

THE AMERICAN

APWU

Postal Worker

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U.S. Mail Not For Sale!



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Delegates to the APWU’s 24th Biennial National Convention hit the streets in Pittsburgh, PA and proclaimed loudly that the U.S. Mail is Not For Sale.



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PRESIDENT MARK DIMONDSTEIN

The Five Ds

I was honored to have led the just concluded APWU's 24th Biennial National Convention – the grand union meeting that sets our union's future direction. It was inspirational with dynamic speakers, democratic with much lively debate and votes taken, included a spirited rally to save the service, and helped prepare us for the challenges ahead. Some excerpts from my keynote address follow:

On this 50th anniversary of the historic 1968 Memphis sanitation workers' strike when 1,300 courageous African-American workers in the segregated south took on city hall and won, we gain courage and inspiration. Fifty years later the education workers' rebellions uplift us...

These uprisings remind us of our militant history of the 1970 Great Postal Strike. Those before us stormed the heavens, engaged in an unlawful strike and won collective bargaining rights and a much better life – not just for themselves but for those who followed...

But make no mistake about it – with Wall Street's constant march for ever greater profit, the war on the workers continues unabated...

Let's be honest. Our problems did not start with the Trump administration, nor will they end with it. But our problems are intensifying... So-called "tax reform" has shifted trillions to corporations already reaping record profits... Income inequality is staggering... The Supreme Court continues to choke voting and workers' rights... The White House has unleashed a "divide and conquer" torrent of race and religious hatred and immigrant bashing...

The White House Budget proposes to cut federal and postal workers' retirement benefits by \$143 billion. Executive orders establish a Postal Service "task force" aimed at destroying the public Postal Service and our rights to collective bargaining. In June, the White House Office of Management and Budget dropped the bombshell, proposing to totally sell-off and privatize the public Postal Service...those in power mean business and think their time is now to seize the \$70 billion of postal public revenue!...

With our current union contract with the Postal Service ending Sept. 20, the fight for a decent contract is front and center. Our aim is a negotiated contract to be voted on by our members. But if management insists on pressing insulting and concessionary demands, we will be forced into interest arbitration...

Vital to the success of negotiations is building power and leverage. The National Contract Campaign is well underway. We are building unity, enthusiasm, union pride and community support that will help strengthen our everyday battles for workplace justice and defense of the public Postal Service far beyond this round of bargaining...

Now we are facing the battle of our lifetimes... Outright plans to sell the entire Post Office, destroying the democratic right of the people to universal service, reasonable rates, and aimed at annihilating our union and decent postal jobs. Postal privatization is about the profits of a few at the expense of the many – period!...

But since the people need and trust the public Postal Service and its workers, the path for the privatizers is through the "Four Ds:"

- First, **Defund** with the pre-funding debacle and the artificial postal price cap.
- Next, **Degrade** – close post offices, cut hours, shutter processing plants, slow down service.
- Then, **Demonize** workers for the failures.
- Lastly, **Dismantle** with privatization.

But the "fat cats" always underestimate the power of the 99%. Their attacks present a great opportunity to educate and unite with the people, defend this wonderful national treasure and **Defeat** our enemies...

The great abolitionist Frederick Douglas said: "Power Concedes Nothing Without a Demand, it Never Did and Never Will." Let's demand like we have never demanded before, organize and mobilize a crusade to save the public Postal Service and build workers' power. ■

NATIONAL NEGOTIATIONS UPDATE

APWU AND POSTAL MANAGEMENT AGREE TO Extend Negotiations Deadline until October 20, 2018

Our union contract between the American Postal Workers Union and the United States Postal Service covers the wages, hours and working conditions of 200,000 postal workers. The Collective Bargaining Agreement expired Thursday, September 20, 2018. The parties have agreed to extend the negotiations deadline another 30 days.

The APWU and postal management engaged in negotiations for a new Collective Bargaining Agreement (CBA) since June 26, 2018. The last two weeks heading into contract expiration included “round the clock” bargaining. Various issue based “non-economic” sub-committees dealing with overtime, workplace safety, the grievance procedure and work rules engaged in numerous meetings as did the Maintenance, Motor Vehicle Service, Clerk and Support Services craft tables.

Based on slow but steady progress and ongoing important discussions, the APWU agreed to keep the negotiations moving forward.

“Our goal is to reach a negotiated settlement that can be voted on by the members” declared President and lead negotiator Mark Dimondstein. “As difficult as these negotiations are, as challenging as our times, it is in the best interest of the members to stay at the bargaining table rather than declare a hard and fast impasse.”

Once an impasse is declared, the parties enter the phase of mediation and binding interest arbitration.

The goals of the APWU remain consistent as the union is Fighting Today for a Better Tomorrow and include: fair wage increases, COLA, job security (including maintaining no lay-off protections), bridging the gaps of the divisive three-tier wage structure, addressing concerns of hostile work environments, seeking better career and full-time opportunities for both PSEs and PTFs, and expanded postal services. No doubt management seeks a number of negative regressive changes, from more non-career employees, to reduced worker rights and benefits.

“Postal workers deserve the respect, dignity, and recognition for their dedication and hard work that comes with a decent union contract” said

President Dimondstein. “We will continue this just fight over the next 30 days.”

“Negotiations are fluid, changes can happen quickly and we remain optimistic that together we have the power as unionized workers to win a decent union contract,” shared chief spokesperson and Industrial Relations Director Vance Zimmerman. “Keep the contract campaign going strong and continue to send management the message that we are united in our demand for a good union contract.”

The provisions of our existing union contract, with a very few exceptions, stay in place and are fully enforceable until we reach a new union contract. ■



Danville (VA)
Local

Contract Negotiations Hotline Opened CALL 866-412-8061 FOR UPDATES

The current Collective Bargaining Agreement between the American Postal Workers Union and the United States Postal Service expired at midnight September 20, 2018. Call **866-412-8061** to get the latest news and updates as we continue *Fighting Today for a Better Tomorrow!*

TELL CONGRESS: The U.S. Mail is Not for Sale!

In June, the White House Office of Management and Budget (OMB) issued a proposal, *Delivering Government Solutions in the 21st Century*, which includes a call to sell off our public Postal Service to private, for-profit corporations. A bipartisan group in Congress responded to this attack with House Resolution 993 (H. Res. 993).

The resolution, introduced in July, expresses “the sense of the House of Representatives that Congress should take all appropriate measures to ensure that the United States Postal Service remains an independent establishment of the Federal Government and is not subject to privatization.”

At press time, a total of 190 Representatives, both Democrat and Republican, had co-sponsored the resolution. Has your Member of Congress co-sponsored this vital resolution?

“It is urgent that all APWU members, active and retired, make our voices heard. Call your Member of Congress to express the importance of co-sponsoring this resolution in sup-

port of our public Postal Service,” said Legislative & Political Director Judy Beard.

You can reach your Congressional Representative by calling the APWU Legislative Hotline at 844-402-1001. ■



Seventh and Final COLA under the 2015 National Agreement Announced

In accordance with the 2015-2018 APWU/USPS Collective Bargaining Agreement (union contract), career employees represented by the APWU received a 31 cent per hour cost-of-living adjustment (COLA), on September 1, 2018. It appeared in paychecks dated September 21, 2018 (Pay Period 19-2018), and totaled \$645.00 per year.

This is the seventh and final cost-of-living adjustment under the 2015-2018 contract. The COLAs

received during the 2015-2018 CBA will total \$1,789 per year.

The COLAs are in addition to general wage increases. Postal Support Employees (PSEs) do not receive cost-of-living increases, but had five general wage increases under the 2015-2018 contract. PSEs received a pay increase of 21 cents on May 26, 2018.

Updated pay scales are available on apwu.org. ■

The National Convention Sets the Path for Current and Future APWU Struggles



Twenty-one hundred APWU members departed from the union's 24th Biennial National Convention in August uplifted, united and ready to continue *Fighting Today for a Better Tomorrow!*

Four days of rousing speeches, an enthusiastic rally against the privatization of the public Postal Service, as well as vigorous debate over resolutions on work floor topics and social issues reflected the APWU's spirit of activism and a commitment to strengthen the union.

When all was said and done, the union had publicly opposed rising fascism in the U.S., garnered extensive media coverage of the united fight against the sale of the Post Office to private corporations, displayed solidarity with workers and other allies, and identified additional goals for the next round of contract negotiations.

President Dimondstein inspired delegates with stories of recent labor victories, including the education workers' strike in West Virginia that sparked similar actions across the country. He stated

how recent worker actions were reminiscent of the historic Memphis Sanitation Workers Strike and APWU's own Great Postal Strike of 1970. "One in five people have joined street protests in the last two years... the needed culture of resistance spreads as we are *Fighting Today for a Better Tomorrow.*"

Delegates Draw Inspiration from Memphis Sanitation Workers Strikers

On Aug. 22, the convention's third day, the delegates heard from American Federation of State, County and Municipal Employees (AFSCME) leaders about the 1968 Memphis Sanitation Workers

Strike. Delegates found inspiration from the integral link between AFSCME and APWU's past and present struggles, and from the crucial connection between the civil rights and labor movements.

Rev. Cleophus Smith, Memphis sanitation striker and current activist who mentors up-and-coming leaders, reflected on how difficult the years were before the strike, and shined a light on the atrocities faced by the poor black working-class. "It was cold that year," he said. "We're out there working with no sufficient gloves, no sufficient clothes, no sufficient shoes... I held on and in 1968 when we went on strike we were out for 65 long days." ►



Pittsburgh Metro Area Local President **Chuck Pugar** welcomes the delegates.



President **Mark Dimondstein** presents the State of the Union keynote address to the delegation.



Fred Redmond, International Vice President of the United Steelworkers, welcoming delegates to Pittsburgh.



(l-r) Lee Saunders, AFSCME President; Bill Lucy, Legendary Labor Leader; Rev. Cleophus Smith, 1968 Memphis Sanitation Worker Striker



Secretary-Treasurer Powell served as the rally's master of ceremonies and led a roaring chant of "This is What Democracy Looks Like," firing up the crowd.

Bill Thompson, fast food worker and Fight for \$15 activist



William "Bill" Lucy, former Secretary-Treasurer of AFSCME, founder of the Coalition of Black Trade Unionists and member of the APWU Cleveland Area Local, shared his experiences as a leading AFSCME staffer in the historic strike. "We are celebrating this 50th anniversary not as a one-day issue," Lucy said. "This is an ongoing struggle we should all be engaged in... We have to raise this nation up to give everyone an opportunity to enjoy the fruits of their labor."

Rising up is precisely what current AFSCME President Lee Saunders encouraged when he spoke to the delegation. "The civil rights and the labor movements had – and still have – common values, as well as common enemies... Dr. King understood all this and he understood we couldn't have racial justice without economic justice," Saunders said. "We are in a movement moment. A movement moment that builds on the legacy of the Memphis Sanitation Workers."

The U.S. Mail is Not for Sale

On Aug. 21, convention delegates hit the streets of Pittsburgh, PA to protest against the possible sale of the U.S. Postal Service.

"This White House, the Heritage Foundation – and their billionaire backers – and Wall Street investors, they want their greedy hands on the public till and the public

good – but they've started something that they're not going to be able to stop," said President Diamondstein. "They think this is their time... We're going to show them this is truly our time."

Director of Industrial Relations Vance Zimmerman, rallied the crowd. "They picked on the wrong family, the APWU Family!... And after we save the Post Office, we are taking this country back for working people!"

Legislative & Political Director Judy Beard led a chant of "Whose Post Office? The People's Post Office." "That's the message we are going to send across the United States of America and the U.S. territories," she continued. "They will not sell our Post Office!"

