

THE DETROIT POSTAL WORKER



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

September, 2012

The President's Report . . .

— Time To Act —



From The President

Christopher "Chris" Ulmer
President

Hello brothers and sisters. This is the first time since June that we have been able to talk and it is wonderful to talk to you all again. So much has happened since the last time we spoke and I will do my best to tell you about all of it.

NATIONAL PRESIDENTIAL ELECTIONS

NOVEMBER 6, 2012 IS ONE OF THE MOST IMPORTANT ELECTIONS THAT MOST OF US HAVE EVER SEEN. PLEASE PREPARE TO VOTE!!

Fill out your 3189's and 3971's now to request schedule changes and the day off, if you are assisting in your local elections. Let your supervisors, managers, and Postmasters know now so if there is a problem we can get it resolved now, before the last minute.

Be sure to see the APWU DDAL endorsements and follow the 3 candidates that we have identified as labor friendly.

NATIONAL CONVENTION

The DDAL was once again superbly represented by the delegation that was sent to Los Angeles, CA for the APWU National Convention. All delegates attended the events of the convention and represented Detroit well.

The National Convention had a lot less debating from the floor but the National Convention went off well. I do not know if that is good or bad, or if our delegates are getting old and passive. The National Convention is the membership's voice to our National Officers and not our National Officers voice to the membership. I thought the National Convention was well run and the Host Local did a masterful job along with the National Secretary Treasurer's office. The National Convention was both informative and a great opportunity to meet, greet and fraternize with our other APWU brother and sisters, to share ideas with.

The DDAL along with about 8 other APWU Locals were the sponsors of one the most important resolutions that came to the convention floor, Resolution 216. The convention delegates thought the most fireworks would come from this resolution because our National Executive Council (NEC) drafted resolution 216 to allow

them the power to do away with money and elected positions. The National President Council (NPC) opposed the language that the NEC had drafted so the NPC drafted some amendments to resolution 216 that the NEC had drafted and the NPC was not willing to relinquish the proposed amendments drafted by the NPC. The two councils reached a compromise and the fireworks were cancelled. Detroit played an important part in this very important constitutional change. The APWU 21st Biannual convention was a success for the delegates and the new National Officers.

NATIONAL CUSTOMER CARE CENTER

I am very disappointed in our national officer's decision to remove the Call Center from Detroit and the membership of the DDAL and award jurisdiction to the 480 - 481 Local. The DDAL does not like the decision for a number of reasons but the DDAL will not pursue this issue any further. The DDAL Leadership lobbied intently for the NCCC to remain under the DDAL jurisdiction but our National APWU and USPS Headquarters did not want that to happen. Is it another slap or swipe at Detroit? maybe or maybe not, the faithful and intelligent membership of the DDAL will once again survive yet another attack on us and as President I promise we will grow from this.

One thing no one can ever take away from the Detroit employees is that we were good enough to make it happen and no one can ever take that away from us, now the new NCCC must compete with the results of the DCC. The DDAL will be wishing them well.

NATIONAL CUSTOMER CARE CENTER BIDS

I put out a bulletin out concerning the bidding to the NCCC. The DDAL has filed both a grievance and NLRB charges against the USPS for the violations that occurred during the USPS's district wide concurrent bidding process. No such thing as District wide bidding exists and any one agreeing to such a violation is wrong and do not care about employees rights. The way the bids were posted denied ill and injured employees the right to bid on them. The posting was only posted for 9 days and the contractual requirement is 10 days. The processed also denied other impacted employees the opportunity to bid on them because it is possible that no 21 day postings will result from the way the jobs were bid.

All employees in the Detroit 482 Bid cluster are considered as impacted employees because we have an open impact statement. Therefore anyone from the City stations of GWY would retain their seniority despite the fact that they are moving as a senior in lieu of a junior employee. The employee senior opting does not have retreat rights contractually.

The NCCC will not be part of the Detroit District and will be run by USPS headquarter personnel. Most of the NCCC bids are lower paying jobs but our national is working to get them upgraded. The NCCC jobs have a lot of different variables, far too many to mention in this article but if you have any question please call (313-532-9305) the Union President, and he will answer any questions that you may have.

All employees should contact the DDAL lead-
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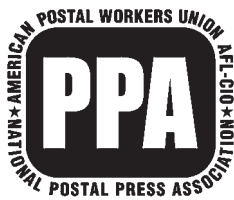


Detroit District Area Local Union Officials

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Patrick Chornoby Page 3 Executive Vice-President
Jane Duggan Page 3 Secretary/Treasurer
James Stevenson Page 4 Clerk Craft Director
Jason Rushing Page 4 Maintenance Craft Director
Keith Combs Page 5 Director of Human Relations
Alvin O. Branch Page 8 MVS Craft Director
Debbie Winger Page 5 DNDC Facility Director
Christopher Carr Page 6 480-481 Director
Iva E. Williams Page 6 PMC Facility Director
Regina "Gina" Favors Page 7 Director of Legislation
Marcus D. Smith Page 8 Director of Organization
Tony Corbin Page 6 Assistant Clerk Craft Director
Anthony "Tony" V. Latimer Assit. Maint. Craft Director
Raymond Allen Morgan Assistant MVS Craft Director
Stacey Carr Recording Secretary
Al Fouche Page 8 Retirees' President
Danny Sawicki Page 2 Associate Editor

TRUSTEES

- Clerk Craft: Dana A. Beard & Carl Williams
MVS Craft: Manuela R. Webster
Maintenance Craft: Michael Griffin
Mail Handler: Ruqayyah Bobo
SGT.-AT-ARMS: Everett Hall, Dorothy Malone



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United We Stand - Divided We Fall!

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.

Editor: Christopher Ulmer
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

Arguably, this National Election could be the most important election of our postal careers.

Folks . . . our jobs, benefits, future, our children's futures are at stake.

If you don't believe this, you are either in denial or living under a rock.

The old "My one vote wont count" mentality isn't going to cut it anymore.

So in this phase of President Ulmers "Get Engaged" program we are going to give you a step-by-step synopsis on the voting process and tips to motivate you to get out and vote in the National Election!

The date of the National Election for President of The United States and other important local and national issues is November 6th, 2012. The polls (voting booths) open from 7 a.m. - 8 p.m. Go before work, after work or whenever you can. Look at it as a scheduled doctors visit or another important appointment that you can't miss. Because this is, truly an appointment that we cannot afford to miss. Literally, our jobs depend on us voting in this National Election.

If you look at it, as much as the big corporations are trying to take away our wages, benefits, retirement etc., this is our chance to let our voice be heard by voting in record numbers, saying " we've had enough of this". So lets "Get Engaged" and get on the offensive.

First off, you must be registered to vote at least 30 days before the elec-

Vote, Vote We Must VOTE! The Get Engaged Program

tion, the deadline is October 6th, 2012, so if your not registered, get moving!

If you haven't voted in a while and aren't sure if you are registered, you can check online: www.Michigan.gov/vote

To register to vote, you must be a U.S. Citizen &:

- At least 18 years old by election day
a resident of Michigan
a resident of the city or township where you are applying to register. Obtain an application to register to vote at:

- Your local Secretary of State
Local, county, city offices or Offices at several State Agencies ie: Department Human Services, Department Community Health, Military recruitment centers, Voter registration drives or you can register online: www.Michigan.gov/org

After filling out the application, submit to your local city or township clerk office. Your city clerk or township clerk will send you a voter registration card upon processing your application. This will tell you what location to go to cast your ballot.

NOW ITS TIME TO VOTE!

When you go to the polls on election day you will be asked to present identification. If you don't have acceptable photo ID (forgot it or lost it) you can still vote by signing an affidavit. For a list of acceptable photo ID's go to: www.Michigan.gov/vote

It is our National obligation to vote.

Now you are ready to vote. Voting is a very personal decision, and I would never tell you who to vote for

or how to vote on the issues. However, concerning our jobs, there are some things to consider while voting.

In Wisconsin in March of 2011, at the State Senate with no Democrats present, the Republicans voted 13-1 in favor of a bill that would strip state workers of their collective bargaining rights. Sneaky, dirty politics in the worse way.

Republican leaders have passedw roughly 30 laws opposed by unions since the GOP swept the state house, senate and governors office in 2010.

Romney has said over and over that government employees make too much money, our benefits and retirements are too good and so on. He doesn't hide the fact that he thinks the Post Office should be privatized.

We all know what he thinks about unions and our Collective Bargaining rights.

If the Republicans get in, be assured that there will be wage cuts, slashed benefits, and retirement concessions. Oh, and don't forget about sick leave and vacation cuts. So you can see that we are at an impasse, and the way we vote will determine if we survive or face dire, tumultuous times.

