversion that have already taken place since implementing some of the Secondary Unit changes. A reversion is defined as "A management decision to reduce the number of duty assignments in an installation when such duty assignment(s) are vacant". Basically what this means for any clerk craft employee is that jobs that are vacated have now been determined to not be necessary and will no longer be available for bid. We are losing positions as well as the flexibility to move from one shift to another . . . the opportunity to move to another section as well as the opportunity to bid on different NS days. The biggest impact might be felt by the PSE's as this also takes away the chance for any of these bids to go into a residual status, otherwise known as an extra bid that no one

wanted, in which we all know is the path for a PSE to career. Grievances have been put into place for all reversions, and the union is doing everything possible to retain those jobs. At this time it appears that management may have followed proper procedure but that will be fully determined later in the processing of any grievances. It has also been determined that the reversion of vacant positions is being done everywhere and it is every ones best guess that this is being done to prevent PSE conversions.

As most of you are aware, the Detroit NDC has been ranked at the very bottom across the country for a significant amount of time so I understand that changes are necessary but clearly not to the detriment of the workforce. When and where applicable I can assure you that all grievances are being timely processed to help maintain clerk jobs as well as potential PSE conversions to the best of our ability. If you have any questions regarding the impact to the clerk craft please see myself or any other steward and hopefully we can address any of your concerns.



Organization

Darrell Clark
Director of Organization

Welcome New Members

nized? Thanks to our members, we are third in the country, only behind a California and New York local.

We are not done yet. At the DDAL, our goal is to be number 1 in the country in organization. In the near future, look for bulletins, or on the website for the organizational events coming up.

Did you know that the facilities covered by the Detroit District Area Local are 93% orga-

Did You Know . . . ?

That 90% of your award winning paper, "The Detroit Postal Worker", is processed thru the US Mail? It is very important that we set an example as employees of The United States Postal Service, and use the mail as much as possible. If we don't set this example, and we don't use the mail to correspond, pay bills, send packages, etc, what does that exemplify to our family and friends? At the Detroit District Area Local, we use the mail as



much as possible, we practice what we preach, because we know our jobs could depend on it!

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!

- | | |
|-----------------------|--------------------|
| MICHELLA AKRA-COLLINS | DOROTHY TUNNINGLEY |
| STEPHEN BAKER | DAMON MARLS |
| SCOTT BROWN | CRYSTAL HAUSNER |
| PIERRESE CRUMPTON | CHRISTIAN PRICE |
| COURTNEY DeVOLD | NICKEITTE LAW |
| GREG DUNSMORE | TAMMY BARNABA |
| JOSEPH GIORDANO | REGINA WILLIAMS |
| TARYNCE JACKSON | CHAVYARTO GUYTON |
| PAMELA JARIDO | LAKEITA ALEXANDER |
| BRANDIE NELSON | BRIAN HARRIS |
| SHANEIKA REED | TIM DEMANOVICH |
| ALEXANDER TOBICZYK | DANITA BENTLEY |
| JESSE WATERS | SHAMIR KELLEY |
| TERRANCE WINN | MARISA MICHALAK |
| JOSHUA WOODIWISS | CHANTI SHELTON |
| BRIAMSTEPHENS | AMANDA McMATH |

We hope you never have an accident but if you do - use your ABA advantage! As an APWU member of a 100% ABA local, you are automatically covered! Yes, your local has had the foresight to protect you in the event of an accident on or off the job, anywhere in the world. And, we have been providing this protection for over 100 years!

No one can plan for an accident, they just happen. But your local has planned ahead to protect you and your family from the financial worries which accompany an accident. The American Postal Workers Accident Benefit Association is just one of the many benefits of belonging to the American Postal Workers Union.

In the event of an accident, please notify your Local ABA Representative or local officers.



P.O. Box 120 • Rochester, NH 03866 • 1-603-330-0282

VETERANS!

Are You Eligible For Wounded Warriors Leave Yet? Time Is Running Out!

by Danny Sawicki

To be eligible for 104 hours of Wounded Warriors Leave, you:

- Must be a career or non-career employee with a full-time, part-time or non-traditional schedule.
- Must have a single or combined service-connected disability rating of 30% or more.