True solidarity was at the forefront, with leaders and members from several unions – both public and private-sector – legislators and political activists. Speakers included: U.S. Representative Conor

Lamb (D-PA-18); Our Revolution President Nina Turner; United Steelworkers District 10 Director Bobby McAuliffe; National Vice-President AFGE District 3 Philip Glover; United Electrical, Radio and Machine Workers of America General President Peter Knowlton; Paul Rozzi from the Pennsylvania State Association of Letter Carriers, NALC; President of the Pittsburgh Labor Council for Latin American Advancement (LCLAA) Guillermo Perez; Association of Flight Attendants-CWA International President Sara Nelson; National Postal Mail Handlers Union President Paul Hogrogian; Head of UNI Global Union Post & Logistics Cornelia Broos, and Canadian Union of Postal Workers President Mike Palecek.

Workers Getting it Done

Some of the convention's most inspiring speakers included workers and local leaders who are out in





Frederic Rolando, NALC President



Paul
Hogrogian,
NPMHU
President

Elise Bryant, President CLUW



Sara Nelson, President of Association
of Flight Attendants - CWA



Dolores Huerta, Co-founder National Farm
Workers Association

the trenches, fighting the good fight, bringing workers' issues into the spotlight and moving mountains.

Bill Thompson, the son of an APWU member and a current fast food worker and Fight for \$15 activist spoke to the delegation about the struggle fast food workers face every day to pay the bills. He also spoke of the success of the Fight for \$15 campaign.

"Unions are the backbone of our society," said Christine Campbell, West Virginia American Federation of Teachers (AFT) President, when speaking about the teacher strike revolution. "1,200 people join[ed] [the AFT] just during the strike in West Virginia... They're joining the union! They see value in organized collective action."

Allies for the Fights Ahead

Solidarity was on display at the convention.

Canadian Union of Postal Workers (CUPW) President, Mike Palecek, discussed the CUPW's strategy to fight against parasitic privatizers in Canada and discussed how it can be applied to the APWU's fight. "Like you, we were facing a manu-

factured crisis that could be solved in an instant, but they have an interest in destroying the services we provide. They needed that crisis to justify their agenda," he said. Through a strong organization, mobilization and action, the CUPW was successful in restoring door-to-door delivery.

National Association for the Advancement of Colored People (NAACP) President Derrick Johnson told the delegation, "I'll leave here, sending a message to my members, asking them to call their representative to support House Resolution 993 [a resolution against the sale of the Postal



U.S. Senator **Bernie Sanders** (I-VT) was enthusiastically welcomed by the convention delegates on the opening day of convention. He exclaimed, "I will soon be introducing legislation, which I think has a strong chance of passing, that will put the Senate on record in opposition to Trump's plan to privatize the Postal Service!" He thanked APWU "For helping to lead the fight to create a government and an economy that works for everybody and not just wealthy campaign contributors".



Congresswoman **Tulsi Gabbard** (D-HI-02), Iraqi War veteran and active service woman, spoke about the cost of war. "Every taxpayer dollar that we spend on these interventionist wars of choice is a dollar we are not spending at home, on health care, on education, on infrastructure, on housing, on the needs of our communities... We all must take a stand for peace to fight to end these wars of choice and instead invest our precious resources on strengthening and rebuilding our communities and our people here at home."



Glenn Hayes,
Manasota
Area Local



Texas Postal Workers Union
delegate, Aulby Gillett

Cynthia McNeilance,
Tulsa Area Local

Delegates at the rally and speaking from the convention floor

Service] to send a strong message that the Postal Service should not be privatized.”

“Labor, we have to take the power,” said Dolores Huerta, historic labor leader, civil rights activist, and co-founder of the organization that became the United Farm Workers (with Cesar Chavez). “We are one of the few organizations in the United States of America who know how to organize... We need to go out there and walk the streets... We all have to become activists now.”

“We’ve got work to do, APWU,” exclaimed Sara Nelson, International President, Association of Flight Attendants-CWA. “Solidarity is everything... It is unconditional power, hope, family and it can break through every struggle. It is a force stronger than gravity and solidarity will win.”

The Postal Union Alliance is stronger than ever. National Association of Letter Carriers President Fred-eric Rolando and National Postal Mail Handlers Union President Paul Hogrogian spoke of the need

for unity of Postal Unions to save the Postal Service.

“We must change the leadership in Congress fundamentally,” Rolando said. “The folks who refuse to act on a bipartisan basis to fix the Postal Service have got to go... let’s mobilize for change.”

Hogrogian spoke about how working together, the postal unions can ensure, “that worker-friendly, union-friendly, postal-friendly candidates, regardless of political affiliation, are elected to Congress.”

In a fiery speech to convention delegates, AFL-CIO President Richard

BUILDING WORKER POWER

Panel Explores Development of A Workers’ Agenda

On Aug. 19, the Legislative & Political Department hosted a first-of-its-kind panel, “Political Strategies to Win a Progressive Agenda.” The panel discussed how to build a broad movement toward a political agenda that builds worker power.

Legislative & Political Director Judy Beard explained how the new-age robber barons, “are taking back everything that we have fought for and won over the years... We have to fight back.”

Panelists included National Vice President of the Canadian Union of Postal Workers Jan Simpson; APWU Solidarity Representative and retired letter carrier Richard Koritz; past Raleigh Area Local president, labor educator and activist Ajamu Dillahunt; fast-food worker and Fight for \$15 activist Bill Thompson; Puerto Rico Area Local member

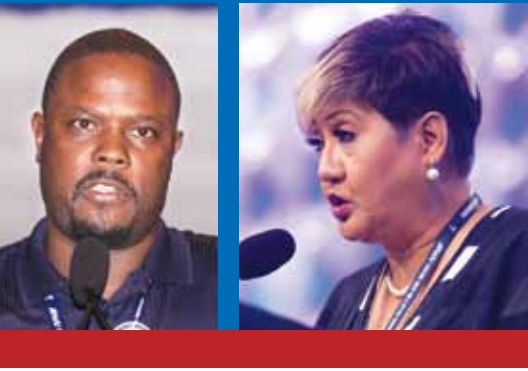
and activist Angieliz Coloncres, and New York Metro Area Local Communications Director Chuck Zlatkin. Each gave testimony on their experience fighting for better communities, better jobs, and an economy that works for all people, not just big business.

“Each panelist understands that workers need power,” Koritz explained. “To have power, we need allies and this is what this panel discussion is about.”

Pre-Convention Workshops Teach Valuable Skills

Over 1,000 members took part in workshops and trainings held on Friday, Aug. 17. Twenty-nine different classes were organized by the Research and Education Department. This year’s workshops included information about contract administration, veterans’ benefits, labor law, retirement planning, union communications, family and medical leave, labor history and

Keith Richardson, Chicago Local and Myrna Umali,
Greater Seattle Area Local,
Labor-Management Committee Co-chairs



Trumka attacked the threats to destroy the public Postal Service and postal workers' jobs. "We are going to fight for the postal service. We are going to defend our unions."

Cornelia Broos, Head of UNI Global Union Post & Logistics brought solidarity from overseas: "Our 2.5

million postal workers around the world will work together, fight together and we will win together."

Union Business

The delegation at the APWU Biennial National Convention is the highest governing body of the union. With the inspiration from the moving speakers, delegates spent most of the convention discussing, debating and voting on resolutions on behalf of the APWU members they represent.

The Constitution Committee reported on a resolution later adopted by the delegates providing for an up to 1,000-word candidate statement to be published in a special election issue of *The American Postal Worker* and included in the same envelope as the ballot for the

national election of officers sent to every member's house. Previously, a candidate had the opportunity to submit a campaign statement of up to 300 words that was published in a regular issue of *The American Postal Worker* magazine.

Another constitutional resolution the delegation debated was whether to or not change the retiree national convention delegate representation at the convention. While the delegates voiced strong appreciation and support for the activism of the retirees, the delegates voted for no change in the retiree representation based on the view that beyond the five elected retiree national convention delegates, full voice and vote is based on full membership.

The convention adopted Labor-Management resolutions concern- ►

BEFORE THE GAVEL DROPPED

empowering young workers. Members left their workshops with new tools to strengthen the union - from the shop floor to the streets - and *Fired Up and Ready to Go*.

Young Members Are Fired Up and Ready to Go!

On Aug. 18, the Young Members Committee (YMC) held their first official convention conference. Representatives from each region addressed the caucus. Sabrina Larsen presented the introduction of the YMC report. Joshua Gray gave an account on youth activism in today's society, from environmental fights to gun violence and the difficult legislative battles ahead for a vibrant public post office. Courtney Agee provided remarks on how to get young members involved in union activities. Luis Ramos concluded with statistics and data on mobilizing, organizing and growing activists on postal issues, labor issues and issues impacting the 99%.

Craft Conferences Address Pertinent Issues

On Aug. 18 and 19, APWU craft divisions - Clerk, Maintenance, Motor Vehicle Service, and Support Services - as well as retirees held conferences. The ongoing contract negotiations was on everyone's mind.

The conferences opened with reports from their respective directors and assistant directors on the union's past two years.

Deliberation of retirees at retiree conference.



National Business Agents presented information on recent grievance cases affecting their jurisdictional areas. Resolutions were then considered by conference attendees.

Productive Retiree Conference

Some issues of concern for retirees were defense of benefits, medicare, Social Security and the Post Office.



Peggy Whitney,
Minneapolis
Area Local and
Constitution
Committee
Chairperson

ing work hours, Postal Support Employee (PSE) and Non-Traditional Full-Time (NTFT) conversions, overtime and seniority.

Delegates also acted upon a number of resolutions primarily concerning proposals for future contract negotiations; such as: annual and sick leave, Postal Support Employee (PSE) health benefits, clothing/uniform allowance, workplace harassment/sexual harassment, representation, PSE maximization, and seniority and the rights of deaf and hard of hearing employees to certified interpreters for important job-related issues.

A resolution calling for a light duty/pregnancy policy in the workplace that would assist employees before, during and after childbirth based on the Pregnancy Discrimination Law of 1978 was also adopted. Included in the law are anti-discrimination provisions, workplace accommodations and job protections.

After conclusion of the Labor-Management Committee report, the Legislative/Political Committee presented eight resolutions for the delegates' consideration, including: Retirement, voter registration, PSE contributions to Thrift Savings Plan, civic engagement and health-care justice.

Organize the Unorganized is another resolution the delegates supported. It calls for the APWU national to "reenergize the move-

ment to unionize the private sector," and "return to organizing the unorganized."

Delegates unanimously adopted a resolution opposing privatization of Veterans Administration health care. They also adopted a resolution calling for the APWU and its local and state organizations to start an active community involvement program locally, regionally and nationally to promote social and economic justice. Delegates adopted a resolution that called for full government support for the Puerto Rican people and their post hurricane plight.

The convention gave moving tribute to recently deceased President Emeritus Bill Burrus and Maintenance Director Steve Raymer.

Activism Beyond the Convention

The course is set for the work of the national officers for the

next two years. The delegates are primed to go back into their communities across the country and organize the membership and allies into a powerful force.

APWU members can draw strength from our many victories of the past two years – like stopping Staples in Jan. 2017. "We are building unity, enthusiasm, union pride and community support that will help strengthen our everyday battles for workplace justice and defense of the public Postal Service," said President Dimondstein.

The first action for APWU members to show the country our combined worker power, will be the Oct. 8 National Day of Action against privatization. Go to apwu.org to find out how you can participate in the nationwide protests.

APWU members should also contact their Congressional representative (1-844-402-1001) and urge them to oppose the sale of the Post Office by supporting and co-sponsoring House Resolution 993 (*see page 31 for more information*).

"The fat cats always underestimate the power of the 99%," said President Dimondstein. "Their attacks present an opportunity to educate and unite with the people, defend the wonderful national treasure and DEFEAT our enemies." ■

Delegates stopped by the US Mail is Not for Sale booth in the exhibit hall and signed the pledge to be part of the fight against privatization of the Postal Service. You can to apwu.org to sign the pledge today!