So tell yourself over and over . . . "VOTE, VOTE, I MUST VOTE! VOTE, VOTE, I MUST VOTE!"

FMLA DOCUMENTATION INFORMATION

In the June issue of the Detroit Postal Worker, Assistant Clerk Craft Director gave us some important information that I want to reiterate.

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"Union" Printed



Associate Editor's Note: Tom Brimm is the President of Stacy Publishing, the company that formats and prints your award winning newspaper.

He also is an educator at the Bi-Annual Postal Press Association Conferences, he teaches classes on publishing.

His company has won many awards.

We are honored to have him as a guest writer for this issue concerning the importance of the "Union Bug".

The Union Bug

by Tom Brimm

"United we stand . . . divided we fall." How many times have we heard this comment repeated whenever Labor is attacked?

Well, if we need other Labor organizations to support us when trying times are upon us, your local believes that we need to support other labor unions also. That's why we, the offices of the Detroit District Area Local, are proud to affirm that this newspaper you are reading is produced by a 100% Union Printer. Type set, laid out, printed and labeled. All done by union printers . . . and we're proud of that. We believe that if we are going to talk the talk, we simply need to walk the walk.

The union "bugs" appearing on Union Printed materials will probably be either an Allied Printing Trades Council "bug" or a Graphic Communication International Union "bug". Our printer have licenses to use either of these bugs.

This little bit of info is a nice to know. You should be proud that your Local is using union dues to support other union members in other unions.





Vice President's Report

Patrick Chornoby
Executive
Vice President

Greetings Union Brothers and Sisters:

There are some things we should know as Postal Employees that management doesn't want us to know — believe it or not! Recently I have been getting calls from employees asking if I can get a copy of any bids that might be posted if they go off on vacation, or if they are off from work on FMLA (Family Medical Leave Act) or sick leave. Of course I can get a copy, but you can too. Employees who go off on FMLA or extended sick leave or vacation are entitled to get a copy of all the bids for their Facility sent directly to them at their home address during their absence. If you don't want to miss out on bids during your time off, give your supervisor, postmaster or local human resources office a letter requesting a copy of the bids to be sent to your home address during your absence. You can also request a few bid cards be sent to you in case you decide to bid. If you are from the plant, you will have to bid via computer on lightblue@usps.gov.

Management is always coming up with new requirements for attendance. Most are ridiculous, but, I can tell you that management looks for employees who are off from work due to "hooking" or having three unscheduled absences in a postal quarter. When I was clerking, I would frequently ask my supervisor for a copy of my attendance analysis (PS FORM 3972 — attendance profile). I would keep a copy at home and review it often to make sure I was not creating any patterns. You are entitled to a copy of your attendance record any time you want one. All you have to do is ask your supervisor for a copy.

You can also obtain a copy of your entire OPF (Official Personnel File). It is on lightblue@usps.gov. It's good to see if management has placed anything in your file that you don't know about. One senior employee happened to look in their file only to find some discipline in there which the supervisor previously told them didn't exist. So much for honesty in Management wouldn't you say? If you find any information in your OPF that doesn't belong, contact your Union Steward.

Management has been targeting attendance lately as a way to discipline and eventually lower the employee compliment in Of-

Some Things We Should Know That Management Won't Tell Us

fices. We should all be aware that we have someone looking over our shoulder at all times. Some supervisors and managers get crazy over having employees document all call-in absences. First of all, sick leave call-ins should be covered under the Employee & Labor Relations Manual chapter 513.371. It states that management should accept the employees explanation for their sick leave absence if for three (3) days or less. Only if the employee is absent over three days is documentation required. Management can also require documentation if they place you on the restricted sick leave list, which is written instruction informing you that you must document all of your sick leave absences even if for periods of less than three days, or if they have evidence that you are not sick when you call-in. For example, if you tell a co-worker that you have tickets for the ball game on Saturday, and you happen to call-in sick on Saturday, chances you will be required to document.

Many times supervisors require employees to document their sick leave absences for a one day call in just to harass them. If this happens, contact your steward and file a grievance. You'll end up getting paid for your doctor's visit, mileage, and might even get overtime for the hassle you were put through.

ON THE JOB PERSONAL VEHICLE USE

Did you know that management cannot force you to use your own personal vehicle if they want you to travel from one post office to another to complete your tour of duty? If management does want you to travel from one office to another they must provide transportation for both your move to the office and your return trip. If you do decide to use your personal vehicle for postal business, you are entitled to receive mileage.

Last, I must address change of schedules. More and more I am finding management asking employees to change their

schedules for them for their convenience. Management seems to think they can change your schedule without your approval. If you are a Full-Time employee, non-traditional or traditional equally, of course they can change your schedule, but only if they notify you of the change by the Wednesday prior to the work week of the change. If they inform you after Wednesday, you have the right to work your regular bidded schedule, and any additional hours are to be considered as overtime. Now, if they inform you by the Wednesday preceding the work week of the change, then you have no option and must change your schedule for them, however, they must pay you out-of-schedule pay for all hours worked outside of your regular schedule. Don't let management take advantage of you or your work assignment. Remember, they work for the same company that you do. We are all employees of the US government, the United States Postal Service.



Secretary-Treasurer's Report

Jane Duggan
Secretary-Treasurer

On June 24th, we held our annual **picnic** at the Pebble Creek Park in Southfield. Over 350 members and guests attended this year's event. The weather was great. The Boll YMCA sent two representatives to meet with members about the special membership they were offering through July 31st. We were the only people in the park so it was very safe for families. Lots of kids participated in the games this year and everyone had a good time.

August 11th we had an **auction** that netted over \$1000 for our building fund. There are some items left and we hope to add to those for another auction sometime soon. In addition, we sold all the "historical" t-shirts and mugs from past events for \$5 each. Lots of members have bought a piece of history this way.

We just came back from the national APWU **convention** in Los Angeles CA. Our delegates participated in caucuses each morning with the other Michigan locals before the actual convention activities began. Many afternoons there were meetings after the convention's deliberations ended.

The Local Buzz

The retirees had a separate conference August 18-19. Five Detroit retiree members participated in that. Our own Legislative Director, Regina Favors, was honored by the retirees with their **COMMUNITY SERVICE AWARD**. It's great to see our sister recognized for her unwavering commitment to all the struggles facing the working class.

Regina not only serves as a local officer, but was designated by the Michigan Retiree Chapter President, Al LaBrecque as APWU's representative to the ARA (Association of Retired Americans) founding convention. As President Ulmer said at the September membership meeting, "Regina is the face of APWU".

Financially we are on track. Due to our savings plan, we have covered convention expenses and have allocated funds to see us through the upcoming election season. By year's end, we will have made a substantial dent in our attorney bills — the only long term payment plan left to elimi-

nate the inherited debt.

We continue to practice the utmost fiscal restraint and the maximum transparency of any administration in recent memory. Most recently, we got a new plan for our union cell phones that will lower that bill by about \$100 a month. I am also meeting with another AT&T rep to see if we can lower our land line bills.

Finally, we are also moving forward due to many members' generosity. This issue I would like to thank our Special Assistant, John Merritt, who for the past two and a half years has declined to request the 10% bonus that our constitution (Article VII, Section 4) grants a special assistant. Every act of generosity like this moves us a step forward. Thanks, John.

I look forward to seeing you at a membership meeting, the upcoming retirement seminar or one of our fall/winter social events. It's your local so come on out and participate.

Vote, Vote We Must VOTE!

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Read this very carefully so management can't bully you.

"When FMLA Certification has already been provided, employees are only required to provide documentation for FMLA absences in excess of three (3) days when requesting PAID LEAVE. When the leave request is for Leave Without

Pay (LWOP), there is NO REQUIREMENT FOR ADDITIONAL DOCUMENTATION!

Remember this when management is trying to push you around. Knowledge is power!

We want to thank everybody that is Getting Engaged in the fight. For those of you that are not, start today . . . tomorrow may be too late.



Clerk Craft
Director

James Stevenson
Clerk Craft Director

For decades the American Postal Workers Union has had to struggle to obtain requested information from the Post Office. Management would delay, provide insufficient information, and or simply refuse to provide the information. Information is the back bone of prevailing on grievances and management is aware of this. For far too long the union has had to simply make arguments in the case file that management failed to provide requested information or spin our wheels at the NLRB as the Postal Service receives slaps on the wrist.

