

# THE AMERICAN Postal Worker

APWU  
March/April 2019

## Arbitration Contract Demands

- Annual Pay Raises
- Maintain COLAs
- Increase Career Workforce
- Preserve No-Layoff Protection
- No Subcontracting
- Stop Harassment
- Keep 50-mile Excessing Limit
- Lower Health Care Premiums
- Raise PSE Base Pay
- and more...

See page 37 for National Officer Election Rules



APWU ELECTION COMMITTEE: Standing from left: Will Khong, Lamont Green, Kim Guy, Mark Jennings, and Bev Fletcher. Seated: Norma Impallari, Tony Turner, Michelle Johnson.

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The APWU is ready to fight in interest arbitration to secure a fair contract. Learn more on page 5.

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PRESIDENT MARK DIMONDSTEIN

# Solidarity

Our labor anthem is “Solidarity Forever.” I sign letters “in union solidarity.”

But what is solidarity?

The dictionary definition is: “unity or agreement of feeling or action, especially among individuals with a common interest; mutual support within a group.”

There are many examples of real-life solidarity:

- Writing a statement for a co-worker who has been wronged, not allowing career and non-careers to be divided, fighting together for safe workplaces, and standing up when we see co-workers sexually, or otherwise, harassed by management.
- Teacher and education workers rising up from West Virginia to Oklahoma, Los Angeles, Oakland and Chicago – in defense of public education, smaller classroom sizes and needs of the students.
- The Oklahoma Postal Workers Union distributing food and beverages to the teachers marching from Oklahoma City to Tulsa, the Greater Los Angeles Area Local joining picket lines during the recent teachers strike, Bay Area retirees joining with striking Marriot workers demanding “One Job Should Be Enough,” the Lehigh Valley Area Local gathering food for the federal workers locked out during the government shutdown.
- The Association of Flight Attendants producing a video for their members opposing postal privatization.
- Respecting the union-called boycott of Oreo cookies in defense of unionized Chicago workers facing the export of their jobs.
- The October 8th National Day of Action that *The U.S. Mail is Not for Sale!* campaign coordinated with the other postal unions.
- Support for striking Canadian postal workers as they strive for a decent new contract.
- Standing with fast food workers fighting for \$15/hour and a union.
- Teacher and other unions backing the *Stop Staples* boycott and helping to bring about the victorious conclusion.

- APWU local and state unions sending supplies and money to support brothers and sisters devastated by hurricanes, fires and floods.
- Building *A Grand Alliance to Save Our Public Postal Service* and uniting with the public to defend and expand public Postal Services as the White House seeks to sell our national treasure to private corporations.
- All 56 AFL-CIO unions united in opposition to the Trans Pacific Partnership (TPP) rotten trade deal.
- Ten air traffic controllers, too exhausted and sick to come to work, disrupting air traffic, thus forcing an end to the outrageous 35-day government shutdown (lock-out) of 800,000 federal workers.

With solidarity we win. When Charleston, SC dockworkers were forced on strike in 2000 by a shipping company trying to break the union, Danish, Swedish and Spanish dockworkers stood in international solidarity and refused to handle “scab” cargo in their respective countries. This proved instrumental in winning that fight.

Without solidarity, we lose. The Air Traffic Controllers (PATCO) went on strike in 1981 and the Reagan administration set out to break the strike and union. The AFL-CIO refused to stand in solidarity, and other unionized airline workers crossed picket lines. The union was broken and all workers were injured, for the defeat opened the floodgates of striker replacement, union busting and concessionary contracts.

Solidarity leads workers to a better life. Our union was built in the solidarity of the unlawful Great Postal Strike of 1970. It should remain part of our very being, part of our “DNA.”

We are now heading into the challenging process of interest arbitration to win a new, decent union contract that respects postal workers’ hard work and contributions. We must be united to successfully win our demands and resist management’s regressive proposals (see next page).

Solidarity with each other on the workroom floor, among all crafts, between local and national leaders and with our community allies must be stronger than ever as we are *Fighting Today for a Better Tomorrow!* ■



# Management and Union Exchange Final Economic Proposals

On March 7, 2019, the APWU and United States Postal Service negotiators exchanged their final economic proposals as both sides continued their preparation for interest arbitration.

The APWU put forward proposals that reward postal workers for our hard work. The union's proposals include:

- Solid annual pay raises,
- Two COLA increases every year,
- Adding top Steps to the lower career pay scale,
- Reduction of the non-career workforce and increasing the career workforce,
- Automatic PSE conversion to career after a set time of service,
- Increased company contributions to health insurance premiums,
- Raising the pay of PSEs.