YOUNG MEMBERS

Fired Up and Ready to Go!



L-R Amarillo Local Steward **Taylor Martin** and Amarillo Local Secretary **Angela Ramos** at the Pittsburgh rally.

During the 24th Biennial National Convention and pre-convention meetings, *The American Postal Worker* spoke with some of the dozens of young members in attendance. We asked the new APWU leaders about their experiences as postal employees, APWU members and, if applicable, local representatives.

“Being a young worker, and holding the title PSE [Postal Support Employee], management tries to treat us as ‘second rate’. They tend to assume we aren’t knowledgeable and that we aren’t aware of our contractual rights,” said Eveyana Cortez, New York Metro Area Local Shop Steward. “There’s a lack of respect from management that we as young workers face... I initially joined the union because I knew they are the defense line between the employee and management.”

“I REALLY ENJOY BEING A STEWARD AND I LIKE HELPING. IT GETS VERY BUSY AND HECTIC, BUT I GET A LOT OF SUPPORT FROM MY UNION FAMILY.”

“I decided to be a shop steward about two or three months after starting work,” said Luis Soto, Puerto Rico Area Local Eastern Area Vice President. Soto felt compelled to fight back against the “abuses that management perpetrated against my fellow co-workers, regular employees, another PSE – and against me.”

“My first year as a postal worker, I had no idea about the union,” said former PSE and current Amarillo Local (Texas) Secretary Angela Ramos. “I started asking questions because PSEs were getting used and abused.” Ramos met Mary Guzman, Amarillo Local Clerk Craft Director, who educated her on labor rights. Mary taught her that as a union steward she is management’s equal and not to be messed with.

Not all the young members experienced first-hand abuse. Some were tapped by seasoned leaders who saw a quality in them.

“I was approached by our former union vice president,” Marnel Desir, Clerk Craft Director of Rapid Area Local (Iowa), explained. “I originally joined the union in orientation because for me it was a no brainer, join a team that will help protect me and my fellow co-workers.”

“When I got hired, our local president Bill Villa told us really how everything works,” said Ernie Sandoval, Clerk Craft Director of the Santa Barbara SCF Area Local (California), “I signed up right away. He always represents the union and has been a great mentor. I still go to him if I’m unsure of something but I like the learning and the fight. It’s important to stand up when you know something is wrong.”

Tri-county Ohio Area Local steward, first-time delegate, newlywed and new mom, Samantha Menshouse said she is accustomed to handling multiple issues at once, but her union is always there for support. “It can get very stressful – nobody really understands how much work there really is until you get in there,” said Menshouse. “I really enjoy being a steward and I like helping. It gets very busy and hectic, but I get a lot of support from my union family.”

APWU’s young leaders are strong and outspoken. They are ready to take what they learned at our national convention to empower their peers and step up as the next generation as we all continue *Fighting Today for a Better Tomorrow*. ■



I have a dream, you have a dream, and Dr. King had a dream

EXECUTIVE VICE PRESIDENT DEBBY SZEREDY

My dream would be to help make APWU truly a movement of members fighting to save the USPS from privatization. Everyone needs to take responsibility and get involved. There is plenty of work to do. It will only get better when everyone joins in making it happen. We all want a safe, non-hostile, good paying, enjoyable workplace! We all are under attack and without all of us in this fight we could lose everything.

My dream may not be your dream but we spend many of our waking hours working for the Postal Service. Our families rely on our postal wages and our community depends on our service. I hope I can inspire you to take an active role and make a difference at work and for the people we serve!

**EVERYONE NEEDS TO TAKE
RESPONSIBILITY AND GET INVOLVED.
THERE IS PLENTY OF WORK TO DO. IT
WILL ONLY GET BETTER WHEN EVERYONE
JOINS IN MAKING IT HAPPEN.**

Dr. Martin Luther King Jr. inspired people to make a dream come true. But he didn't do it alone. Ralph Abernathy, his close mentor and one of his best friends, helped by showing how to give the dream structure. Ralph would say "let me tell you what that means for tomorrow morning."

Dr. King was the leader who inspired and moved people to get involved, but it required organizing and mobilizing and that takes many people and many activities.

APWU needs members who want to make our dream a reality. It takes many members working within the union across the country.

In a great movement there is always a person or small group that takes the vision and makes it a reality.

We should all feel the outrage with the attacks made on postal workers:

- to privatize the Postal Service, violating our constitutional right to be a service to the people;

- to consolidate/close, degrade services, cut hours, failing in services to the community;
- to continue to have three different pay scales for workers who are doing the same job causing disparate treatment, and then subcontracting our work to private companies;
- to deny new workers the right to a career job with good benefits after probation;
- to work in a hostile, unsafe work environment that is discriminatory and understaffed;
- to abuse, excess, and overwork postal workers, with no regard to family and health.

Together we can stop this privatization scam and take back the work we lost.

The message to our communities is that postal workers do make a difference and we love serving the people with our work.

History has shown that over the last 20 years the Postal Service, big corporations, right-wing think tanks, and others have been working hard to privatize our work, dispose of post offices and plants giving our work to private businesses to make profits to put in their over-stuffed bank accounts.

How can you be a part of our Dream to stop them?

It starts with giving your local union your e-mail and your cell phone number, and offering your willingness to help. You can get involved with union activities, union meetings, and union conference calls to help fight this privatization attack. Many of the activities don't take much time to do and with everyone's help it can make a difference. Visit the APWU website at least once a week. Contact your congressional members, get to know them, and let them hear about the value of our work.

This is a dream that we all can make happen together. ■

So-Called “Right-to-Work” DEFEATED in Missouri

Labor strikes back! In a critical battle faced by the labor movement, union members and community allies joined together to stop Right-to-Work (*for less*) in Missouri. These laws make it optional for workers covered by union contracts to help pay for the expenses unions incur protecting workers’ rights.

Passed by the Missouri General Assembly in 2017, this anti-worker law was blocked from being implemented after workers rose up and gathered roughly 300,000 signatures against the law. This action forced a direct vote by the residents of Missouri on the law.

Anti-worker Right-to-Work advocates seek to weaken the unions’ ability to fight for workers’ rights, and thus, weaken workers’ ability to have input in their job conditions, wages, and benefits. Advocates for the MO Right-to-Work (*for less*) law moved the vote up from Election Day on Nov. 6 to August 7, hoping that a low voter turnout would allow the legislation to be implemented. This tactic severely underestimated working people’s dedication to protecting their right to collectively bargain.

Thousands of workers were part of the *Vote NO on Prop A* campaign to defeat the legislation. They hit the streets, went to community meetings

APWU Members **Orlando Anderson** and **Mia Smith**



SAG-AFTRA President **Gabrielle Carteris** at the National Council of Jewish Women (NCJW) Luncheon, NCJW Executive Board, Senator **Gina Walsh**, and rank and file Members

to educate the public about the legislation, and spread awareness throughout the state. APWU members were part of the *Vote NO on Prop A* campaign and participated in numerous actions.

The workers’ actions were successful. Ninety-nine of Missouri’s 114 counties voted to repeal Right-to-Work, despite less than 10% of the Missouri workforce belonging to a union.

“This was a victory for all working people,” said President Mark Dimondstein. “Momentum is on our side and we will continue to fight back against any attempt to weaken a worker’s right to collective bargaining.”

“This victory would not have been possible without the countless people who fought long and hard for this result,” said Legislative and Political Director Judy Beard. “We especially want to thank our APWU members in Missouri who dedicated their time and energy to phone-banking, knocking on doors, and getting out the vote.” ■

APWU Members **Henry Rice** and **John Zamudio** with a Proud Voter



Kick off rally with AFL-CIO Secretary-Treasurer Liz Shuler at the District 9 Machinists Union Hall in Bridgeton, MO.





SECRETARY-TREASURER LIZ POWELL

Local Union Elections

It starts with the process for nominations. One of the ways to alleviate and hopefully prevent complaints, Local Election Committee (LEC) and National Election Appeals Committee (NEAC) appeals, and Office of Labor-Management Standards (OLMS) investigations, is for local affiliates to ensure elections are conducted in accordance with Department of Labor (DOL) guidelines.

The first and most important step in any democratic election process is the nomination of candidates for office. The Labor Management and Disclosure Act requires that union members must be given reasonable opportunity to nominate candidates. Nomination procedures must follow the provisions of the union's constitution and bylaws and DOL requirements.

Article 12 sec. 8 of the National APWU Constitution and Bylaws requires each local union, area local, regional and state organization to establish an election committee. No member of this committee can be a candidate for the election. The election committee shall be responsible for the conduct of the elections and shall decide all controversies arising out of the election process.

The election committee is required to notify union members of nominations which can be achieved by various acceptable methods and ensures the committee made a reasonable attempt to notify all members of nominations and elections. The preferable and recommended method is for the election committee to mail the nomination and election notice to each member at the last known address. Publishing the notice in the union newsletter (in a conspicuous place and must be given a prominent position), posting or distributing notices at the work sites are also some methods that can be utilized. Nomination notice – unlike an election notice – does not have to be given at least 15 days before nominations but must be in accordance with any requirements in the local or state union's constitution and bylaws and allow enough time for members to have a reasonable opportunity to nominate candidates of their choice.

ENSURE ELECTIONS ARE CONDUCTED IN ACCORDANCE WITH DEPARTMENT OF LABOR (DOL) GUIDELINES

The nomination notice should specify the offices to be filled in the election and state which officers are a delegate to the national convention by virtue of election to office. It should also include the date, time, place, and method for submitting nominations, including details such as whether a nomination must be seconded. Verification of membership in good standing will need to be done for the member who seconds the nomination at the meeting. If nominations are conducted at a meeting, a quorum requirement may not be imposed. However, the meeting must be held at a date, time, and place that allows members a reasonable opportunity to attend. Nominations at the regularly scheduled membership meeting would satisfy this requirement.

When candidates nominate themselves, their acceptance of nomination is considered automatic. The election committee should have provisions for candidates who are nominated for more than one position but can only run for one office in accordance with the local or state union's constitution and bylaws. Candidates should be able to accept or decline at the nomination meeting or a reasonable period of time established to receive the acceptance of a nomination if they were nominated at the meeting but were not present at the meeting.

If the election notice was not included with the nomination notice (which is recommended), the election notice is required to be mailed separately at least 15 days prior to the election to each member, including non-working members, at the last known address. The election notice must specify the date, time and place of the election, as well as the offices to be filled.

A successful election builds upon a foundation of a procedurally correct nomination process. A strong foundation always saves the local time and money on election appeals and subsequent re-run of elections. The Secretary-Treasurer's Department is available to provide assistance and training for local officers and election committee members. ■



The NCCC Fires Up Convention Delegates

Diana Curry, Clarksburg Area Local (WV) Delegate, is *Fired Up and Ready to Go* after visiting the NCCC's convention booth.

At the APWU 24th Biennial National Convention, hundreds of delegates visited the first ever National Contract Campaign Committee booth. The booth had charging stations available for visitors to plug in their phones and discuss the contract campaign and ongoing negotiations. Most of them took materials home to share with co-workers. The delegates left *Fired Up and Ready to Go* organize and mobilize members at home.

Regional Liaisons (Angela Ellington, Jennifer Lemke, Janalee Banks, Arrion Brown, James Donohoe, Wanda Harris) and the National Contract Campaign Committee (NCCC) Organizer were present to discuss the campaign, answer questions, and otherwise address visitors' concerns. They explained that a contract campaign is a method of fighting for change rooted in mobilizing union members.

Delegates were asked to:

- Join or form a Contract Action Team (CAT);
- Send Gear Day pictures to nccc@apwu.org and/or post on social media tagging #APWUNITED;
- Register for the September 6 Town Hall Call to hear from the National Negotiations Committee;
- Recruit co-workers for contract campaign activities,
- Request assistance when needed.