All of that changed on August 14, 2012 when the United States 6th Circuit Court of Appeals issued a Consent Order requiring the Postal Service to pay a fine of up to \$17,500 for every time they refuse to provide the DDAL information and \$300.00 for each day the information is not provided. Additionally, supervisors and managers who violate the order can be terminated.

In 2010 Union President Christopher Ulmer authorized me to file numerous labor charges primarily related to our excessing cases. This resulted in the NLRB finding the

DDAL Prevails On Historic National Labor Relations Board Case

Postal Service guilty of 32 violations and a formal settlement with notice posting was entered. Subsequent to the formal settlement the Postal Service continued to violate. The union requested that the NLRB find the Postal Service in contempt but no such action was taken as the board simply contemplated additional notice postings. The union disagreed with entering into another toothless settlement.

Union President Christopher Ulmer and I researched and wrote an appeal to the National office of the NLRB which resulted in this landmark decision. The action was taken without aid of the union attorneys saving additional funds for the union. It is believed to be the first such ruling for a Postal Union in the state of Michigan.

POSTAL SERVICE SUPPORT EMPLOYEES (PSE) "THEY ARE NOT YOUR ENEMY"

Many of our union brothers and sisters are improperly harboring hard feelings towards the PSEs. The PSE is a union member just like you and I. By no stretch of the imagination is the PSE living the life of Riley. They have only a two hour guarantee only if they are actually scheduled to work, they do not have benefits unless they work a second term, they have no fixed schedule, and they start at a lower wage. The PSE comes through the postal door

just as you and I did not so long ago needing a job and trying to put food on the table. Some have left jobs for an opportunity to work here and others have been searching for employment without luck. The majority of us have 10, 15, 20, 30 years or more. We may have forgotten what it is like to wake up in the morning and not have a job or payless Fridays.

It is understandable to be apprehensive about a new classification of employees who some incorrectly feel are here to take your place. The contract allows for the establishment of full-time career positions if PSE work hours support the new position. Additionally, the contract requires the Postal Service to separate PSE employees prior to excessing full-time career employees.

It appears a wedge is being created between some career employees and our PSEs because of a false believe that employees are entitled to overtime. Overtime is an opportunity not a right. It is at management's discretion to "call" or to utilize overtime. Violations occur if management improperly denies available overtime to someone on the overtime list. The same violations of article 8 applied to non-OTDL employees also applies to the improper use of a PSE working overtime.

One thing we must not forget, the only way to become a career employee with the new contract is

by the PSE conversion process. As the PSE are hopefully converted to career employees they shall become the new face of the Postal Service and must carry the mantle of the Union Struggle. We must demonstrate solidarity with our PSE sisters and brothers in their effort to make a living and support their families.

CITY STATIONS

We are pleased that finally for the first time in almost 4 years clerks are finally being retreated back to the section. This was achieved through intense negotiations between management and the union. It was no easy task but your union refused to forget about our members who were displaced. The process will hopefully be complete depending on how people qualify within the next few months.

Letter Carriers and Supervisors are still performing our work and members are fed up. We would ask that you continue to document the violations as the union has an extremely strong class action crossing craft and supervisor performing bargaining work case awaiting arbitration. Arbitrations have not been scheduled as the scheduling of cases is currently conducted by the National. The local is in the process of getting the arbitration cases back on track.

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Maintenance
Craft
Report

Jason Rushing
Maintenance Craft
Director

We just returned from the 21st Biennial APWU Convention in Los Angeles, California. The overall theme from all of the invited guests and speakers was that there is no love for unions or the APWU in the Republican party camp. This years Presidential election could be one of the most important for unions and the working people of America, ever. If Romney wins the election we are going to be in trouble.

APWU President Cliff Guffey asserts that we need to push forward

Excessing Looms . . . Again!

and keep fighting, when we quit we will surely be defeated. We need to win the election and re-elect Obama, it is the only choice for our jobs future. Secretary Treasurer Liz Powell, assured us that we are financially in very good shape. We have money in the bank but none to spend. All the National Officers spoke to give the delegates their offices state of affairs.

The Maintenance Craft had some updates from Steve Raymer, Greg See, Gary Kloepfer and other Maintenance Officers regarding our craft. Amazingly it still seems that the Post Office is still backing up on promises and sign-offs just as before. The 1500 new jobs list has been modified a few times. Still working on all that at HQ and locally some updates from Steve Raymer, Greg See, Gary Kloepfer

and other Maintenance Officers regarding our craft. Amazingly still, the Post Office is still backing up on promises and sign-offs just as they did in the past.

I was a part of the Maintenance Resolution Committee at the convention. We went over Maintenance only resolutions. Resolutions are changes members want in the Maintenance Article-38, that have been submitted by State Conventions and then brought before the process for voting on by the Maintenance Delegates at the Convention. Items sent were discussed by the committee, then we made a decision by voting, on how to recommend it to the Maintenance Delegates at the Convention. It was a good experience to be able to be a part of the committee to further my maintenance knowledge.

We did not even get back from the 21st Biennial American Postal Workers Union Convention before we got notice of maintenance employees being moved by a sectional excessing event, from the P-1 to the Detroit GWY. Maintenance employees were told on Monday to report Saturday to their new assign-

ment, some after 18 years of working at the P-1. There were hints of a time frame from Postal Management, but no official notification had been sent to the APWU at any level for Maintenance employees. No impact, no letters, nothing.

My goal is to educate and help employees through the Postal Service's excessing process as much as I can with what is at my disposal. Knowledge is power and I am always willing to share what I have. Employees need to ask questions and seek guidance whenever approached by Management with letters or information that could effect their working conditions or employment.

September 29, Saturday, there will be a free retirement seminar, downtown Detroit at the legal aid building. The Detroit Local APWU set it up for you, the member, if you want to learn more about your retirement, please sign up for it! There is no cost and spouses or others are invited to attend with you. Please see a flyer near you or call the union office, 532-9305.

As always thank you for allowing me to serve YOU, the member.

www.apwudetroit.org

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

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



Director of Human Relations

Keith Combs
Director of Human Relations

The APWU is partnering with the Veterans Administration to intro-

VA Making The Connection

duce Make the Connection, which is a public awareness campaign that connects veterans, and their family members with information, resources and solutions to issues affecting their lives. The campaign offers VA-approved treatment and resources. It also provides hundreds of video testimonials from veterans who overcome various conditions and traumas, and offers

information on how to recognize symptoms and where to seek treatment.

Make the Connection offers assistance on improving relationships with friends and loved ones, preparing for deployment and transitioning from service, and dealing with the death of family and friends. It also offers assistance with job and employment issues,

financial and legal matters, homelessness, physical injuries, chronic pain, spiritual concerns, retirement and aging, substance and alcohol abuse, anxiety, depression, anger, post traumatic stress disorder and many other mental and physical health issues that afflict veterans.

Until next time my Brothers and Sisters remember that when the pupil is ready the teacher appears.



DNDC Facility Director

Debbie Winger
DNDC Facility Director

In Steny Yu's working hours at the DNDC he was killed trying to perform a task that could have kept you from harm . . . could have saved the DNDC so we can continue to work and provide for our families . . . or perhaps saved some mail, making it possible to keep our customers happy. Something that was thought to be a potential fire risk, turned out to be nothing . . . in which Steny died for nothing. Its been our 5 weeks since his accident and although we all have a pretty good idea of what happened I have seen very few changes from management to show that we have learned anything out of respect for Steny, his wife and 2 daughters that he left behind. Sure we have made some "token" changes but nothing significant in my opinion as a result of his death. We shut the sorters off for a moment of silence but this building hasn't missed a beat regarding how we continue to do business.

1. Mechanics are still being given assignments that require the use of ladders while carrying tools . . .

2. Buckets or bags were not ordered until the union inquired a few days ago . . .

3. Not all ladders found to be in violation by OSHA have been taken out of service although management is aware . . .

4. Tools have been issued to employees that should have no longer been in use and when questioned why they were taped the manager corrected the union on the kind of tape that these tools were put back together with meaning they were aware these tools were in violation . . .

5. 1767's are still not being taken seriously by management . . . 2 were filled out on Sunday regarding ladders in violation of OSHA standards and trip hazards in SPBS regarding old loop track and maintenance management turned them over to the mail processing MDO . . .

6. The union requested managements approval to view ladders in the steel with a mechanics assistance and was denied and not at any time did they question our concerns, but threatened the mechanic with discipline for not having a 7020 although he was on his wash up time . . .