The union had previously presented many proposals, and continues to fight for these demands: work hour guarantees for PTFs; guaranteed weekly day off for PTFs and PSEs; elimination of all subcontracting, including continuation of moratorium on subcontracting of any existing MVS/PVS work; moratorium on plant closings; addressing the hostile work environment, including sexual harassment; elimination of management performing bargaining unit work in Level 18 offices; and no mandatory overtime.

USPS economic proposals are nothing short of draconian and regressive. Their proposals include:

- No increase in pay rates – a freeze for current employees:
  - One lump-sum payment in lieu of the usual annual pay raise;
  - Lump-sum payments in lieu of COLAs.
- Decreasing the career workforce:
  - Increasing the percentage of non-career employees to 25% in the clerk craft;
  - Reintroduction of 10% PSEs into the maintenance workforce, undoing the all-career maintenance craft;
  - Reintroduction of 10% PSEs into the MVS craft;
- Pay and benefits substantially cut for all future conversions to career and future hires:
  - A converted PSE would take a pay cut of almost \$1.00 per hour;

**FIGHTING TODAY**  
for a **BETTER**  
**TOMORROW**

- Current career employees with less than six years seniority must work 15 years to gain “no lay-off” protection;
- Elimination of no lay-off provision for all future workers.

USPS management had also previously made numerous regressive proposals including: Universal PSE Clerk with no restrictions on working the window, PSEs allowed to work in Level 18 offices and then replace career jobs; replace career PTFs with non-career PSEs; eliminate the 50-mile limit on excessing employees; subcontract custodial work under conditions of unforeseen long-term absences; eliminate penalty pay; eliminate all existing Local Memos; eliminate any on-the-clock steward union time to represent employees.

**“THE USPS PROPOSALS REEK OF CONTEMPT FOR THE WORKFORCE. APWU MEMBERS WILL FIGHT FOR WHAT WE DESERVE IN THE INTEREST ARBITRATION PROCESS”**

**- PRESIDENT MARK DIMONDSTEIN**

“This is blatant disrespect for postal workers,” Chief Spokesperson for the APWU, Industrial Relations Director Vance Zimmerman, told the Postal Service negotiators. “They provide a valuable service to their country. This is not even close to respecting the value of the service we give. I could go on and on but I will just say I find this insulting.”

“There are clearly two sides in this fight and the battle lines have been drawn in our efforts to obtain a contract that honors and respects postal workers,” President Mark Dimondstein said. “The USPS proposals reek of contempt for the workforce. APWU members will fight for what we deserve in the interest arbitration process as we continue *Fighting Today for a Better Tomorrow*.” ■

# SOLIDARITY WORKS!

## United Worker Actions Mean We Prevail



Protesters at the Federal Hart Building on Jan. 23

**W**orking people across the country continue to build on past organizing successes to beat back government actions that threaten our jobs and our families' futures.

For the last few years, labor has been in the streets, defending our rights

to good, family-sustaining jobs and dignified retirements. APWU has been a key part of these recent labor victories, with our successful *Stop Staples* campaign against privatizers in the USPS.

2019 is barely three months old, yet collective worker action has already led to two tremendous victories. First, the partial government shutdown beginning Dec. 22, 2018. More than 800,000 federal workers were locked out or forced to work without pay as President Trump demanded billions in funding for a border wall. After the longest federal government shutdown in history – lasting 35 days – workers brought it to an end because they fought back, and the entire American labor movement came to their aid.

Second, the strike by education personnel in West Virginia – the

second in as many years – once again captured national attention and showed the country how it is possible to win when workers stand together, even when the government is set squarely against them.

### Labor Stands Together

When the federal government shutdown began on Dec. 22, it was clear that the White House would not be persuaded to compromise



The Northern Virginia Area Local Research and Education Director Gregory Sanders at the AFL-CIO Rally to End the Government Shutdown on Jan. 10







APWU National Officers and members at the AFL-CIO Rally to End the Government Shutdown on Jan. 10

on its demand for more than \$5 billion to fund a wall on the southern border. Negotiations early in the shutdown quickly went nowhere, with President Trump threatening to keep the government shut down for “months...or even years,” according to news reports.

800,000 federal workers were locked out of their jobs or working without pay – which should be illegal. As days became weeks, workers missed paychecks. Many – including Transportation Security Administration (TSA) workers, correctional officers, and Internal Revenue Service (IRS) employees – were forced to continue working without pay.

Out of this desperate situation came inspiring resistance and solidarity from union sisters and brothers and community allies across the country. Early in the shutdown, groups organized protests in multiple cities, including Philadelphia, St. Louis, Dallas, and others.