CATs Are Spreading

Twenty-two new CATs were formed at the 2018 Convention. With the concept of a contract campaign

and establishing CATs gaining acceptance, the number of CATs across the country is growing – almost double the number formed in 2015!

We are on the move. Reported local activities include: weekly Gear Day participation, raffles, gift card giveaways, picnic activities, union meeting incentives, and even an upcoming karaoke event.

We cannot have too many CATs. They are the principal means of informing, organizing and mobilizing members. Many local presidents who formed CATs are experiencing increased union involvement, visibility and solidarity. The National Negotiations Committee (NNC) is encouraged by member support and management can see that members are willing to fight for a good contract. This show of strength is vital for our success.

The APWU will continue building momentum until we secure a good contract. There will be many opportunities – and much need – for members to get involved and to include our allies in the community. Let's all stand together as we *Fight Today for a Better Tomorrow!*



South Alabama
Area Local



INDUSTRIAL RELATIONS DIRECTOR VANCE ZIMMERMAN

Stand Up for Safe Jobs!

“It is the responsibility of management to provide safe working conditions in all present and future installations and to develop a safe working force.” This is how Article 14 of our Collective Bargaining agreement with the Postal Service begins. That one sentence is very powerful and tells all of us that the highest-ranking postal manager – the Postmaster General – recognizes that ultimately it is their responsibility to provide a safe and healthy work environment.

IN 2017, 12 POSTAL EMPLOYEES LOST THEIR LIVES ON THE JOB. OVER 42,000 POSTAL EMPLOYEES WERE INJURED. WE DO NOT WANT YOU TO BECOME THE NEXT STATISTIC.

You may hear supervisors and managers say that safety is “everyone’s responsibility” or that every accident is “preventable.” But how often do you hear that safety is every worker’s *right*? Federal law and our collective bargaining agreement make it clear you have the right to a safe workplace and to go home each night uninjured, healthy, and able to enjoy your life.

But do all your supervisors and managers believe it is your right to have a safe workplace free from hazardous situations, broken and dangerous equipment, narrow walkways, blocked exits, or ergonomically unsafe conditions? There may be some who preach that – but what do their actions show? If I had to guess, I would guess their actions show they view safety more as a burden unjustly placed upon them instead of a right they are required to ensure you have.

One of the most important ways to protect your rights to a safe workplace is to know what they are; management is most likely not going to freely volunteer this information. That is why we hope you all received a copy of the *Stand Up for Safe Jobs* brochure put together under the direction of President Dimondstein, with five fact sheets on your rights and safety. You can find these fact sheets at : www.apwu.org/issues/safe-jobs.

Postal policies, handbooks, manuals, and your APWU contract make it clear you have the right to report dangerous conditions, hazards, broken/damaged equipment, and unsafe work practices. You have the right to complete PS Form 1767 to report anything unsafe. This form requires management to put in writing what they did to address your concern and how they abated the unsafe item you reported. The form calls for action by the end of your shift – if that isn’t possible, then no later than 24 hours after the form has been filed.

You have the right to file complaints with the Occupational Safety and Health Administration (OSHA) when safety is not a concern of your supervisors and managers and unsafe working conditions and practices are continuous. You also have the right to refuse to do work that is of such a danger, bodily harm is clearly possible. However, the danger must be clearly evident.

These policies also make it clear that you can do this without the fear of reprisal. Unfortunately, we know sometimes your supervisors and managers may not adhere to this practice. You can take action when they do not follow the rules.

Of course, when safety rules and regulations are not followed, you also have the right to file a grievance. Your union takes safety seriously and will support your fight. Our contract requires the USPS to hear your safety grievances, listen to our union on safety issues, and work with us to make sure safety is a priority. APWU Regional Safety Representatives can assist you and your local in the enforcement of safety rules. You can find yours at www.apwu.org/issues/regional-sh-representatives.

In 2017, 12 postal employees lost their lives on the job. Over 42,000 postal employees were injured and had claims accepted by the Office of Workers’ Compensation Programs. We do not want you to become the next statistic. Know your rights, enforce your right to a safe workplace, exercise all the tools you have to have a safe work environment, and always be willing to *Stand Up for Safe Jobs*. ■

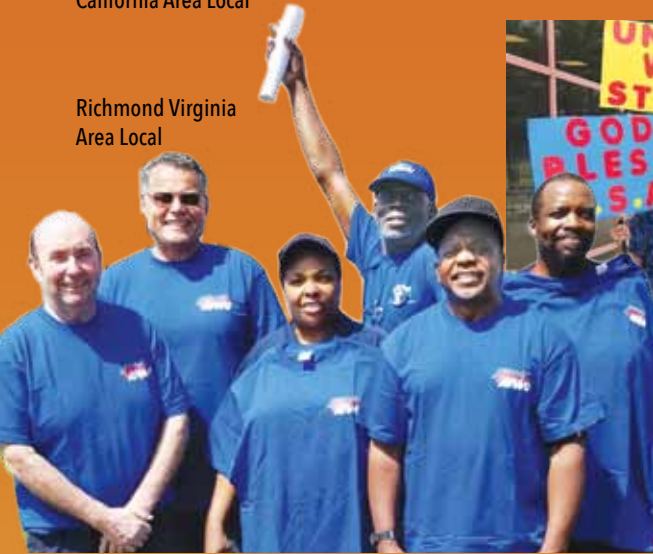
APWU Members 'Gear Up'

APWU Gear Days have taken off across the country. Every Thursday, hundreds of members - both local members and members-at-large - are 'gearing up' to show management our solidarity during the contract negotiations.



California Area Local

Richmond Virginia
Area Local



Central Jersey Area Local

Des Moines Iowa Area Local



Wilmington DE / Malcolm T. Smith Area Local



Dallas Area Local

Toledo (Ohio) Area Local



MEMBERS

POSTAL WORKERS PROTEST PRIVATIZATION IN DELAWARE



On July 9, in response to the White House plan to privatize the USPS, members from the Wilmington DE/ Malcolm T Smith Area Local hit the pavement to spread the word that the fight is on to save the people's post office.

Their recent informational rally against White House privatization efforts was an effective way to inform the public about the attacks on our national treasure.

After a successful struggle against the closing of the Wilmington, DE Processing and Distribution Center (P&DC) a few years ago, Local President Trina Wynn explained that the local knows how building bridges and allies is a winning strategy. They were able to keep the facility open because, "we came together with our Congress people, our com-

munities and the public... they were aware of what was going on and they stood with us."

The local passed out 300 informative postcards, held signs, and engaged in meaningful conversations with dozens of postal customers and community members. Hundreds of motorists and passerbys slowed down to read signs and stopped to take postcards.

Wynn explained that all locals need to take action and inform their communities about the very imminent threat of privatization to the future of the public postal service.

"It's time to come together," said Wynn. "It's time to put all of our individual differences aside and understand that we are *Fighting Today for a Better Tomorrow!*"



APWU members, family and supporters protest against the White House's privatization plans in Wilmington, DE.

IN ACTION



SEATTLE RAISES PUBLIC AWARENESS ON POSTAL HERITAGE DAY

Members of the Greater Seattle Area Local went out to celebrate and educate on the Post Office's 243rd Birthday on July 26. The local spoke with postal customers about the many struggles postal workers currently face and the value of the public Postal Service.



Members and supporters of the Greater Seattle Area Local at informational picket on July 26.

Local President Myrna Umali with a postal customer.

RETIREEES AND YOUNG WORKERS TEAM UP FOR EVENT IN CLEVELAND

Members of the Cleveland Ohio Retiree Chapter met with the members of the Cleveland Area Local's (Ohio) Young Workers Committee to talk about the events and importance of the 1970 Great Postal Strike. The event educated the new members about past postal worker struggles and strengthened the relationship between the generations.

The retiree chapter organized the 'history lesson' as part of their activities for Older Americans Month. Its theme, Engage at Every Age, emphasizes that a person is never too old (or too young) to be an activist.



Cleveland Area Local officers, retirees and young workers committee members.

USPS Utilizing Disgraced Former NLRB Commissioner



Assistant Director Lynn Pallas-Barber, Director Clint Burelson and Assistant Director Lamont Brooks

The United States Postal Service is utilizing Terence F. Flynn, the disgraced former National Labor Relations Board (NLRB) Member, during their current negotiations with the APWU.

Terence “Terry” Flynn started with the Postal Service in 2018 as a labor relations attorney and is currently advising the USPS representatives who are meeting with the APWU Clerk Craft. The USPS team is meeting with Flynn prior to and after each meeting with the Clerk Craft.

Flynn previously represented Dr. Pepper/Snapple corporation as head of labor relations. His biography states his duties, in part, were to “develop and implement labor relations and union avoidance strategies.”

Prior to working for Dr. Pepper, Flynn was at the National Labor Relations Board (NLRB) where he started in 2004 as general counsel for Republican board members. In 2012, Flynn himself was appointed to the NLRB. He was forced to resign shortly after the agency’s Office of the Inspector General (OIG) issued two reports that severely criticized his prior conduct as a staff attorney.

The OIG found that Flynn leaked confidential information to former NLRB Republican Members Peter Schaumber and Peter Kirsanow. At the time Flynn leaked information, Schaumber was co-chair of presidential candidate Mitt Romney’s labor advisory committee and Kirsanow was serving as outside counsel to the National Association of Manufacturers, a notoriously anti-union corporate association. Flynn provided Schaumber and Kirsanow confidential information including drafts of NLRB decisions as well as materials about NLRB internal deliberations. Schaumber resigned as the co-chair of Romney’s labor advisory committee after the scandal broke. Flynn also improperly shared information with his former anti-union law firm, Crowell & Moring.

The NLRB OIG report regarding Flynn in March of 2012 stated: “The facts as outlined above provide a basis for finding that Mr. Flynn violated the provisions of the Standards of Ethical Conduct for Employees of

the Executive Branch and that he lacked candor during the investigatory interview.”

The OIG report also found that Flynn leaked “information that was protected from disclosure and considered by the NLRB to be the most confidential of Agency information.”

Additional findings for the OIG include:

“Given Mr. Flynn’s position as a Chief Counsel and his years of service,” the OIG stated, “he knew, or should have known, that he had a duty to maintain the confidence of the information that he received in the performance of his official duties”

“We also find that the improper disclosure of information to former Members Kirsanow and Schaumber amounted to a conversion of the information for the private benefit of former Member Kirsanow and his client, the National Association of Manufacturers, and former Member Schaumber’s labor relations consulting and/or legal practice.”

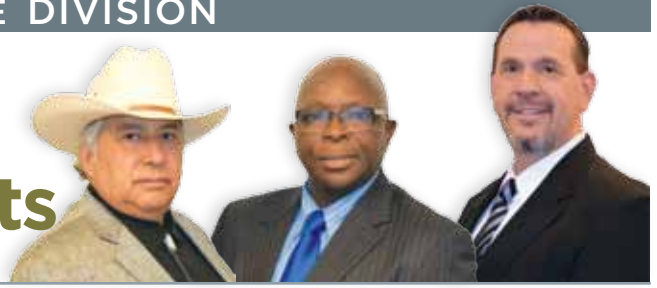
In a second report in April of 2012, the OIG also indicated that Flynn did improper favors for Schaumber in return for Schaumber helping to secure Flynn’s nomination to the NLRB.

Whatever the USPS is paying Flynn, he probably made ten times more working as head of labor relations for Dr. Pepper/Snapple. So why is he working at the Postal Service and is his public postal salary being supplemented by outside interests who would benefit from his presence in labor relations at the Postal Service?

Given the Postal Service’s willful and blatant violations of the contract and the interests of many large corporations in eliminating unions, the hiring of a corrupt anti-union lawyer for national negotiations is disturbing, yet not surprising.