7. A manager was questioned about some safety concerns after a supervisor deemed broken equipment was safe for employees to use . . . The manager told the union "IT IS ALSO THE EMPLOYEES RESPONSIBILITY TO WORK SAFELY"

8. The closest thing to being correct in procedure that management has done is making sure that they changed Stenys bidded days from Fri/

It Could Have Been Any One Of Us . . . Our Dad; Our Brother; Our Uncle; Our Son . . . But It Was Steny

Sat to Tue/Wed stating they have too many mechanics off on the weekends . . .

Bottom line is they have demonstrated on a daily basis that they knowingly and willingly ask you to perform unsafe acts . . . And their conclusion is . . . Its "your" responsibility to work safely.

Although there is nothing that we can do to bring Steny back at the very least we can honor

him and his family by working safely . . . In spite of management . . .

With great respect and thanks to all of the Mechanics, ET's, MOS, Building Side and Custodians for their efforts and dedication regarding keeping our building safe and running smoothly in spite of the conditions that they are required to work in . . .

DDAL Prevails On Historic NLRB Case

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GWY

The clerks at GWY are doing an outstanding job as their productivity is extremely high. You may not hear it from management but the numbers show that the clerks downtown know what they are doing and do it well. With the step 4 decision being won by the union in regards to retreat rights we are hopeful that our union brothers and sisters who were excessed will have an opportunity to return home. We had high hopes that the Call Center would be awarded to Detroit which would have cemented the return of our excessed employees but back door deals in smoke filled rooms are hard to overcome. It is still expected that Detroit will receive mail from Jackson, MI and Toledo, Ohio.

CLASS ACTION EEO

Approximately 420 members received notification of their eligibility to be included in the Class Action discrimination case. The APWU joined the case to ensure the class certification was successful and it proved to be the right decision as an Administrative Law Judge for the Equal Opportunity Commission granted Class Certification for Detroit Installation employees. The case was filed on the basis that the Postal Service's excessing policy was discriminatory and had a disparate impact on the Detroit Installation. The class certification is believed to be another first for the Detroit Installation and we are hopeful that a resolve can be reached or ultimately obtaining a decision in our favor.

In Solidarity.



Steny Wing Hoi Yu

Brother Steny Yu was remembered at the APWU Memorial Service that occurred on Sunday morning August 19th as part of our national convention in Los Angeles CA. Brother Christopher Ulmer's eulogy was extremely moving. This is part of what he shared with those present.

Steny Wing Hoi Yu was born in Hong Kong on Sep. 13 1956. He came to Michigan at age 17 and completed high school. He enrolled at Wayne State University where he received a bachelor's degree in Industrial Design. Steny then returned to Hong Kong where he met his wife, Syndia Tak Ling Yu. They returned to Michigan and started a family. They have two daughters - Yvonne and Angela Yu.

At the time of his tragic death, Steny was an MPE Mechanic at the Detroit NDC. A member of American Postal Workers Union Detroit District Area Local, he had worked as a clerk before participating in the maintenance Pilot Program in Detroit. He entered the maintenance craft in 2005.

Steny died July 27, 2012. He was 55 years old and leaves behind in addition to his beloved wife and daughters a brother, a sister, nieces and nephews.

We in the Detroit District Area Local have pledged to honor Brother Steny by escalating our fight for safety in the workplace - not only at the NDC but in all our workplaces.

Differences Between The Progressive Movement vs. Individualism

by Chris Carr,
480-481 Director

Individualism and the Progressive movement are two competing ideas of how society, and its members rights, should be organized. There are political ideals that concern what types of laws should be enacted to form a more ideal society. Individualism tends to favor laws that protect the rights of the citizen, while the Progressive movement generally strives for a more egalitarian organization of society.

Though ideas about individual rights were present in the Greek, Roman and Renaissance times, the true development of Individualism came during the Enlightenment. Early thinking in individualism revolved around the ac-

cumulation and protection of property rights as a means to fulfillment in society. John Stuart Mill, John Locke and Thomas Jefferson all thought and wrote about Individualism.

The Progressive movement traces its roots from collectivism in the Scottish Enlightenment, but American Progressivism really emerged in the 19th and early 20th century to champion a more egalitarian society, wealth redistribution to varying degrees and social programs. American presidents identified with the Progressive movement include Theodore Roosevelt, Woodrow Wilson, Franklin Delano Roosevelt and Lyndon B. Johnson.

Individualism places emphasis upon rights of the individual in society. Economically, this

includes the rights to property and to free enterprise, associated with laissez faire. Individualistic thinking judges people upon their accomplishments, and holds that all are able to succeed according to their merits and work.

The Progressive movement tends to favor policies that enforce egalitarianism.

Progressive thought tends to emphasize equality above individual achievement. Thinkers in the Progressive tradition recognize that cultural and natural barriers prevent some people from achieving according to their work or merit, and thus uses government authority to equalize the foundation for the whole of society.

Discover where you fit in, then get in!!!



Priority Mail Facility Director

Iva Williams
PMC Facility Director

Is The P-1 Opening Up Again?

On August 24, 2012, employees at the PI said their final farewell to the facility (tears). However the lights may not be shut off for long. I've been told that we may be using this facility for the Christmas season as the annex. As we all know, Christmas brings about so much mail that it can't possibly

be worked in one facility. The only question will be is who will be given the opportunity to go to work there when the time arises. The union will be monitoring this issue.

The employees from the PI have been spread out over a few locations. Most have gone with

the mail to the DNDC in Allen Park, some have come to the GWY like myself, and a few are going to the customer care center in Bellingham. I'm sure at some point we will see each other again.

Until then good luck in all that you may do!!



Assistant Clerk Craft Director

Tony Corbin
Assistant Clerk Craft Director

What's Wrong With This Picture?

Ed Schultz (Host of The Ed Show on MSNBC), the best friend Postal Workers have on television today, addressed the Delegates. He stated, "I want to tell you a little bit about what we're going through on "The Ed Show". Everyday we have to come to work and debunk new lies. This is the most dishonest National

Campaign this country has ever seen with Romney and Ryan". In addition to other issues of concern for APWU members, Mr. Schultz informed the delegation that a certain Republican Candidate informed a captive audience that the Change of Address Form utilized by the Postal Service has thirty-two (32) pages?

!@# \$ What the A&*[]_+.

In conclusion, the National American Postal Workers Union during the course of this year's National Convention, UNANIMOUSLY voted to support BARACK OBAMA for the PRESIDENCY. So please, get out and vote in November.

In Solidarity.

Normally, my newspaper articles consists of information derived from Handbooks and Manuals pursuant to membership awareness; however, this article is a golden contingency to thank the Detroit District Area Local (DDAL), for affording me the opportunity to be a Delegate for the 21st Biennial American Postal Workers Union National Convention held August 20th through August 24th, 2012, at the Los Angeles, California Convention Center. The most frequently asked/and answered question by National President Mr. Cliff Guffey, was if the United States Postal Service has offered any sort of financial incentive for eligible APWU employees to RETIRE? The answer to that question in one (1) word is; NO. The answer to that question in two (2) words is; !@# \$ % ^ & * NO. Contrary to all rumors, and all human beliefs, the United States Postal Service HAS NOT contacted National APWU President Mr. Cliff Guffey regarding any financial incentives towards RETIREMENT. When the National American Postal Workers Union, and the United States Postal Service reaches an agreement on the aforementioned issue, the membership will be informed IMMEDIATELY, if not sooner.

On Wednesday, August 22, 2012, Day-3 of the Convention, Mr.

continued from page 1
ership (President, Exe.Vice President, Craft Director, and Special Assistant) before making any move outside the DDAL bid cluster. The purpose is to ensure that the employee is taking into account everything that they need to.

RETREAT RIGHTS

The DDAL is happy to bring those members with retreat rights good news concerning their retreat rights. The APWU national was successful winning the grievance against the USPS for not allowing excessed employees the opportunity to exercise their retreat rights. The national was also successful at getting every employee that has been denied their retreat rights paid out of schedule premium for all the time (hours worked outside the new bid) they have been denied until they are given the chance (until they are placed into their new bid) to retreat. That is tens of thousands of dollars.

The DDAL is also happy to tell these same employees that we have been successful at getting a Class Action EEOC filed covering all employees excessed in the Detroit 482 bid cluster from late 2009 to mid

2010. This EEO is not only for African American employees but for all employees, the African American employees were identified as the protected class by the EEOC judge. The DDAL also has a number of grievances we expect to be heard by an Arbitrator in the coming months. Any excessed APWU employee can feel free to contact me, please spread and pass the word.

The USPS has also began retreating expeditors back to the expeditor section at the GWY, and we have been able to get this done after many years of the USPS using relief & pool clerk to do expeditor duties.