(From L-R) Dallas Area Local's Retiree Chapter President Lewis Fulbright, Secretary-Treasurer Tanya Daniel, President Yared Wonde, Local Business Agent Katina Range, and Executive Vice President Charles Tillman rally in Dallas, TX to support furloughed federal workers on Jan. 15.

On Jan. 10, union members gathered in front of the AFL-CIO building for a rally organized by the ‘House of Labor.’ APWU members and officers joined furloughed workers, lawmakers, and other allies.

AFL-CIO President Richard Trumka demanded the government immediately re-open or face the fury of workers: “We will not sit down. We will not be silent,” he told the crowd. “We will never stop standing up, fighting, and marching for every single worker!”

American Federation of Government Employees (AFGE) President J. David Cox placed the blame squarely on the White House, and also Senate Majority Leader Mitch McConnell (R-KY). “I’d like to make sure that everyone knows that this effort and extortion is more of a lockout than a shutdown,” Cox said.

On Jan. 23, APWU officers joined with protesters from other unions and community allies in a sit-in at the Hart Senate Office Building. The sit-in included a 33-minute silent protest – one minute for each day of the shutdown – with protesters holding plates in the air to symbolize the desperation of having to go to food banks for groceries in the absence of a paycheck.

Following the silent portion, protesters joined together in chanting “No



Protesters at “Occupy Hart” protest on Jan. 23

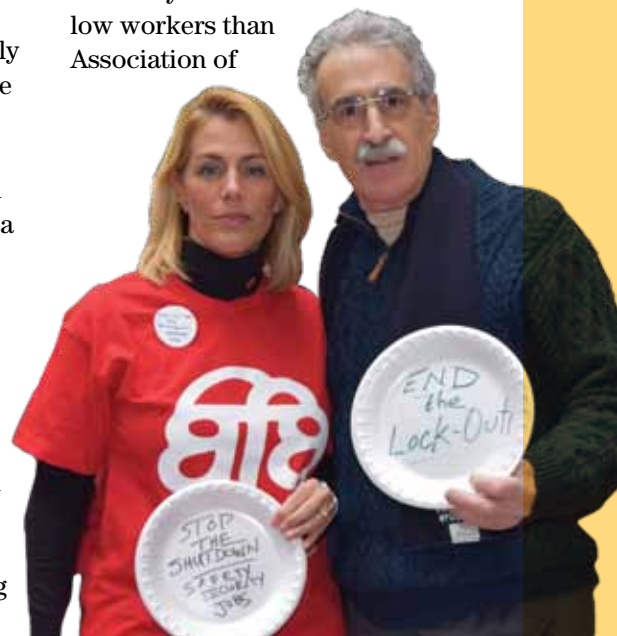
more food banks, we need pay-checks!”

After the protest, community allies were arrested as they sat in front of Sen. McConnell’s (R-KY) office.

“The APWU stood shoulder to shoulder with the 800,000 federal workers locked-out, or forced to work for no pay,” said President Dimondstein. “It is wrong to hold workers’ livelihoods hostage for political grandstanding.”

## General Strike Call and the End of the Shutdown

Perhaps no other person came to symbolize labor’s resistance against the shutdown and the remarkable solidarity with fellow workers than Association of



AFA President Sara Nelson and APWU President Mark Dimondstein protest the federal government shutdown at the Federal Hart Building in Washington, D.C. on Jan. 23.



Flight Attendants-CWA (AFA-CWA) President Sara Nelson.

Though flight attendants were not themselves furloughed, thousands of air traffic controllers were forced to work for no pay. Additionally, training of new air traffic controllers was suspended, slowing the arrival of new workers and adding immense stress to the country's aviation system.

On Jan. 10, Nelson and Association of Professional Flight Attendants (APFA) President Lori Bassani released a joint letter to the White House and Congressional Leadership. "End this shutdown," the letter read. "Do not put flight attendants, other aviation workers, and the traveling public at risk any longer."

Ten days later, at the AFL-CIO's annual Martin Luther King Jr. Civil and Human Rights Awards Dinner, Nelson called for a general strike – an idea unheard of in the labor movement for 70 years.

"The country sees no solution in sight, but labor can lead the way," she said. "Go back with the fierce urgency of now to talk with your locals and international unions about all workers joining together – to end this shutdown with a general strike."

On Jan. 24, with the government still shut down, Nelson held a press conference at Ronald Reagan Washington National Airport strengthening her strike threat.

The next day, a group of air traffic controllers on the East Coast, having reached a physical breaking-point, called in sick and stayed home from work, grounding flights at New York LaGuardia and Philadelphia International airports.