APWU members are encouraged to attend their union meetings, join the Contract Action Teams, and otherwise participate in the fight for a public Postal Service and a good contract. When we organize, we win. ■

New Maintenance Division Appointments



Assistant Director Terry Martinez, Director Idowu Balogun and Assistant Director Jimmie Waldon

In accordance with Article 21 of the *American Postal Workers Union Constitution & Bylaws*, Idowu Balogun has assumed the position of the Maintenance Division Director, which became effective after the untimely passing of Director Raymer on June 16th.

Director Idowu Balogun

Brother Balogun has been an activist of the Maintenance Division for more than a decade, serving as Assistant Director A for five years and ten years as national representative at large. Prior to coming to Washington, D.C., he represented the Western Region as a maintenance national business agent covering some thirteen states for seven years. He is a member of the Greater Los Angeles Area Local and worked for the Postal Service as an electronic technician in Los Angeles.

Assistant Director Jimmie Waldon

Western Region Maintenance National Business Agent (NBA) Jimmie Waldon was appointed by Brother Balogun with unanimous consent of the Maintenance Council to fill the position of Assistant Director A, effective July 16. Jimmie was one of two Western Region national business agents representing Maintenance for the past eleven years. He is from the Sacramento Area Local where he served as vice president.

Western Region NBA Hector Baez

Hector Baez was appointed by Brother Balogun to serve as Western Region Maintenance Division National Business Agent A, located in Mesa, Arizona, effective July 16. Brother Baez is from the San Diego Area Local where he served as maintenance director.

Eastern Region NBA Jason Treier

Jason Treier was selected by Brother Balogun to serve as Eastern Region Maintenance Division National Business Agent and received unanimous concurrence from the Maintenance Council. He started serving in the new position, located in Sicklerville, NJ, on Sept. 3. Brother Treier served as director of industrial relations for the Lancaster Area Local, a position he still holds. ■

Filling Maintenance Vacancies – Part II

This is Part II of an article started by our late brother, former Maintenance Division Director Steve Raymer, in the July-August edition of *The American Postal Worker*. We are sharing how to fill vacant maintenance positions under terms of our contract, known within our craft as the "pecking order." The previous article covered through Step 4 of the process; we pick up here with Step 5.

5. Select the ranking employee on the appropriate promotion eligibility register (PER).
6. Activate retreat rights for excessing which occurred under 12.5.C.5.
7. Consider Maintenance Craft employees requesting transfer before or after in-service procedures ("after in-service" is only in the event a within installation Maintenance employee is on the in-service register) in the following order:
 - a. When Maintenance Craft employees who have requested a transfer are considered first:
 - (1) Consider Maintenance Craft employees who are already qualified for the position in question.
 - (2) Consider Maintenance Craft employees who are not qualified for the position in question but have been afforded an opportunity to qualify under the provisions for qualifying for transfer (see EL-304, Qualifying for Transfer).
 - b. If in-service procedures are considered first:
 - (1) Give priority consideration to career Maintenance Craft employees using in-service register in score order.
 - (2) Give consideration to remaining APWU-represented craft employees.
 - (3) Consider other career bargaining unit postal employees, regardless of craft or position, on the in-service register in score order.
8. Consider current career employees for return to Maintenance Craft to a position previously held or to any position of equal or lower level for which he/she holds an eligibility rating. Employee must meet time and eligibility criteria.
9. Consider former career postal employees for return to Maintenance Craft to a position previously held or to any position of equal or lower level for which he/she holds an eligibility rating. Applicants must meet reinstatement requirements and time and eligibility criteria.
10. Consider entrance register eligible in score order.

“The Struggle Continues” — Moe Biller



Assistant Director Javier Piñeres and Director Michael Foster

The American Postal Workers Union (APWU) and the United States Postal Service (USPS) are in the process of contract negotiations. It is no secret that MVS faces very challenging times during this round of negotiations. The USPS, inspired by the White House, is pushing an agenda of privatization and trying to turn middle class jobs into part-time positions.

The Postal Service will advance an agenda of cheap labor called “efficiency” in an attempt to extract concessions from many years of bargaining between the parties.

Postal management’s agenda is to duplicate the business models of Wal-Mart, Target, UPS and other for-profit corporations that have little regard for hourly employees. In this model of corporate greed, many benefits achieved by the APWU over the years – such as a 40-hour work week, penalty overtime, and scheduled off days – could become a thing of the past. Although the APWU MVS Division has submitted numerous proposals, we have yet to receive any proposals from the USPS, so we are virtually negotiating with ourselves. On top of that, our current Collective Bargaining Agreement expires on September 20.

The MVS Division entered these negotiations with a clear understanding of the current political climate and USPS concessionary demands. Despite the adversity, we will push forward to protect and grow our craft by challenging contracting out efforts and bringing work back into the bargaining unit. We will also continue to demonstrate the value of our skilled workforce and showcase what the MVS Craft brings to the table.

Our first proposals exchanged with management emphasized training, establishing new positions, a staffing model for the VMF and the elimination of 204Bs.

These are the MVS Division’s first round of proposals:

- (1) Include the General Clerk, Office Clerk, and Schedules Examiner as senior qualified positions.
- (2) Create a new VMF position “Level 10 Diesel Automotive Technician.”

- (3) Create desirable duty assignments using the language “Every effort will be made to create desirable duty assignments from all available work hours for career employees to bid.”
- (4) Require the USPS to provide structured training for all Vehicle Maintenance employees.
- (5) Incorporate a staffing package for VMF employees into the Collective Bargaining Agreement.
- (6) Amend the MVS Jobs MOU and add back sections 1, 3, and 4 negotiated during the 2010 Agreement.
- (7) Negotiate additional language to eliminate the use of 204-Bs in the MVS Craft.

Amend Article 39.1.H so that the VOMA position is assigned to the jurisdiction of the Motor Vehicle Craft.

In response to various complaints the union received from the field about training, the MVS Craft submitted various requests for information. The craft sought the training billets and the location and list of enrollees from May 2015 through the present. We also requested any models or matrices used to staff VMFs.

We learned that training for new vehicles in the VMFs is nonexistent except for “web-based training.” These courses are the Automotive Electrical-VLR and the LLV Maintenance course on vehicles the Postal Service is in the process of replacing. Many members have reported that the web-based training serves little to no benefit in the performance of their duties. The only VMF training offered in Norman, OK, is a course on VMF Clerk Fundamentals.

The union has requested a list of all work subcontracted at each Vehicle Maintenance Facility, since contracting out of bargaining unit work at Vehicle Maintenance facilities is due to understaffing and the failure of the Postal Service to maintain a properly-trained bargaining unit. We will continue to update the membership on the progress and challenges of negotiations. We will also continue to closely monitor the Postal Service’s proposals and their attempts to change the MVS Division in the future. Keep On Truckin’. ■

Back-Pay Processing



Director Steve Brooks

You may be, or have been, an employee whose postal employment was in jeopardy due to a disciplinary action. I know employees in this circumstance can find the process of getting your case heard time consuming and frustrating, whether it is through arbitration or pre-arbitration.

If you have an agreement, or have won a case in which the settlement is to bring you back to work with back-pay, I'm sure you have realized the Postal Service is in no hurry to get you the pay and benefits you deserve. Furthermore, they are not trained properly when it comes to completing necessary back-pay forms.

If you are entitled to a back-pay settlement, you are going to want to initiate the process of collecting that back-pay. You or your union representative will want to immediately contact Labor Relations and ask for PS Form 8038 an employee request for back-pay.

It is imperative that you fully complete the form and submit it to the labor specialist. The specialist is supposed to use the information you supply to complete PS Form 8039, which management submits to the Eagan IT/AS for processing.

Management may have the responsibility of completing PS Form 8039 completely and accurately, but it is also your responsibility to review the form to ensure management has completed it correctly. You are required to sign the form, indicating that you reviewed and agree with the information submitted.

Common reasons for delays in the processing of an award are: lack of appropriate signatures, missing information, and not submitting a copy of the settlement with the back-pay award. This is why I say that it is the responsibility of the employee, or union representative, to review the information and only sign off when you agree it is correct.

Proper steps to ensure the information provided is complete and accurate can avoid delays in processing. When the request is received in Eagan, they do an initial review of the documents to make sure they contain

proper signatures and grievance documentation. You can reduce the possibility of having your case returned to the labor specialist by reviewing the form when it is first submitted.

A few simple things to keep in mind when you, or your union representative, are considering settling a case where back-pay is involved: Management likes to take the easy way out and offer a lump sum to settle the case and make it go away. This is only a good idea when the hours being paid are overtime, out-of-schedule, Sunday premium, or another type of premium pay that is not a base work hour. If you agree to a lump sum as a settlement, you are given no work hours

IF YOU ARE ENTITLED TO A BACK-PAY SETTLEMENT, YOU ARE GOING TO WANT INITIATE THE PROCESS OF COLLECTING THAT BACK-PAY.

credit. This will affect your FMLA hours credit, retirement contributions, TSP contributions, service history credit hours for retirement and leave credits.

We have been conducting a payroll class at conferences and conventions over the years that targets the Postal Service payroll system and how it works. As part of that class, we teach the basics of back-pay processing procedures.

Based on calls I receive from union officers and employees, I will be developing a more comprehensive training class that focuses on avoiding delays in processing back-pay awards. I believe that many in management deliberately delay completing back-pay forms because they are upset they lost a case, and now they feel it is costing the Postal Service money. In fact, they lost the case because their actions were wrong, and the money being paid out is money that was deserved by the employee from the day they were put off the clock. Your back-pay award belongs in your pocket, and your union will fight to make sure you get every penny. ■



Sharyn M. Stone, Central Regional Coordinator

TIME'S UP

This is a tough article to write because by the time you read it, we could either have a contract or be headed for binding interest arbitration. Our Collective Bargaining Agreement (CBA) expires on September 20, 2018. Hopefully we have achieved a fair and just contract and maintained the hard-fought protections we have achieved. Our negotiations' team, headed up by President Dimondstein, serves us well.

Even if all is complete with the CBA, we have miles to go before we sleep. The constant threat of Article 12 excessing, reorganizing, mismanagement, harassment, coupled with the President's threat to privatize the Postal Service into oblivion is still in play.

Have you called your member of Congress? Nothing should be more inspiring and more motivating than a threat to our livelihood and the continued existence of the Postal Service committed to serving every community even though sometimes you can't help but wonder whose side is the USPS on. They run the Postal Service as if they want it to fail. Why? Whatever private business ended up owning the Postal Service would never hire ex-postal managers to run it. We have faced difficult challenges in our past and we will face all future challenges unified and "fighting today for a better tomorrow".

No matter what happens, we will always stand up for safe jobs,

protest to put an end to workplace harassment, and fight to keep the post office a viable community service for all.

Young Members Committee

At our 2016 convention, a committee was created – made up of APWU members 35 years of age and younger. Convention delegates recognized our need for members, and especially younger members, to step up and become involved with the union for our longevity. What better way to move forward than with a group of enthusiastic engaging young members. Presi-

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dent Dimondstein appointed, with recommendations from the five Regional Coordinators, two members from each region to participate on the Young Members Committee (YMC). These appointees are also involved with their locals and have their support. Since that time the committee has functioned with the Coordinators serving as their advisors. The YMC is an excellent group of young people.

We have communicated with YMC members on an ongoing basis. We provide advice, and knowledge about the APWU Constitution and our contract with the USPS as support for the committee's efforts. We

assist them whenever possible in learning about the union and how it works – politics and all (just kidding). As an organization, we need everyone's involvement.

The YMC provided a well attended workshop at the Craft Conference last year in Las Vegas. I am positive my fellow coordinators: Omar Gonzales Western Region, John Dirzius Northeast Region, Mike Gallagher Eastern Region, and Kenneth Beasley, Southern Region join me in congratulating the YMC for what they do and in encouraging them into the future.