The City Stations have started retreating employees back to the section, all those who were excessed, as far back as 4 years ago. This process is almost complete, and once it is complete the section will no longer be a closed section.

All the hard work by the stewards and officers have been one of the main reason for this success.

LABOR DAY PARADE

The DDAL participation in the 2012 AFL-CIO Labor Day Parade was one of great success, the DDAL was photographed by the *Detroit News*

paper and our participation was thanked by Metro AFL-CIO President Chris Malchoius.

DDAL members from all facilities (DNDC, GWY, P-1 and City Stations) were present and represented their facility well. The DDAL had one of our newest members from the Livenois Station showed up to support us also, a PSE . . . I would like to thank all of our members that brought their family and friends to march with our other brothers and sister in the Labor movement.

CHANGE OF SCHEDULES

The DDAL is monitoring 3189's submitted by members. The DDAL has learned that USPS Management is actually using 3189's . . . allowing their friends and buddies to work the more desirable Tour II, knowing full well that Tour II still have excessed employees and those employees have a desire to return back to Tour II and the Union agrees. All employees excessed from Tour II should be allowed to retreat to the position that USPS management is using to allow their friends and buddies to work on tour II. The DDAL has filed a Class Action Grievance on this issue and we hope to have it resolved soon.

— Time To Act —



Legislation
Director

Regina 'Gina' Favors
Legislation Director

Well brothers and sisters, summer's almost gone and elections are almost here! I hope everyone's summer was packed full of love, fun, peace and happiness cause now it is time to get very serious about this Presidential Election. I hope each and every one of you are registered to vote and if not you are in the process of doing so. Likewise I hope you are making sure that all of your family, friends and neighbors etc., have done the same. On Election Day, I am asking that you flip the ballot and vote the BACK of the ballot first, PLEASE! I ask you to do this because many voters do not remember to do so and consequently important votes are not cast. We must "flip" the Michigan Supreme Court. Please vote for (the three "Supremes") your endorsed judges for the Supreme Court. There are also ballot initiatives that we must vote on. Of course if you will remember to vote the back there is no need to (do back 1st). I hope you have also been paying attention to the number of states where voter registration laws, I.D. requirements and voting times have changed. In almost every state where there is Republican control, voter suppression laws have been enacted. To give you a for instance, in Ohio there are 88 counties and each one has their own election commission. In those counties where there is heavy Democratic presence they have passed legislation to stop the early voting and the weekend (Inc. Sunday) voting. In the counties where there is heavy Republican presence and also those who came out strong for McCain in 2008, it has not been stopped or changed and yes, that includes the Sunday before election. At least 41 states have introduced some kind of restrictive voting legislation and 18 of them have succeeded in passing some of those laws. Of the 18 states that have passed new voter restrictions, 12 are controlled by Republicans. You should ask yourselves why? The only reason they are so against our President is of course racial and they will stop at nothing to get him out of office! Remember what they (specifically John Boehner) said when President Barack Obama took office — "LET'S MAKE SURE HE IS A ONE TERM PRESIDENT" — that is their main agenda! If you or anyone you know has not registered, please do so and encourage those you know or even come in contact with to do so. It is extremely important that we do not have low voter turnout!

I am wondering what ever hap-

Legislative News & Views

It's Time To Get Serious

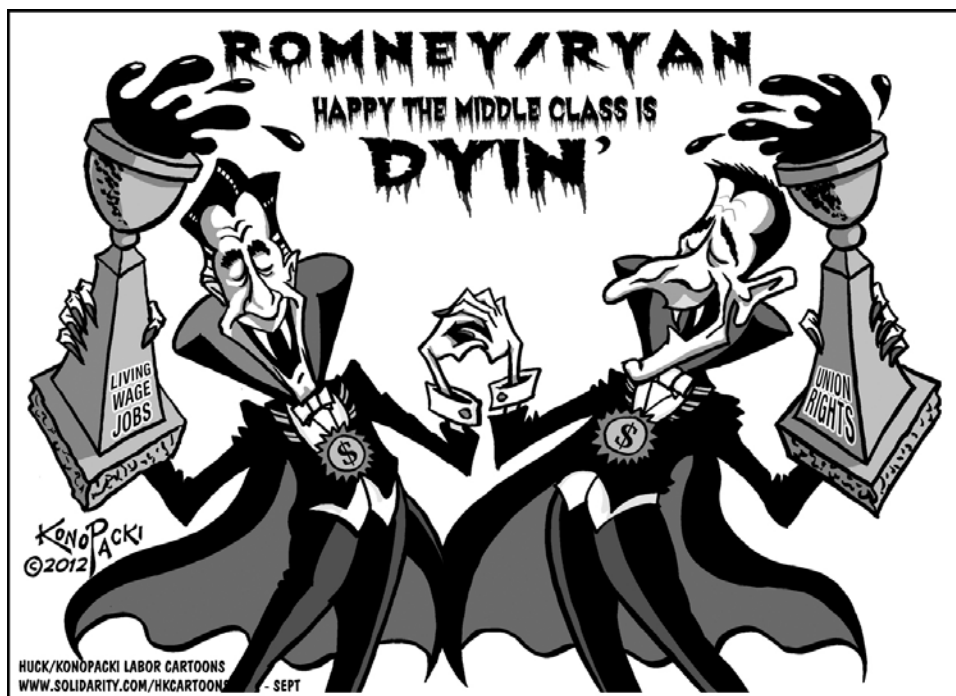
pened to "TRUTH" in advertising, in reporting, or in disseminating information and moreover, whatever happened to integrity even in a race such as these Presidential elections. Now I am not talking about just a 'little' embellishment, a 'LITTLE' stretching of the truth or a little chiding of accomplishments or NON accomplishments. No I am speaking of blatant, bald faced lies!

deficit and national debt — LIE!!! — and according to the NON-PARTISAN Congressional Budget Office (and every independent analysis)— the Health Care Law actually CUTS the deficit by hundreds of billions of dollars in the coming decade!

Paul Ryan accused the President of actually said that President Obama took 716 billion dollars out of Medicare but the true FACT is,

you deem as LACK of progression on the part of our president. Ryan even talks about losing his dad at age 16 and alluded to "working" to put himself through school but he said nothing of the social security he received that allowed (or helped) pay for him to go to school out of state. Yes I am sure he received Soc. Security benefits, yet he opposed legislation to keep student loan rates from doubling. He wants to privatize or even get rid of social security altogether, but why shouldn't you, your children or grandchildren have the same "entitlement" he (and/or his mom) had? They both talked as if they are the only ones with fond memories of their childhoods, the togetherness, the family outings, their successful careers and so forth. They talked as if our president had no childhood memories, as if he were not capable of knowing success, as if he had no heritage. I don't know how you may feel but for me success is not measured by how much wealth you have be it accumulated or left via lineage. We all have stories to tell and we all have memories, some of which are better than others and some may be just plain horrible, but they are our memories none the less. I lost my mom when I was 17 and had I no other parent. I went on to school for a time but found I needed to work more so I left school. Does that make me inferior?? No!! I had a long and happy career and am now a happy Postal Retiree. Does that mean I am not successful?? No! I have a pension that those Republicans seek now to tamper with and possibly take away. They talk about how our President ridicules them for being successful but that is just another lie. We don't hold their wealth against them but they hold against us the fact that we have meager, less than modest income. They seem to believe that if you are not RICH then you are poor, illiterate, lazy, shiftless useless human beings. AND you are NOT AMERICANS! They act as if the only standard in life is to be a business owner and they don't seem to understand or even relate to those of us who just want to work for those business owners because let's face it — NO WORKERS-NO BUSINESS, NO BUYERS/PATRONS — NO BUSINESS, NO CUSTOMERS IN THE RESTAURANT, HOTEL OR WHAT-EVER-NO BUSINESS! M. Romney and P. Ryan and the rest of (most of them anyway) the Republicans have shown more disrespect for our President than has been shown to any other President in history.

continued on page 9



Now it is one thing when someone (who doesn't really know the fact) just throws something out into the atmosphere but it is another thing altogether when a person in contention deliberately lies on their opponent. It has been said more than once that it is happening on BOTH sides but (correct me if I am wrong), I have not heard our President say something about his opponents that was a blatant lie! In this presidential campaign I have heard more lies, innuendos, references to race, birth, and even intelligence leveled at President Barack Obama that at any other president ever before. Please allow me to state a few of them . . . Romney said that "President Obama intends to raise taxes on small business but the TRUTH is that our President has signed 18 tax cuts FOR small business. Romney claimed that President Obama says no to developing our oil resources — Truth is that oil production IS UP under our "our" President. Romney states that Pres. Obama's cap-n-trade proposal "scared away jobs", but the TRUTH is that the proposal DID NOT PASS so it's impossible that it affected the job market in any way what-so-ever and to add more emphasis on the depths that these Republicans will go to destroy our President is that cap and trade was ORIGINALLY A REPUBLICAN IDEA!! Romney said that under President Obama's Affordable Care Act "gov't bureaucrats get between us and our doctors — That is completely false! And most importantly, Romney and Ryan have stated the "Obama care" add trillions to our

that amount was actually a savings in Medicare reimbursement rates which also incidentally SAVES Medicare recipients in out-of-pocket costs and once more and again this was a plan the Ryan himself embraced in his own budget plan. Ryan blames our president for the downgrading of the U.S. Credit Rating but it was actually downgraded because the Republicans threatened NOT to raise the debt ceiling — something they had done numerous times under G.W. Bush. The credit rater also said they worried that Republicans would never agree to tax increases so they changed their assumption on revenue growth because the majority of Republicans in Congress continues to RESIST ANY measure that would raise revenue (or any measure, proposal or anything) that would help President Barack Obama.