DOCUMENTATION NEEDED

- Your 00-214 from the VA (service summary form)
- Rating letter from the VA (summary of benefits) OR Check your PS Form 50. If box number 11 contains code

• 6-10 pt. comp. over 30%", this indicates that you are already designated as a veteran with a disability rating of 30% or more and are eligible for the Wounded Warriors leave. If box 11 does not denote that, then you will need to submit the necessary documentation stated above to certify eligibility.

WHERE TO SEND DOCUMENTATION

- Via mail-HR Shared Services Center, P.O. Box 970100, Greensboro, N.C. 27497-0100, Attention RTR
- Via fax (651) 994-3521

REQUESTING WOUNDED WARRIOR LEAVE

- Requests should be made in advance, unless leave is unforeseeable. Prior to absence, employees

must complete a PS Form 3971, designating the absence as "other", and writing "Wounded Warrior Leave" in the space provided. Within 15 calendar days from their return to work, employees must provide to their supervisor a completed PS Form 5980, "Treatment Verification for Wounded Warriors Leave", and must be signed by their medical provider. You can get these forms from the union.

This is a great benefit provided by the Postal Service for our brave and heroic veterans that so unselfishly served us, and who may need extra medical attention and leave due to their service related disability.

THE 104 HOURS OF WOUNDED WARRIORS LEAVE MUST BE USED BY NOVEMBER 5TH, 2017. The Detroit District Area Local cares about our veterans! For more information, call your union.

Postal Reform Information On H.R. Bill 756

Earlier in the year, at the National President's conference, President Combs visited 14 out of the 16 Michigan representatives regarding H.R. Bill 756. All representatives, Republicans and Democrats, are in favor of this bill. Both parties agree that this bill will fix the issues of

the massive pre-funding of retirement accounts which is the main financial problem of the post office. Both parties have issues that they disagree with, none of their concerns are the same, but they have all come together to support H.R. Bill 756. The committee feels that

if this bill fails, as all the others have in the past, then we may not be able to fix the postal service and its' ongoing issues. If this happens, this may open the door for privatization at the Post Office. Be aware, knowledge is power. For more information go to goo.gl/xgaoah

Labor Day Parade Participation

Attention: APWU Members

On May 12, 2017, the APWU-Detroit District Area Local put out a bulletin seeking Member's participation in this year's Labor Day parade.

We are calling on all union members and their families (friends are welcome) to show their pride and support for the labor movement.

SHOW YOUR COMMITMENT. March with the Detroit District Area Local on Monday, September 4, 2017. A unique event shirt will be provided FREE to all APWU members. Please call the union office at (313) 532-3905 and provide your T-shirt size NO LATER THAN WEDNESDAY, JULY 19 2017. If you call to reserve a shirt, but do not show up, your shirt will go to someone else who does show up. Only those actually participating in the parade will receive a shirt. When ordering your shirt, please let us know if you are unable to march.

In Union Solidarity.


Keith M. Combs, Sr.
President



Honoring America's Workers

SPRING BAZAAR

The Annual DDAL Spring Bazaar was held at your Union Hall on Saturday, May 6th, 2017. All kinds of unique crafts and goods were on display and for sale. All funds that were generated by the table rentals, food and refreshment sales went to the entertainment committee fund.



A little cutie showing her entrepreneurial skills selling candy at the Spring Bazaar.



Legislation
Director

Regina 'Gina' Favors
Legislation Director

Okay sisters and brothers, we have officially entered that dreaded "election" time. We have a few primary elections this August (but not everyone will have one). The last day you can register to vote in the August Primary is July 10, 2017. The last day you can register to vote in the November General Election is Tuesday, October 10, 2017. Do you know who may be running and what position/office they may be seeking? Do you realize that local elections are extremely important and that is where it all begins?