It is important if we are to survive and grow as a highly functioning viable organization into the future, we need all members to get involved, not just for the issues like the new CBA or CAT teams but for the future of our organization. Younger members involved at every level should inspire all members to become involved. Everyone may not want to be a steward or officer or not even serve on a committee, but what about being a knowledgeable re-enforcement on the work room floor? Every member can participate in some way. ■



Amendment to Kill Postal Banking Defeated!

Late in the night on July 18, opponents of postal banking tried to pass an amendment in the U.S. House of Representatives to prohibit the Postal Service from implementing any expansion of financial services. Thanks to the hard work and unity of APWU, NALC and our postal banking allies, the House defeated the amendment by a bi-partisan vote of 212 to 201.

The amendment to a government appropriation bill (H.R. 6147) was offered by Rep. Patrick McHenry (R-NC). Earlier versions of the McHenry amendment even meddled with collective bargaining by attempting to overturn an agreement, reached during the last round of APWU negotiations, to pursue expanded postal services.

"Make no mistake, this was an attack on our public Postal Service," said President Mark Dimondstein. "The defeat of this concerted effort to curtail financial and other innovative services is an important victory for those who believe the Postal Service exists to serve the people of this country."

The amendment would have prevented the Postal Service from using its existing legal authority to enhance its offering of basic financial services – including domestic electronic money transfers, bill payment services, expanded check cashing, and expanded international money transfers.

Not stopping there, it also preemptively banned future USPS innovations that have not already been approved by Congress.

The banking lobby and anti-government organizations including Americans for Tax Reform and the Heritage Foundation lobbied hard for this amendment. These are the same groups that are determined to privatize our public Postal Service.

The collective work of the APWU and our allies on the Campaign for Postal Banking – including the AFL-CIO, Americans for Financial Reform, and Take on Wall Street – won the day. "Only through the hard work of all our allies in the public interest, united in solidarity, could we defeat this attack," Legislative and Political Director Judy Beard emphasized.

Standing up for robust postal services, Rep. Elijah

Cummings (D-MD), ranking member of the House Oversight and Government Reform Committee, urged his colleagues to "oppose this effort to impose arbitrary limits on the Postal Service's ability to innovate."

Speaking on the House floor, Representatives Marcy Kaptur (D-OH) and Gerry Connolly (D-VA) urged a "no" vote. "The Postal Service," said Connolly, "deserves better, our consumers deserve better, Postal Service customers deserve better, and we can do better."

When Representative John Curtis (R-UT) – who was serving as Acting Chair at the time – called for a voice vote, it was clear the majority opposed the amendment. Despite this, however, he ruled that the amendment had been adopted.

Recognizing the strong bipartisan opposition to the amendment and that the Acting Chair had ruled incorrectly, Rep. Kaptur demanded a recorded vote. When the votes were counted, she was vindicated, as the House of Representatives rejected the amendment.

The Postal Service is in a unique position to provide basic, affordable, non-profit financial services via its existing infrastructure, as well as a host of additional expanded services. These services provided by the USPS could help struggling families throughout the country achieve financial stability and strengthen the USPS mission to serve the public.

"Be heartened sisters and brothers, because this vote is a testament to the support for our cause," said President Dimondstein. "However, we have a long way to go. We must build on this victory to protect and enhance vibrant public postal services now – and for many generations to come." ■

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 include check cashing, bill payment, savings accounts and small-dollar loans. Postal Banking will benefit consumers without access to traditional banks as well as those who want a public option. The expansion of services would also strengthen our public Postal Service. To learn more, visit www.CampaignforPostalBanking.org.

FEDERAL WORKERS BEAT BACK WHITE HOUSE ATTACKS



APWU Secretary-Treasurer **Liz Powell**, Legislative & Political Director **Judy Beard** with APWU members at #RedsforFeds rally in Washington, DC.

Unionized federal government workers were victorious on August 25 when a federal judge struck down key provisions of three union-busting executive orders intended to strip the workers of protections and other union rights. The three executive orders were issued by President Trump in May.

At the heart of the orders was an effort to limit federal workers' access to their right of representation from on-duty stewards. When the orders went into place, union representatives across the country were kicked out of their offices and barred from representing their coworkers while on official time.

The deciding judge, Ketanji Brown Jackson, rebuked the White House in her ruling, writing, "Congress undertook to guarantee federal employees the statutory right to engage in good-faith collective bargaining." She added that the law finds that that right "safeguards the public interest."

Another provision struck down by the judge would have shortened the appeals period for workers facing discipline or separation from federal service. Federal workers' unions argued in court that the White House was trampling over collectively-bargained working conditions.

Jackson also threw out elements of the orders aimed at limiting the scope of issues unions and the government could negotiate over at the bargaining table.

The American Federation of Government Employees (AFGE), the largest union of federal government workers, said of the executive orders, "This is more than union-busting – it's democracy busting."

The ruling came just weeks after thousands of federal worker union members and their allies rallied around the country on July 25 against the executive orders, launching the campaign #RedforFeds (supporters wear red to show solidarity with union workers). APWU leaders and members were proud to stand with other federal workers at the Capitol Hill rally.

"Even in a post-Janus world, this ruling proves that when workers fight, we win," President Mark Dimondstein said. "Whether in the streets, on the shop floor, or in the courts, workers are prepared to stand up and defend our hard-won rights. Our sisters and brothers in the rest of the federal workforce should be applauded for defeating the attempts of this White House to weaken their unions."

'Prime'd for a fight' European Amazon Workers Strike, Call Boycott

Amazon workers in Europe stood up to the e-commerce giant during the July 'Prime Day' promotion; demanding better pay, working conditions and collective bargaining.

The company, which has grown to be valued at more than \$1 trillion, has long been under fire for dangerous working conditions, egregious violations of workplace rights and routine union-busting.

Workers in six German Amazon warehouses skipped work to protest the poor working conditions. Spanish workers stayed out for three days. Their Polish colleagues staged a work-to-rule slowdown to call attention to poor conditions and union-busting there.

The workers have been organizing for years to end Amazon's abusive workplace practices, for seats on corporate boards overseeing Amazon's production and for recognition of their unions.

Striking workers and their allies called on customers around the world to boycott Amazon in the week leading up to the 'Prime Day' global promotion.

Stefanie Nutzenberger, a representative from the German union ver.di, which has organized thousands of Amazon workers in the country (and is also Germany's postal union), told Reuters, "The message is clear – while the online giant gets rich, it is saving money on the health of its workers."

5,600 Pittsburgh-area Retail Workers Win Contract Improvements

After months of struggle, more than 5,600 grocery, pharmacy and fuel workers in western Pennsylvania and West Virginia won a new three-year contract in July with the regional grocery chain Giant Eagle.

The workers and their union, United Food and Commercial Workers (UFCW) Local 1776 Keystone State, campaigned for months to raise wages, secure improvements to health and dental benefits, and to improve retirement benefits. The contract met their goals and was overwhelmingly ratified by the membership.

For months, the union educated the public about their issues and need for higher wages. A report published during bargaining showed that Giant Eagle, once a bedrock of good jobs in the region, had long attempted to weaken its employees' union and shift to a poverty-wage model. The union and community allies blanketed the Pittsburgh region with signs imploring, "Giant Eagle Do Better."

UFCW Western Division Director Tony Helfer said of the agreement, "We are pleased with this contract... We have reached an agreement that will greatly benefit all current and future Giant Eagle members."



UFCW members protesting for a fair contract.

South African Postal Workers Win Big Pay Increases After Strike

Postal workers in South Africa are celebrating dramatic victories won through their steadfast solidarity during the South African Post Office (SAPO) work stoppage.

After striking for more than two weeks, the South African Communication Workers Union (CWU) members won 6.5% pay increases and guarantees of additional permanent, full-time positions. More than 500 part-time positions will be converted to full-time, career jobs.

An additional gain sought and won by the unions who represented the SAPO workers was an increase in hours for the remaining part-time positions. The unions bargained to increase guaranteed scheduling of at least 26.5 hours per week for the part-time workforce. Previously, part-timers were only assured 21 hours of weekly work.

The CWU, like the APWU, is a member of UNI Global Union, the global trade union federation for the skills and service sectors. Unions all around the world extended their support to CWU members during their courageous struggle for better pay.

Canadian Postal Workers Overwhelmingly Authorize Strike

Shortly before this issue went to press, on Sept. 9 members of the Canadian Union of Postal Workers (CUPW) were preparing for strike action as contract negotiations continue between the union and Canada Post. The authorization vote tallied more than 93% support.

In a statement to the public, CUPW President Mike Palecek said, "Over the last decade, the working conditions of all our members have deteriorated, leaving many overburdened, with little time for their home life. This ends now. Our members have spoken — this is the time to address serious workplace problems."

In addition to addressing pay and work-life balance issues, the union is pushing Canada Post to move faster in adopting new and innovative services for the Canadian public. Introducing postal banking is a top union priority, as is expanding grocery delivery and initiatives to

make the Canada Post greener and more environmentally friendly.

"Postal workers are also bargaining for the future — future employees and everyone who relies on the postal service," says Palecek. "Expanded public services at the post office will help our communities thrive, which is why we have put new services for all at the front and center of our negotiations."

Postal workers have been working under expired contracts since the beginning of 2018. Without a negotiated agreement, the strike could begin as soon as September 26.

CUPW has a proud history as one of Canada's most militant unions. Members were locked out in 2011 after refusing to accept stark concessions from Canada Post. They were then legislated back to work by a Conservative government and forced to accept wage cuts. CUPW members have not forgotten.

Anti-Privatization Congressional Briefing

The future of our public Postal Service is at the center of a swirling national debate: The White House is questioning Postal Service finances and its “deals” with Amazon. Privatization, or selling off our public Postal Service to corporate interests, is the recommendation of the White House Office of Management and Budget (OMB) in its June 2018 report.

In response, A Grand Alliance to Save Our Public Postal Service organized a briefing on Postal Heritage Day (July 26) on Capitol Hill.

The briefing, attended by more than 100 Congressional staff, featured a distinguished panel of experts who discussed postal service finances and why selling off our public Postal Service is the wrong approach.

“We agree that the financial path the USPS is on is unsustainable,” said Brian Renfro, Executive Vice-President of the National Association of Letter Carriers. “But we must look at why that is and what we can do to fix it.”

Renfro argued that the so-called financial crisis is largely the result of policy mistakes by the last two administrations: the requirement to prefund future retiree health benefits (which accounts for almost 90% of the losses on the books) and the cap on raising postal rates. The bottom line is, he concluded, that major restructuring of the Postal Service is not necessary and would be a mistake.

Postal privatization, remarked Art Sackler of the Coalition for a 21st Century Postal Service, “is a very bad idea.” Sackler explained the importance of the Postal Service to the \$1.4 trillion U.S. mailing industry that employs 7.5 million people.

The outcomes of privatization of postal services in other countries, as well as privatization of other public services here in the United States, are negative, testified Alan Barber, Director of Domestic Policy at the Center for Economic and Policy Research. Postal privatization typically results in “a drop in employment in postal services, price increases, and lower service quality,” stated Barber.



Panelists at AGA's briefing, *The Future of the U.S. Postal Service*. From left to right, Ashley Poling, Senior Policy Counsel for Sen. Heitkamp (D-ND); Alan Barber, Director of Domestic Policy, CEPR; Sarita Gupta, Executive Director, Jobs with Justice; Art Sackler, Coalition for a 21st Century Postal Service; and Brian Renfro, Executive VP, National Association of Letter Carriers.

“The impact of privatization is something that would really hurt rural America, would really leave them behind,” according to Ashley Polling, Senior Counsel to Senator Heidi Heitkamp of North Dakota.

Sarita Gupta shared a message from the National Family Farmers Alliance: “Should the USPS be privatized, we have no doubt that private companies would find ways to avoid delivering to homes and small businesses on sparsely populated rural routes, further isolating rural residents and endangering their lives and livelihoods.”