Both Romney and Ryan talked of their childhoods, their love for their parents, grandparents, children (and grandchildren- Romney). They talked about not being wealthy or even well-to-do as children. They talked as if they STRUGGLED in their youth as if they were poor. Yet all of that was just an attempt to lure those of you who are undecided, who may be dissatisfied with the slow progression or even what

The APWU, AFL-CIO Labor friendly candidate endorsements are available on our website www.apwudetroit.org. Much more information including current veteran news is also available on the website.



Director of Organization

Marcus D. Smith
Dir. of Organization

Greeting, Brothers and Sisters, I would like to Thank-you, for allowing me to serve as Director of Organization for this illustrious local. It's getting close to Open Season for Our Health Plan. APWU Health Plan sponsored and administered by American Postal Worker Union AFL-CIO. United Health Plan is one of the Nations largest health cares providers and CIGNA has partnered with us. Our Health plan is open to all Federal and Postal Service Employees and annuitants who are eligible to enroll in the FEHB program may become participants in this plan. The question that may be asked," Why should I change my In-

Open Health Plan Season Coming Up

surance plan", the one I have works well for me. As an APWU member, we should invest in our union who has been protecting our best interest. Let's look at some facts about our Fee-For-Service Plan. Once enrolled you can choose your own Physicians, Hospitals and other Healthcare Providers. Our plan gives us a choice of enrollment, High Option or Consumer Driven Health Plan. Our plan is a "Grand Fathered Health Plan" Under the Affordable Care Act. Some of our general features of our High Option excludes our Preferred Provider Organization (PPOs). Our Fee-For-Service plans offer service through PPO networks, this means the certain hospitals and other healthcare providers are preferred providers. When you use our network providers you will receive covered service at a reduced cost. Now lets take a closer look at some of our features in our Consumer Driven Health Plan. Preventive Benefits: This component provides

first dollar coverage for specified preventive care of adults and children if you are enrolled in the network. Personal Care Account (PCA) benefits: This component is used first to provide first dollars coverage for covered Medical, Dental and Vision care Service until the account balance is exhausted.

Open Season 2012, start from November 12th - December 10th. Health Management Programs: Value based benefits are becoming a trend in the Healthcare industry. These benefits are designed to give members financial incentives such as: Zero to Low Co-pays to cover condition specific costs, such as Lab test and Medications. APWU Health Plan currently offers a Diabetes management Program and Hypertension Management Program. In both of these Programs there is a Zero-Co-pay for in network medical office visits and Zero-Out-of-Pocket cost for Generic Drugs from Medea by Mail. Also starting in 2012 Open Season

Potential Member



So what if I ain't good lookin'... I'm faithful!

If you sign him up, it's a \$20 bonus in your pocket.

Health Care Plan, primary members enrolled in the CIGNA/Cares Allies Weight Management Program, you may also be eligible for Zero-Co-pay for in network office visits to a Registered Dietician/Nutritionist. These are some of the great advantage of being enrolled in APWU Health Plans, innovative programs designed to help you live life well.

In Solidarity.



Motor Vehicle Services Director

Alvin O. Branch
MVS Director

Greetings brothers and sisters of the Motor Vehicle Services Craft, I hope this communication finds You, and yours in good health and spirits. Since the last edition of the quarterly communication we Were fortunate enough to attend the 21st APWU National Convention held in Los Angeles, California, from August 17th thru August 24th, 2012. The theme of this year's convention was One Union Indivisible, something that we as members should be conveying to USPS management on a daily Basis. We have all types of clever sayings but rarely practice what we preach.

To get to the point of the issue when we left the Friday before the convention we were concerned about the proposal presented by the USPS of the possibility of contracting out all MVS in eighteen (18) sites in the state of California for non-compliance with emission standards of that state. While attending we learned of an additional TWELVE (12) sites being considered nationwide bringing the total to THIRTY (30) being Proposed, by the Postal Service for sub-contracting out for various unfounded reasons. Now more than ever we need to unite this Union, and stop the bickering and the me first attitude that seems to be running rampant within the membership of this Union. Now we all have a com-

MVS The Plain Truth

mon Mission to battle the closures, and proposed sub-contracting of duties that we have performed for years for the Postal Service despite the mismanagement, waste, and fraud being perpetrated by Forces beyond the control of the bargaining unit that are going to be the victims of these proposed Actions at the hands of the United States Postal Service, and the Republicans that were elected by The uninformed factions of this country, some who actually work beside us

everyday. The time has come for every citizen, and working middle class individual in this country to voice their opinion at the polls in November 2012, and tell the people in Washington, DC who is in control of the fate of our families, our wellbeing, and our rights as citizens of this great nation to earn a decent living wage, And be respected as individuals with the right to share in the dream of American citizenship that is Guaranteed by the Constitution, the Founding Fathers

of this country, and not be at the whim of the 2% of the wealthy individuals that contribute, and persuade our elected officials for their own selfish ideas of what is best for the middle class of this country.

In conclusion I suggest that EVERY INDIVIDUAL THAT CAN CAST A VOTE GET OUT IN NOVEMBER 2012, make your voices heard, and put officials in office that are in touch with reality, and politically friendly to the plight of the working class in America.



Retirees' Department Notes

Al Fouche
Retirees' President

This is my report for the 21st Biennial National Retiree convention held in Los Angeles, California August 18, 2012 and August 19, 2012.

Several of the Detroit retiree chapter members attended the convention including myself. I represented Detroit as the President of the Detroit chapter and as a Trustee for the Michigan Postal Workers Union.

I also attended the pre-convention workshop on Veteran's Benefits which I will talk about later in this article.

I also attended the regular national convention, August 20th thru 23rd, wherein a resolution was passed to change the National constitution and permit all 36 retiree members to vote to elect National officers -

Retirees Conference - Los Angeles, CA Aug. 18-19, 2012

President, Vice President, Secretary Treasurer, and four at resident Department officers: Director and Assistant Director Legislative/Political Department, Director Human Relations and Director APWU Health Plan.

My pre-convention workshop class was on Veteran's Benefits rights which are many.

VETERAN'S DEATH

Documents which are needed:

1. Death and/or marriage certificate(s) for surviving spouse and/or children
2. Children's birth certificate or adoption papers to determine children's benefits
3. Birth certificates to determine parent's benefits

WOMEN VETERANS

Women veterans are eligible for the same VA benefits as male veterans. Comprehensive health services are available to women veteran's

including primary care, speciality care, mental health and reproductive health care service.

FINANCIAL ASSESSMENT

Most veteran's not receiving VA disability compensation or pension payments must provide information on their gross annual household income and net worth to determine whether they are below the annually adjusted financial thresholds.

VA is currently not enrolling new applicants who decline to provide financial information unless they have a special eligibility factor exempting them from such disclosure.

BEREAVEMENT COUNSELING

(202) 461-6530

HEALTH CARE

(877) 222-8387

HOMELESS VETERAN'S

(877) 424-3838

VA BENEFITS

(800) 827-1000

WOMEN VETERAN'S

(202) 461-1070

The P.O.W.E.R. Point



by Sandra Carey,
APWU-DDAL POWER
Coordinator

Greetings!!! Sisters and Brothers, I hope everyone had an enjoyable summer break.

The 2012-2013 Annual POWER Scholarship Program of the local once again was able to open up its application process this year. The application period began May 21, 2012 - June 22, 2012. As you know

the process is open to all APWU-DDAL members children who are current High School Seniors scheduled to graduate June of 2012. The member must be in good standing and the child must be planning to attend an accredited college, university or licensed technical vocational institution. This year we would like to thank those young adults who took the time to complete and submit the application

and the components that go with it. We wish you much SUCCESS in your educational endeavors.