Brothers and Sisters, I am asking that you find out (if you don't already know), who your local/district representatives, your county commissioners, and all other officials are. You should get to know them. Let them know who you are, what you want and expect from them. They are the ones who take your issues and together with other representatives fight for those issues

Next comes the race for Governor. Although it may seem like we haven't really had a break, we now must gear up for next year's mid-term elections. We must restore true democracy and some sense of civility to our state and to our country as well. We must somehow regain an equal balance of governance that works for ALL of us. So again I ask, are you seeking information yet? If not you should be! Are you prepared or even willing to work towards it? Or maybe you are satisfied and LIKE the way things are. Please think about where we are now opposed to where we were . . . say 8-10 years ago. I don't know how you see it but for me, I can name a few things that are certainly WORSE.

We can begin with Snyder's first year in office when they began "taxing" Federal and State workers' pensions and gave big tax breaks to corporations. Another instance is when voters said "NO" to emergency managers and then later they merely attached an appropriation to it and did it anyway. How about withholding funds and causing schools to fail, and subsequently closing all public schools in at least two mostly minority districts (Inkster & Highland Park). What about balancing his budget on the backs of workers, seniors, retirees, and the middle class in general by giving huge tax breaks to certain corporations. And the most egregious of all, the poisoning of Flint's water! And he's got-

Legislative News & Views

ten away with it, no repercussions.

The same goes for our current person in the White House and his entire administration.

From day one, his main agenda has been to "undo" everything that was done by his predecessor. I hope you have paid attention to the things done while chaos and subterfuge was in the spotlight. Each time the narrative was not going his way, he would create a diversion (i.e. the former President was wire-tapping me), I've said it before and again I say running a business is different from governing over people! You should know the history of the country you seek to preside over. You should know and have some type of diplomacy. Please "people get ready", we need to change things!

This is also evidenced more with our current Washington D.C. leadership. Folks, while we are being inundated with so many distractions, legislation is being crafted and signed that is literally reversing the rules and regulations that were put in to protect us from the "so-called SWAMP" he claimed that he would drain. Folks this goes way beyond "getting over" the election, beyond who won or lost and for what reason. I just want to say that I understand the anger and frustration felt but that should not have been a basis for putting someone in charge who has NO KNOWLEDGE whatsoever of governing a nation. People say that they just wanted someone who had NOT BEEN in politics before but if you don't know anything about it or how to "FIX" it. Especially when you don't even try to get a clear understanding of what truly needs "fixing". Now before I am accused (again) of sour grapes, I would just like to tell you some

of the comments and/or reasons people gave me as I walked door to door and phone banked. Most folks said that they really "hated" Hillary, or "she LIED" about the e-mails so there was no way they would vote for her. Some just was too "Put Off" with the democratic party, others just refused to vote at all FOR ANYBODY, and lastly there were those folks who "really believed" the opposition was the better choice. Some of them (I shudder to think) still believe that. People ELECTIONS HAVE CONSEQUENCES, YOUR VOTES (or NON-VOTES) HAVE CONSEQUENCES and sadly we are living those right now.

So, I would like for you to just think about SOME of these: the person in charge of EDUCATION, has no real knowledge of the job other than she is the lead advocate of charter and/or for profit schools, the guy that is over HUD doesn't really believe in it and wants to change the name of the Department because he says that "poverty is really just a state of mind". The person over the Dept. of Treasury is (or was) a Goldman Sachs Banker and hedge fund manager, the head of the EPA was a long-time adversary and was SUING the EPA on climate change but now the rules and regulations put in for protections have been relaxed and/or reversed! Does this sound (to you) like an administration that has your best interest at heart? Does it sound like they are draining the swamp or filling up their own pockets? Folks, this administration is seeking to gut, cut, and destroy not only because of their hatred of our past president but also because of greed, pure, simple PLAIN OLD GREED!!! They have (or will) cut Social Security, Medi-



care, Medicaid and any other "program" that they feel benefits the poor, the elderly, immigrants, the middle class, and any/all other minorities. They have reversed Dodd Frank, they are looking to PRIVATIZE the Postal Service. Now personally, I detest privatization and outsourcing because I have been "burned" by it more than a couple of times. It just seems to me that you lose the courtesy, professionalism and care of the company or business you were dealing with. And one last point (question?) I have is on taxes. What do we pay taxes for (rhetorical)? So, when they make these tax cuts, will they also cut the taxes we are paying for the ENTIRE TRUMP family and their enrichment? I'm just saying . . . think about it!