Panelists encouraged members of Congress to co-sponsor the recently-introduced bi-partisan House Resolution 993 (H. Res. 993). The resolution expresses “the sense of the House of Representatives that Congress should take all appropriate measures to ensure that the United States Postal Service remains an independent establishment of the Federal Government and is not subject to privatization.” ■

GET INVOLVED!

- ▶ Make your voice heard by urging your Representative in Congress to support H. Res. 993.
- ▶ Watch the briefing on A Grand Alliance YouTube channel.
- ▶ Learn more about privatization at www.agrandalliance.org.

A Grand Alliance to Save Our Public Postal Service is a broad coalition of national, state and local organizations including the NAACP, Vote Vets, Jobs with Justice, National Council of Churches and Rainbow PUSH. These groups have come together to take a stand against the unprecedented assaults on the Postal Service including efforts to dismantle and privatize it. To join A Grand Alliance, visit www.AGrandAlliance.org.



Judy Beard, Director

Privatization: Does Your Representative Support Our People's Postal Service?

The 2018 Midterm elections are quickly approaching! On Tuesday, Nov. 6, 2018, one-third of the U.S. Senate, every U.S. House Representative, dozens of governorships, and countless local and state positions are in play. These candidates want our vote. Before you head to the polls, find out where these candidates stand on preventing the privatization, in part or in full, of the United States Postal Service.

Privatization means ending our publicly owned and operated Postal Service to be replaced by private corporate interests. It means ending our jobs that pay a living wage and jeopardizing our hard-earned retirement and healthcare.

To see if your representative supports House Resolution 993, (which calls for Congress to ensure that the USPS is "not subject to privatization," go to *tiny.cc/993*. We have more than 190 sponsors so far, both Democrats and Republicans.

We want members of Congress to know their constituents care about maintaining universal service, and that you are watching how they vote on issues that matter to postal workers and members of their communities. If your representatives have co-sponsored H. Res. 993, please call or write them to thank them. If not, urge them to do so. To connect to your member's office, call **1-800-402-1001**.

Educating family, friends and co-workers is the key to winning this fight. Let them know that plans to sell off the Postal Service would threaten the promise to serve all communities – rich or poor, urban or rural – at the same low price, and also result in a decrease in delivery. The reduction could go as low as three days a week, or you may have to pick up your mail at one central location.

Today, our Postal Service can keep its promise enshrined in the U.S. Constitution – providing affordable and reliable mail service to all Americans regardless of their health or wealth, who they are or where they live - all without receiving a single dime of tax-payer money. Ask your family and friends to make the call to save our public Postal Service. ■

Confirm Your Voter Status Before Election Day!

According to the American Civil Liberties Union (ACLU), 17 states have new restrictive voter laws. Voters are being purged from election rolls throughout the country. Visit canivote.org to verify your registration status or contact your local board of elections, and have your co-workers, friends and neighbors do the same.

Verify dates of early voting – the process of vote by mail (called absentee voting in some states). Please remember to watch out for misinformation. For accurate information, call your APWU local union office or the AFL-CIO's Central Labor Council/State Federation to find out about your voting status, labor-endorsed candidates, ballot initiatives and to sign up to volunteer and get out the vote.

COPAmatic Captains Lead the Way

At the APWU's 24th Biennial National Convention in Pittsburgh, we tried something new for the APWU Committee on Political Action (COPA). The Legislative & Political Department recruited and trained 50 "COPAmatic Captains" – leaders from each state with a mission to sign up their state's delegation to be *COPAmatic*.

COPAmatic contributors give automatic, reoccurring contributions to COPA – the most popular of which are payroll deductions for active members and Office of Personnel Management (OPM) annuity deductions for retirees.

Thanks to the captains' inspiring grassroots activism, we doubled the number of convention delegates giving *COPAmatically* – a jump from 600 to 1,200 automatic contributors! Several states, including New Hampshire, Colorado, Iowa, Delaware, Nevada, and Vermont signed up 100% of their attendees.

Leading by example, these captains and delegates are taking the message home about how and why to give *COPAmatically*. Contact COPA Coordinator Janice Kelble at 603-934-5022 to learn more or to volunteer in your area.

Labor Rights are Human Rights



Anna Smith, Director

We all have heard of human rights and we all have those rights. But, did you know that labor rights are human rights?

What do I mean by that? Well, let me give an example and begin with the “right to an education.” Public education is far too often taken for granted by Americans. Sadly, only in the last century is it normal for children go to school and learn reading, writing and basic mathematics. This is all because of the work of worker unions in the late 1800s and early 1900s to end child labor. Once young children were no longer going to work in places like the clothing mills or mines, the need for elementary and high schools emerged. Unions then fought for those schools to be public, and not owned by a religious group or a company (in the cases of “company towns”).



Breaker Boys in Pittston, PA in 1911

Workers fought for free public education. We succeeded in helping secure the right of every American to have a K-12 education. We still are fighting for that same right to a free collegiate education.

Labor unions fought for human rights to be protected by law. We constantly fight to give true meaning to the phrase “dignity and respect.” We fought for, and continue to fight, to maintain basic freedoms like thought,

speech, press, religion, assembly and especially our right to petition our government to correct the wrongs we face.

The Organization Department’s 2018 campaign Labor Rights are Human Rights will be focusing on arming each and every member with knowledge to not only understand what they are standing for by being a union member, but to empower each member with the tools they need to encourage others to stand with us.

Consider for a moment what it is that motivates you into going to work each day? More specifically, what motivates you to continue your career as a postal employee? Are your benefits such as pay, leave, retirement benefits or health and life insurance the motivation that drives you go to work? Or, is it as simple as you love your job and there is no other place you would rather work?

When you hear someone say they love their job, what comes to mind? Is it a “me too” or is it “wow, I haven’t heard that before?” If you didn’t have your postal career, what would your life look like? Are you living to work or working to live?

Once you realize what it is that motivates you to continue your postal career, then you will become more aware of what you are fighting for, and what you have to lose.

Taking for example if it is the pay that motivates you, you need look no further than the Federal Minimum Wage (FMW) in your state to realize what we are fighting to maintain (<https://www.dol.gov/whd/minwage/mw-consolidated.htm>). Would you still like your job if you didn’t make the wage secured by your union contract?

Minimum wage jobs and the loss of our basic human rights is the reality of what we would face if we didn’t stand together. Being union is about standing together; collectively bargaining over wages, hours, benefits and our working conditions; and fighting for an acceptable standard of living for our families, friends, and our future generations. ■



Joyce B. Robinson, Director

Pregnancy Discrimination

Pregnancy discrimination exists in many agencies nationwide, including the Postal Service. The Pregnancy Discrimination Act (PDA) of 1978 amends Title VII of the Civil Rights Act of 1964 and prohibits sex discrimination on the basis of pregnancy, childbirth, or related medical conditions. Pregnancy is considered a temporary disability in the eyes of the law, meaning the treatment of pregnant employees falls under the same jurisdiction as disabled employees.

USPS Employee Relations Manual (ELM) and the PDA

In March of 2017, the Postal Service revised the Employee Relations Manual (ELM), 672.1.b. to come into compliance with the PDA. If an employee is temporarily unable to perform her job due to pregnancy, she must be treated the same as any other temporarily disabled employee by providing light duty, modified tasks, alternative assignments, disability leave, and/or leave without pay. The PDA also forbids discrimination based on pregnancy when it comes to job assignments, promotions, layoffs, training, fringe benefits, firing, and requires employers to provide reasonable break time and a private place for mothers breast-feeding their babies to provide milk.

Pregnancy and Maternity Leave

Pregnant employees must be permitted to work as long as they are able to perform their jobs. If an employee has been absent from work as a result of a pregnancy related condition and recovers, her employer may not require her to remain on leave until the baby's birth. Nor may an employer have a rule that prohibits an employee from returning to work for a predetermined length of time after childbirth.

Other Protections Under the PDA

An employer may not fire a pregnant employee for being absent if her absence is covered by the employer's sick leave policy; may not require employees limited by pregnancy or related medical conditions to first exhaust their sick leave before using other types of leave and must allow an employee who is temporarily disabled due to pregnancy to take leave without pay as with other illnesses.

What About Health Insurance?

Any health insurance provided by an employer must cover expenses for pregnancy related conditions on the same basis as expenses for other medical conditions. The PDA specifies, however, that insurance coverage for expenses arising from abortion is not required, except where the life of the mother is endangered or medical complications arise from an abortion.

Pregnancy related expenses should be reimbursed in the same manner as those incurred for other medical conditions, whether payment is on a fixed basis or a percentage of reasonable and customary charge basis. The amounts payable by the insurance provider can be limited only to the same extent as costs for other conditions. No additional or larger deductible can be imposed.

What to Do if You are a Victim of Pregnancy Discrimination

If you feel that you are a victim of pregnancy discrimination you could take the following actions:

- **Write down what happened** – Record the date, time, and place of the incident and include what was said and identify witnesses. Keep a copy of these notes at home.
- **Contact your union representative** – File a grievance within 14 days of the incident citing a violation of Article 2, Article 13, Article 19, and Article 30.
- **Keep copies of job evaluations** – Keep records at home of all evaluations that show that you do a good job at work. Your supervisor may criticize your job performance later in order to defend the discrimination.
- **File a charge with the Equal Employment Opportunity Commission (EEOC)** – A pregnancy discrimination charge must be filed within 45 days of the discriminatory action in order to preserve your legal rights. ■

Sources: *Pregnancy Discrimination Act, US Equal Employment Opportunity Commission, APWU/ USPS Collective Bargaining Agreement, and the USPS Employee and Labor Relations Manual.*

Saving the Postal Employees' Relief Fund



Sue Carney, Director

Visit [PostalRelief.com](https://www.postalrelief.com) or use the Combined Federal Campaign (CFC), Charity Code 10268

Your donations are needed to sustain the Postal Employees' Relief Fund (PERF). PERF is a non-profit charitable organization. When disaster strikes and all is lost, PERF provides tax-free relief grants to postal employees and retirees to help them reestablish a home and replace necessities. PERF has provided more than \$19 million in assistance to postal families during its 28-year history, but meeting its mission has become increasingly difficult over the last decade.

Fundraising rule changes imposed by the Office of Personnel Management (OPM) and an increasing number of major disasters have had devastating consequences on the Fund's operating expenses. In the past 10 years 1,290 natural disasters have been declared across America; half were deemed major in magnitude and no state was exempt. 2017 weathered several extensive wildfires and three cataclysmic hurricanes that caused widespread flooding and heart-wrenching destruction. The sum of these catastrophes, in combination with consecutively dismal yearly fundraising campaigns, has taken a toll on our postal families and PERF's remaining funds.

PERF is your charity. It is equally managed by all postal unions and management associations, and funded almost entirely by postal workers, retirees and friends. Yet less than 1 percent of the postal workforce made contributions to the Fund last year. We are all potential victims. If we want PERF to survive through the next round of disasters and be there for us in the future, each of us must do our part.

We don't have to break our piggy banks to replenish PERF's funds. Making small, recurring tax-deductible donations – as little as \$2.00 per pay period or \$5.00 per month – can make a big difference.

Giving is easy. There are several ways to contribute. Secure one-time donations and scheduled monthly contributions can be made any time of the year by credit card or through PayPal by visiting www.postalrelief.com. Donors without a PayPal account can give as a PayPal guest. Donations may also be mailed, payable to PERF, at POB 7630, Woodbridge, VA 22195.

Combined Federal Campaign

We can also give through the Combined Federal Campaign (CFC). Participating in the CFC allows employees to give to PERF and other charities by authorizing automatic, *biweekly* payroll deductions. Retirees can contribute too by authorizing *monthly* annuity withholdings. Using red or black ink, complete the retiree or employee pledge form located on the adjoining page. Write "10268" in the Charity Code Boxes and indicate in whole dollars the "per deduction amount" you want withheld for PERF. Be sure to sign and date the form. Failure to follow these instructions could indefinitely suspend your gift.