- Lauren Alderman
- Amber Garner
- Joseph Rushing
- Erin Fortune
- Anton Armstrong

POWER TEAMS UP WITH MACY'S "SHOP FOR A CAUSE"
August 25, 2012 was the 7th An-

nual Macy's Shop for a Cause Day. Organizations must apply and meet certain guidelines and the store provides them with Shopping Passes to sell at \$5 to raise funds for their organization while the recipient of the Pass can shop at any Macy's store on that day and receive 25% off all purchases. Some restrictions apply with Electronics, Jewelry and Fragrances.

OCTOBER IS BREAST CANCER AWARENESS MONTH

This year the POWER Committee plans to help and support our commitment to the cure and research of Breast Cancer. We will once again for the second year like to form a team to walk in the 2012 "SISTA STRUT" sponsored by Frankie Darcell of MIX 92.3 FM Radio and the Karmanos Cancer Center. This is a 3 mile walk along the beautiful Detroit Riverwalk in Downtown Detroit. The date will be on Saturday in early October.

Please be on the lookout for further information on this event.

Stay tuned as well for our Fall Mix and Mingle Movie Event — the feature presentation naturally will be about the Labor Movement and Women.

The POWER Committee THANKS you in advance for your continued support.

Yours in Solidarity and Sisterhood.

Congratulations Graduates



Lauren Alderman



Anton Armstrong



Erin Fortune



Joseph Rushing



Amber Garner



It's Time To Get Serious

continued from page 7

BEFORE I WAS A DEMOCRAT, I WAS A CHILD OF GOD, MY MOTHER'S DAUGHTER, A STUDENT, A WORKER AND NOW A RETIREE! I do not belong to my party JUST BECAUSE it was my family's party; I belong because I believe what my party stands for! I once was someone who needed help and I am someone who has given help to some who needed it. I do not judge those who honestly have less and I do not belittle or begrudge those who (honestly) have more. But I have no tolerance for GREED! I have no tolerance for those who seek to destroy the very freedoms, gains and rights that my ancestors fought and died for. I believe that most of us (I know especially myself) don't really care HOW MUCH money Romney has (or how many off-shore accounts) but I DO CARE that he lies about it and then acts as if those who does not are somehow just jealous while he tries to take away our rights . . . to a good PUBLIC education, to bargain for decent/good wages, work standards, health insurance and just the Ameri-

can Dream (which is and always has been) LIFE, LIBERTY AND THE PURSUIT OF HAPPINESS!!!

I ask you when you vote to just remember what Romney and Ryan said they would do on DAY ONE, remember the lies they've told. Then I ask you to THINK about the things your President HAS DONE, and how much more he COULD have done without all of the Republican filibustering! And also remember what our struggle is with our current Governor and legislators who continue to dismantle our rights, who has caused more job losses than gains, who taxes senior's pensions, and just plain TRAMPLES on our rights. THINK AND THEN VOTE (as if your very life depends on it)!

WHAT PRESIDENT BARACK OBAMA HAS DONE:

- Passed the Lily Ledbetter Act
- Passed the Affordable Care Act
- Took out Osama Ben Laden
- Saved the Auto Industry
- Stopped the doubling of Student Loans Costs
- And more . . .

Retractions

The Detroit Postal Worker is committed to accuracy. However, errors can and will happen. To ensure the integrity of your paper, in this section errors of fact will be addressed from the previous issue. We apologize to the readers and the writers.

- On page 5 of the June 2012 issue the caption of Debbie LeMay's article read "The Detroit National Distribution Center", . . . it should have read "The Detroit Network Distribution Center".
- On page 10 on the caption "Ask The President Column", Postal Reform Amendments (S-1879)", . . . should have read (S-1789).



The Welcome Mat

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

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

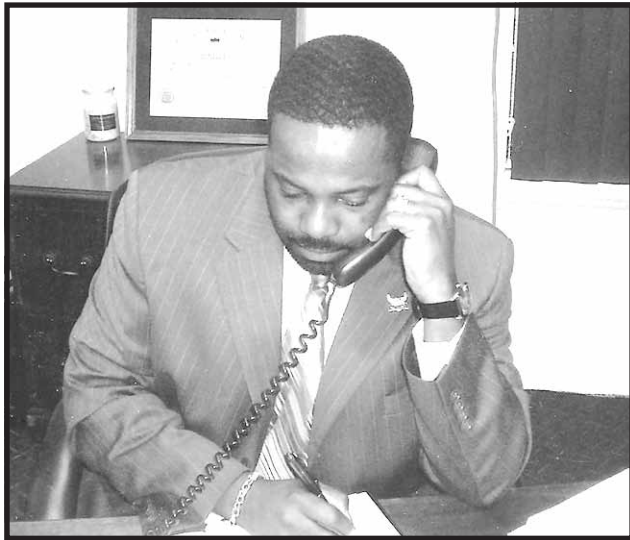
Last Name	First Name	Last Name	First Name
MCDONALD	WANDA	MITCHELL	ERIC
WALDON	JANIE	VICK	VIRGINIA
LITTLEJOHN	ROYCE	WEBB	BERNARD
HILL	BRENT	BROWN	TIFFANY
HOLCOMB	JAMES	COATNEY	CHRIS
		CARSWELL	JENNIFER

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.

Ask The President

Excessing, Retreat Rights, Safety And Election Questions

by Danny Sawicki and Christopher Ulmer



Christopher "Chris" Ulmer, President

Danny, **Q:** Mr. President, what is the update on excessing and retreat rights for our members. I understand there are some new developments?

A: Danny, the present status about retreat rights not being properly offered to employees previously excessed was WON by our National Headquarters on June 29, 2012 when Arbitrator Das sustained the Unions grievance about the USPS not offering retreat rights to employees who were excessed. The ruling and the resolved settlement the National reached with the USPS allows the excessed employees the right to bid on and be placed into duty assignments that they were not offered to the excessed employees, and improperly awarded to junior employees that were converted to fulltime with the 2010 - 2015 Collective Bargaining Agreement.

The excessed employees will be offered the opportunity to retreat to NTFT duty assignments and if they take the NTFT assignments the employees will be entitled to Out-of-Schedule premium for all the hours not in that assignment from the day that assignment became or should have become available until the time they are placed into it. I have calculated the hours and in some cases they are over 2080 of out-of-schedule premium the employees will be entitled to. The amount of money will be roughly from \$25,000.00 to \$40,000.00 depending on the length of time and if night premium is included.

I met with the Human Resources Manager when the settlement was put out and the DDAL has not heard anything further, our former excessed members must also remember the DDAL have their our grievance about this issue and we

expect to be victorious on this issue as well.

Q: The Priority Mail Center in Romulus is officially closed. Is management following proper procedures concerning the Collective Bargaining Agreement, in placing our employees in the proper positions?

A: I recently met with the USPS and I referred to the P-1 as being closed and I was corrected by USPS management that the "P-1 is not closed and has not closed", "the USPS only moved operations". The USPS has told the APWU-DDAL that they do have plans to use the facility this Christmas.

The DDAL has met with the USPS and we have been able to work out most of the contractual violations but not all. The parties do still have outstanding issues that have not been resolved and grievances have been filed on them, these outstanding issues involve both the Clerk & Maintenance Crafts.

Q: Chris, there was a terrible tragedy at in Allen Park where one of our brothers was killed on the job. One response our members heard from management was that "it is the employee's duty to work in a safe manner." This response absolutely makes me sick and shows the callousness that our employer can convey. Talk to our members how important it is to be safe on the job so this never happens again. We work dangerous jobs!

A: I would say that most USPS employees are great workers and follow the orders given to them by USPS management without question(s).

I would tell all employees to question all and any order(s) that might pose a safety hazard to themselves or to other USPS employees. If any employee believes the order(s) given to them by USPS management poses a safety threat to them or others should refuse the unsafe order and notify the Union immediately to file a grievance. Employees are allowed to refuse any unsafe act and are protected from performing unsafe acts; employees can refuse any unsafe act. If any employees does not know what constitutes an unsafe act then that employee should (still) contact a steward before accepting or refusing any order(s) they are not sure of, for direction and advice.

NO EMPLOYEE SHOULD DO ANY UNSAFE ACT, NO MATTER WHO GIVES THE ORDER. Sometimes it's better to get the write up because it does not threaten their safety or others' safety. Then we will act accordingly.