Folks, I hope you have been paying attention and are ready willing and able to bring about change. If you want or need more information I encourage you to go to your Congressional District Meetings, go to your Representatives town halls, go to their offices, ask questions, get motivated, get ready and, GET INVOLVED! And most importantly please VOTE!!!

Solidarity Forever.

Who Is Failing Our PSEs?



Director of
Human
Relations

Kathy Carter
Director of Human
Relations

Obviously there are several different opinions as well as valid reasons why we're not seeing our current work force grow such as the USPS isn't hiring career employees would rank high.

During the slow process of converting the PSEs, which way are we steering our future/present co-workers? It's disturbing to see so

many come and go so quickly losing an opportunity of good employment. In spite of all the lack of respect, compassion, professionalism and integrity that our management team displays, we have "good employment" with benefits and options.

PSE's have expressed that management leads them to believe they can't speak to stewards on the floor instead of explaining the process of requesting to speak to a steward. So many misconceptions have been communicated to the PSEs. What conversations are you having with our PSE's about your union and employer?

Every individual that enters our workforce is a legal adult responsible for their own actions. However, how would you want or expect your young adult or yourself to be treat-

ed on a new job. The concept of the old proverb "It takes a village" can be incorporated in the work place. The PSEs are new to this community we call "the post office". They come through the door being told whatever management wants them to believe to control them. For some reason, some FTR employees treat them like their job is threatened by them being here.

Let's remember why we initially came here to work and remained here so many years; to raise our families and satisfy our basic needs and wants and provide quality service to our community. PSEs are here for the same reasons. Let us all do our part in improving our work community by extending a helping hand, good examples and at least just common courtesy and respect to one another.

You Will Need A Steward When . . .

Many members do not know when a steward may be needed when a situation arises. Here are a few examples when you will need a steward to represent you. You will need a steward when . . .

- A supervisor calls you in the office because they say they need to talk to you. When you ask why, he or she is reluctant to tell you why. It is your right to ask for a shop steward. These are your Weingarten Rights.

- You receive a letter stating you owe the Postal Service money for a shortage in your drawer, health premiums the post office failed to collect, leave you must repay or other

situations concerning money. This is a Letter Of Demand. If you don't agree, a grievance should be filed and money should not be taken out of your check until the grievance is settled.

- The supervisor states you are absent on a particular day and there is no record of your absence. Your leave slip does not reflect annual or sick leave and they have given you a AWOL. AWOL's are serious and a grievance must be filed to get it taken off or reduced.

- The supervisor works the cage at the station, transports APC's to the elevator, sorting mail, doing bargaining work . . . our work.

This is the Supervisor Performing Bargaining Unit Work grievance. A statement must be made and a grievance filed so the appropriate employee or employees can be paid.

- You are bypassed on the OTDL in lieu of someone who is not on the Overtime Desired List. This is a Overtime Violation, a grievance should be filed, so you can get paid.

- You are bypassed on the OTDL in lieu of someone who is worked

out of rotation on the OTDL. This is another Overtime Violation, a grievance should be filed and you should be afforded a overtime make-up opportunity within 90-days, or paid for the violation after 90-days if a make-up is not afforded.

These are just a few instances when you will need a union steward. If any of these situations occur, ask the supervisor for a union steward so the appropriate actions can be taken to correct the situation.

WEINGARTEN RIGHTS

(If called to a meeting with management, read the following or present this card to management when the meeting begins.)

If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at this meeting.



Webmaster
Dale Zanardelli
Webmaster

Have You Visited The DDAL Website?

Much more information on your Detroit District Area Local Website. Go to www.apwudetroit.org



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

Change Service Requested

2017 Membership Meeting

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

September 10, 2017

per consituition; there are
NO MEETINGS in July and August
Meetings are held between 1 p.m. - 3 p.m.

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 _____