Employees should submit their forms to the USPS District Campaign Manager via their immediate supervisor before January 11. Retiree forms should be mailed directly to the CFC Processing Center address listed on the form and postmarked, also no later than January 11.

Authorizations apply to the 2019 calendar year but donors can cancel their withholdings at anytime. PSEs must call the Postal Accounting Service Center, 877-477-3273 option 1, to resume charitable deductions after their 5-day break. Pledge questions should be directed to CFC Customer Support at 800-797-0098.

To pledge on line or to review a full list of participating charities visit <https://cfcgiving.opm.gov>.

No One Thinks Disaster Will Happen To Them

**Take Two Minutes ~ Give Two Dollars ~
Recruit Two Co-workers
To Give To PERF**

www.postalrelief.com

Our supply of the CFC pledge forms is intended to ensure all employees and retirees have the opportunity to give to PERF and other favored charities. Doing so does not diminish an employee's right to voluntarily participate, review charities and make selections on-the-clock. ■



Please fill in with red or black ink
Online pledges are accepted through 01/11/2019 by
visiting opm.gov/ShowSomeLoveCFC

All Paper Pledge Forms should be mailed to: CFC Processing
Center, P.O. BOX 7820 Madison, WI 53707-7820 and must be
post marked by 01/11/2019

FEDERAL EMPLOYEES ONLY

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DESIGNATED PLEDGE: To designate to one or more Charities or Federated groups, fill in the Charity code(s) and dollar amounts below. If you would like to donate to more than 5 Charities, please visit opm.gov/ShowSomeLoveCFC to complete an online donation or attach another copy of this form and label your forms 1 of X; 2 of X. The Total Annual Contribution amount should appear on copy 1 of X.																																											
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Keep a Copy of this form before sending to the CFC. CFC organizations do not provide goods or services in whole or partial consideration for any contributions made to the organizations via this pledge. OPM Form 1654-A																																											



All Paper Pledge Forms must postmarked
by **January 11, 2019**.
Please fill in with red or black ink.

Online pledges are accepted through
January 11, 2019 by visiting
opm.gov/ShowSomeLoveCFC

FEDERAL RETIREES ONLY

Primary Email Address				Secondary Email Address																																							
First Name				Last Name																																							
Retiree Type				Home Zip Code																																							
<input type="checkbox"/> Military <input type="checkbox"/> Civilian <input type="checkbox"/> Judicial				<input type="checkbox"/> I'm located in a foreign territory without a ZIP Code																																							
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DESIGNATED PLEDGE: To designate to one or more Charities or Federated groups, fill in the Charity code and dollar amount for each organization. If you would like to donate to more than 5 Charities, please visit opm.gov/showsomeLoveCFC to complete an online pledge or attach another copy of this form and label your forms 1 of X; 2 of X. The Total Annual Contribution amount should appear on copy 1 of X. The minimum donation is \$1 per charity.																																											
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CFC organizations do not provide goods or services in whole or partial consideration for any contributions made to the organizations via this pledge card. OPM Form 1654-B																																											

MID-TERM Elections: Use Your Voice and Your Vote



Nancy Olumekor, Director

Elect to Protect your Federal Pension Benefits and the Postal Service

Use your voice to let the candidates running for the U.S. House and the Senate know that you and your family will only vote for those candidates that are committed to protecting your hard-earned benefits. This includes your federal pension, i.e., CSRS or FERS; Social Security; Medicare; health insurance and life insurance.

Tell those candidates running for Congress in your area that you will only support candidates who are opposed to privatizing the Postal Service and the federal agencies such as OPM, Social Security and Veterans Administration. Let the candidates know that you are only voting for candidates who will fight to protect and preserve the Postal Service and federal agencies.

Review candidates' voting records on these and other issues of importance to you. If they haven't supported our issues in the past, let them know that you will not be supporting them during the mid-term elections. If the candidate doesn't have a voting record then ask them questions. Ask them for a commitment to support our issues; to protect our federal pension, protect Social Security, Medicare and support legislation to improve the standard of living for seniors and retirees, as well as the standard of living for all working people. Tell them your story; this election is personal to you.

Take ten (10) minutes to write a letter or a postcard to your elected representatives in the House and the Senate. Tell them why this election is important to you, your family and your future.

Then, make that telephone call to Capitol Hill 1-202-224-3121 or use the APWU line 1-844-402-1001 to call your member of Congress. Remind them that you are registered to vote; you are a postal retiree with a federal pension; you will only support candidates who will protect your federal pension, benefits, the postal service and federal agencies.

These issues are of paramount importance in this election for postal/federal retirees, senior citizens and

postal workers. We need to make sure that we elect candidates who are going to protect our livelihood and our federal pension and benefits.

Talk to your family, your neighbors, your friends and other like-minded registered voters. Educate them on the issues of importance to you. Ask them to vote for those candidates who will support our issues. Join with others who are working to elect candidates in your area who will support our issues in Congress.

Contact your local AFL-CIO Central Labor Council or your local union office to help. Volunteer to make telephone calls, knock on doors to help elect candidates who will support Labor's issues in Congress.

Then, last but certainly not least, VOTE. Vote early, if you can, then help someone else get to the polls to VOTE on Election Day – Tuesday, November 6, 2018. ■

Retirees in Action



(L-r) Roosevelt Daniel, President of the California Area Local Retiree Chapter, with Congressman Pete Aguilar (D-CA-31) and Letitia Ochoa, Vice President California Area Local Retiree Chapter.

Your Data Will Never Be Used Against You at APWU



John Marcotte, Director

As an advocate for workers and quality health care, I am disturbed by recent media reports about health insurance companies using data collected from non-medical sources. The implication is that this could be used to set rates for health insurance premiums.

First let me assure you that the APWU Health Plan does not do business this way. I personally find this practice discriminatory and reprehensible; it defies the entire construct of health insurance. The APWU Health Plan was created by postal workers banding together to share the financial burden of health conditions should any one of us be unfortunate enough to have or contract one of these conditions. This is a proud heritage and one I believe is worth fighting to defend.

**HIPAA LAWS DO NOT PROTECT
YOUR INFORMATION OUTSIDE OF THE
HEALTH CARE INDUSTRY.**

Much of health care in the United States is corporate controlled and there is a surge of for-profit companies buying out non-profit hospitals and clinics. I believe this trend, coupled with the current federal administration's tear down of protections Americans had under the Affordable Care Act, has emboldened large health insurance companies to go forward with this ill-advised business model. The Holy Grail for these companies is to go back to the days of charging ridiculously high premiums or refusing to pay for preexisting conditions.

These companies want to charge more for health care based on factors they assume will drive up your health care usage and costs. I believe this would make health care impossibly expensive for many of us at any age and all of us as we arrive at middle age and beyond. This is the divide and conquer strategy often used by those wanting to take away what workers have gained in the past. They want to pit currently healthy workers against those receiving care with promises of lower premiums. I believe the end result would be the end of affordable employer-paid health care, which is most likely the ultimate goal.

Here are some quotes from a report on *NPR.org*:

"The companies are tracking your race, education level, TV habits, marital status, net worth. They're collecting what you post on social media, whether you're behind on your bills, what you order online. Then they feed this information into complicated computer algorithms that spit out predictions about how much your health care could cost them..."

"Are you a woman who recently changed your name? You could be newly married and have a pricey pregnancy pending. Or maybe you're stressed and anxious from a recent divorce. That, too, the computer models predict, may run up your medical bills..."

"Are you a woman who has purchased plus-size clothing? You're considered at risk of depression. Mental health care can be expensive.

"Low-income and a minority? That means, the data brokers say, you are more likely to live in a dilapidated and dangerous neighborhood, increasing your health risks..."

"Insurers contend that they use the information to spot health issues in their clients – and flag them so they get services they need. And companies like LexisNexis say the data shouldn't be used to set prices. But as a research scientist from one company told [the reporter]: 'I can't say it hasn't happened...'"

Data collected can be error ridden and algorithms can be flawed – garbage in, garbage out. HIPAA laws do not protect your information outside of the health care industry.

The good news is the APWU Health Plan opposes using information in this manner and we are committed to our founding principle of workers taking care of workers. APWU Health Plan – Together Better Health! ■

2018 APWU SCHOLARSHIP

The APWU proudly presents the winners of three scholarship programs: the E.C. Hallbeck Memorial Scholarship, the Vocational Scholarship and the Best Essay Award for 2018.

Hallbeck winners will receive a \$2,000 award each year for a period of four years to be used in an undergraduate

program. The Vocational Scholarship winners will receive up to \$3,000 to be used for three years of study in a trade, technical, industrial or vocational school. The Best Essay winner will receive a one-time award of \$2,000.

Winners are selected from applicants who are the children or grandchildren of current, retired or deceased APWU members.

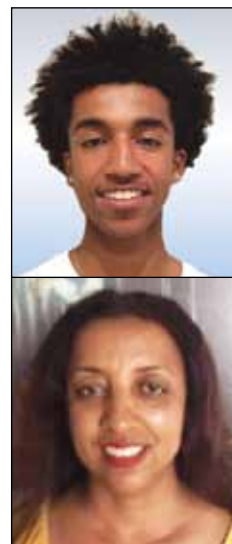
HALLBECK WINNERS

Cambridge Jones,
daughter of **Renee Little**, of the Montgomery
County Area Local



Lauren Zhou, daughter
of **Jin Zou**, of the Saint
Louis Gateway District Area
Local

Cameron McIntosh,
grandson of **Sharon McIntosh**, of the South
Alabama Area Local



Adonai Yishak,
son of **Tsegereda Debessay**, of the
Minneapolis Area Local

Kayla McCargo,
daughter of **Bennie McCargo**, of the North
Jersey Area Local

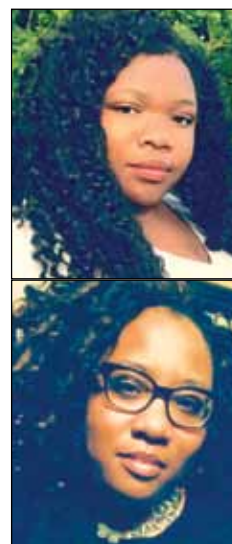


Theodore Ziolkowski,
son of **Janice Ziolkowski**, of the
Baltimore Francis 'Stu'
Filbey Area Local



Wesley Patrick,
grandson of **Deanna Patrick**, of the Wyoming
Postal Workers Union

Amber Gustason,
daughter of **Christina Gustason**, of the Denver
Metro Area Local



Jaylynn Foreman,
daughter of **Tamilia Washington**, of the
Amarillo Local

Nah'Sir Morgan, son
of **Diona Morgan**, of
the New Jersey Postal
Workers Union



WINNERS

The scholarships are funded by donations, and the APWU is extremely grateful for contributions by union members. To make a contribution, please send a check or money order to: APWU Scholarship Fund, 1300 L Street NW, Washington DC 20005. Your tax-deductible donation may specify "Hallbeck," "Vocational" or "Best Essay."



VOCATIONAL WINNERS



Brianna Diggs, daughter of **Dawone Diggs**, of the Winston-Salem Local

Dallen Schwab, son of **Danielle Schwab**, of the California Postal Workers Union



Kollin Vaughn, son of **Michelle Vaughn**, of the Wausau Area Local

BEST ESSAY WINNER



Jacqueline Jaffe, daughter of **Lawrence Jaffe**, of the Broward County Area Local





On October 8, tell Congress U.S. Mail Is Not For Sale

Joint rallies by the APWU, NALC, NRLCA, NPMHU and community supporters will be held in congressional districts throughout the country to say 'no' to privatizing the Postal Service.

For more information, go to apwu.org or contact your local and state leadership.