Q: Mr. President, months ago you started the "Get Engaged" program to get our members easily involved in the legislative

process which ultimately in the end will determine the fate of our jobs. Our members have stepped up to the plate and have hit a home run in contacting politicians, informing friends and family about the post office crisis and have got "engaged" in the process of preserving our livelihood. Nationally, other locals have followed heed and implemented similar programs in their locals. Can you elaborate on how the idea of the "Get Engaged" program got started and what we must do to keep the pressure on to save the post office?

A: The DDAL launched a "get engaged" program after the APWU National President requested that all APWU Local President get their membership involved with contacting their elected officials both in the Congress and the Senate. The purpose was to get the members of Congress and the Senate to act on the Postal Reform issues that had been pending since mid 2011 and got worse in the early part of the 2012 year. The DDAL actually had stated their campaign to get the DDAL membership involved in assisting the DDAL Leadership with contacting their Local, State and United States elected officials to help prevent the USPS Detroit District from closing 12 to 13 postal facilities with the Detroit City Limits.

The members responded to the DDAL Local President's request and to the APWU National President's request. The members of the DDAL are truly "winning", and I would like to say "thank you to all DDAL members".

Q: Chris, the National Election is right around the corner, concerning the Postal Service, tell us how important this election is to us and the importance to vote?

A: Danny, simply put "this is probably the most important Presidential election ever, but for sure the most important in the last 40 years".

The future of the USPS and how it operates hangs in the hands of the next group of individuals that the people of the United States elect to be their congress person(s) and Senator(s). Every USPS employee along with all other US citizens should be voting for the Democrats, PERIOD!!! The Republicans have been the cause for no action on Post Office closings and the reason why the Postal Reform bill has not been voted on. The Republicans have already announced if they maintain control of the House of Representatives and gain control of the Senate that the USPS will be different than we have known it to be, and we will see deep cuts and contracting out of the work that we as USPS employees presently perform.

Q: Mr. President, thank you for this valuable information, any final thoughts you would like to convey to the membership?

A: Get out and vote!!! And for all of us that are not registered to vote to hurry up and get registered to vote, by October 6, 2012 if they want to vote this November.

Make all the necessary plans with your supervisors to ensure that you have the time needed to cast your vote. This might mean that employees must submit 3971's or 3981's to start work earlier or later than their bid schedule time, or to be excused from the entire day to assist in getting people to the polls or any other help your local municipality may need from you.

Please vote and try to make it a family affair!!! Thank you my dear members.

Nominations of Officers for the APWU DDAL Election will take place at the October 14th Membership Meeting.

With Deepest Sympathy

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

Kim Warren	Linda Green
Rodney Wofford	Anthony Ashford
Antwan Wofford	Raymond Morgan
Kristal Hogan	Renita Wiseman Taylor
Beverly Ashford	

We would like to express our condolences to the family of Steny Yu.

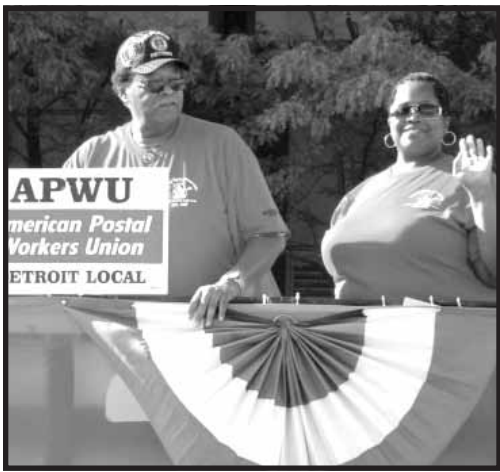
We apologize if there are any employees that we may have overlooked. For those we have missed, please call us so we can honor them in the next issue.

The APWU DDAL Annual Picnic

The annual APWU DDAL picnic was held on June 24th at Pebble Creek Park in Southfield. Food, drink, games and fun was had by all. Look at the happy faces.



The Labor Day Parade Was Held On Monday, Sept 3rd



WE MUST SAVE THE POST OFFICE! Part 1

Associate Editors note: This is an article by the founder of the save "The Post Office" movement, Jerry Stidman.

Jerry started the movement in August 2012. He is a mail processing clerk in Terre Haute, Indiana with 26 years of service. Around the country, there are two save the Post Office movements in effect right now.

The one in New York is ran by Steve Hutkins. Jerry states that the New York effort is to educate people about the truth of what is happening to the post office . . . our effort is to motivate people to make a stand to protect themselves." They are both very important endeavors in protecting and saving our jobs and we must support them.

Following is Jerry's article, an exclusive for "The Detroit Postal Worker." Due to space constrictions it has been edited.

We would like to thank Jerry and his followers for his effort. Please read it very carefully and we must get engaged in these efforts.

SAVE THE POST OFFICE MOVEMENT

by Jerry Stidman

Our group is brand new. It

was founded August 1st of this year. The motivation to start this up came out of an AMP study that caused us to be one of the 48 plants downsized this year. We lost our tour 3 outbound function in July and knew the time for action was now or it was game over. It still maybe game over but we are not going down without a serious fight. We are now up to 675 "likes" on face book. Save The Post Office also has 4,114 people talking about it. It's friends of fans are well over 200,000 and we have a weekly outreach of about 100,000 people.

Right now our movement is much more diverse than simply this one page on face book. We also have two internet domain names and web sites. The first is LW Media. If the good people of the Detroit Local APWU would visit **lwmedia.net** and the social causes on the page I would appreciate it. Make sure you hit every "like" button possible. They are highly important to adding structure and alignment to saving the post office. We have to align ourselves with other who have similar causes as ourselves.

The second domain name is **www.saveourpostoffice.us**. Now this is the start of the direction. There is also a **www.saveourpost-**

office.us face book page. This domain name gives the organization a unique identity. It can be used on all types of advertising to grow support for our cause. We also have 10 other face book community pages.

Before I write another word. The APWU COPA fund is highly important and it is important that everyone finds a way to be involved in it. This is belief I haven't always had. In fact until meeting a man running for Congress in Indiana last month I thought it was a waste of money. He helped me to understand what it is the union does for a candidate and how it works. Now to explain why I felt the way I did and why I have changed my mind. For years and years our local has worked very hard to do their part in raising funds for COPA and they were very successful. Many times our local has displayed plaques and letters thanking them for their contributions to COPA. It was my long held belief with all that money we never really bought the first Congressman. I WAS TOTALLY WRONG. The Federal Election Commission has laws in place where a local union can't make direct donations to any candidate. They did this because the lawmakers believed a union with a large membership base could fix any local election.

THIS IS PROFILING AND PROFILING IS WRONG! At least that's what Ron White said. However the Supreme Court of the United States does not believe that. They ruled that corporations are people also. Given that a multinational corporation may give as much as they can afford and fix an election in a heart beat. Current laws also allow for extremely wealthy people to pool their resources and form a Super PAC which can spend any amount of money they can raise. However a large branch of AFL-CIO un-

ions in a major city like Detroit can't? Isn't your local composed of people? Not according to the laws of this land! Support COPA it's worthy!

For me this is a passion and I am self motivated to lead, guide and direct. First and foremost with over 30 years (4 military) of total government service. I refuse to simply roll over and let the post office take away what I have worked for my entire adult life for. And I don't want you to either. If the post office implodes first we lose our jobs. Then we lose our pensions and benefits. PEOPLE DON'T LET THEM STEAL THAT FROM YOU! And that is what it truly is! Don't let the thieves get your money.

This is our plan. And I hope we can execute it before it's too late. If we don't act immediately it's all over! First the media campaign of the post office unions is excellent however it is not enough. The commercials on CNN, MSNBC, and Fox News just aren't enough. We need a following of a lot of people and we need it quickly. We need something desperately that the post office unions have struggled to get volunteers! That's what I am. Someone who recognizes what his skills are and what they are not and allowing them to be used for the common good.

The first thing we need to do is get as much advertising at the local level we possibly can. This is going to take work. It is going to take sacrifice and money. However I believe the cause is big enough that we can get major outside support if we just put out the effort to find the right people. Our message has to be diverse and well developed.

Jerry's full article is available at www.apwudetroit.org. Part 2 will be published in the December issue of *The Detroit Postal Worker*.

CHANGE YOUR NAME? OR ADDRESS?

We need all members to keep our office updated with any new name or address changes so that you will get all the important mailings.

We will be holding local elections in November and we want everyone eligible to receive a ballot. Please call (313)-532-9305 with updated information.

Next Membership Meetings

October 14, 2012
November 4th, 2012

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



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

Change Service Requested