The AFA put out a news release, which said, "Do we have

Clarksburg WV Area Local member Debbie Caroli (left) and President Sinikka Melvin (right) supporting striking West Virginia education workers at Nutter Fort Primary School in Clarksburg, WV on Feb. 19.



West Virginia State Vice President Glenn Wilson (right) with striking West Virginia education workers at Hurricane High School in Hurricane, WV on Feb. 19.

your attention now, Leader McConnell?" Just hours later, President Trump announced a deal to re-open the government for three weeks.

Nelson kept the threat of a general strike alive in the event of another shutdown, launching [generalstrike2019.org](http://generalstrike2019.org).

On Feb. 15, the day before funding expired again, the President signed a full funding bill.

"When labor has power and density, politics will reflect working people. It changes everything," Nelson told *Jacobin* in January. "Start in the workplace, and the politics will follow."

## West Virginia Teachers Go Back to the Streets

Shortly after the federal government shutdown was stopped, teachers and education workers in West Virginia hit the streets for the second time. Nearly a year to the day after their 2018 strike that kicked off a national movement of education worker walkouts, teachers and school support personnel struck to protest against laws introduced as punishment for their 2018 strike, designed to break the education unions in West Virginia.

## More Strikers in 2018 than in the Last 32 Years

It's clear that the last year brought a wave of union victories as workers went on strike. A February report from the Bureau of Labor Statistics (BLS) shows just how much a paradigm shift 2018 was in terms of the overall number of striking workers.

The report details 20 major work stoppages across the country in 2018, the most since 2007. These stoppages involved 485,000 workers, the most since 1986 and a massive increase from the 25,000 total involved workers in 2017.

With more strikes and other work stoppages across the country in early 2019, the momentum is building as workers show their strength in the face of corporate and political attacks.



The bill had worked its way through the West Virginia legislature since January, originating in the State Senate, where the majority leader had been the key target of the 2018 worker protests and the strike. A key point of contention was a Senate-passed amendment that created seven charter schools across the state and provided state funding for parents of special needs children to send their kids to private schools.

Union brothers and sisters fought the bill from its introduction, arguing the state's lawmakers only listened to private, out-of-state interests, advancing a bill that would have emboldened privatization at the expense of the public education system, all without consulting teachers.

As the bill moved to the House of Delegates, education workers mobilized quickly. 54 of the state's 55 county school districts closed on Tuesday, Feb. 19, as educators took to the streets, supported by APWU members and other labor and community allies. The workers refused to stand by as privatizers attempted to raid the coffers of the state's education system, even though the bill promised them a pay raise.

"Keep the \$4,000 [raise] because the soul of West Virginia and our students are worth more than \$4,000 a year," Katie Mendicott, a Mingo County teacher, told *New York Magazine*. "We're not going to sell them out."

The legislators remembered what had happened the year before when teachers and school support personnel banded together, and only a few hours after the strike began, the House of Delegates voted 53-45 to kill the bill.

"We are proud to stand by the teachers and school personnel who hit the streets against this bill and pressured lawmakers through their action to do the right thing," said President Dimondstein after the House of Delegates vote. "It shows that when we stand strong and united, we win."

### This is How We Win

In the last year, postal workers had major challenges surface. On Dec. 4, 2018, the White House Postal Task Force released its report detailing plans to begin the process of privatizing the Postal Service, proposed in the Office of Management and Budget's (OMB) June recommendations.

We also face a long, challenging fight with the Postal Service in interest arbitration, where management will fight for draconian, regressive proposals.

"Workers can force whichever political wing of corporate power holds the reins to respond to workers' united action," said President Dimondstein. "Workers build power

when we mobilize and fight for our own destiny."

Our enemies continue to take aim at our collective bargaining rights, which were fought for and won through collective, militant action and boots on the ground in the 1970 Great Postal Strike.

That strike, the *Stop Staples* victory, and other recent worker successes hold valuable lessons as we continue *Fighting Today for a Better Tomorrow*. We must not play it safe and be afraid to take risks.

"We will continue to fight against privatization and the infuriating proposals of USPS management, but the fight cannot only be won in Washington, D.C.," President Dimondstein continued. "APWU members must continue to organize and show our united, collective power. As the last year has shown, when workers stand together, our communities stand with them. When we organize, we win." ■

Charleston West Virginia Area Local Editor and West Virginia State Editor Chris Smith (middle) supports striking education workers at Stonewall Jackson Middle School in Charleston, WV on Feb. 19.



## Education Workers Strike Across the Country

West Virginia was not the only state with their education workers out in the streets this year. In the beginning of 2019, teachers and school personnel in Los Angeles, Denver, and Oakland all walked out, winning victories through action (read more about these strikes on page 29, see APWU members supporting the strikers on page 11).



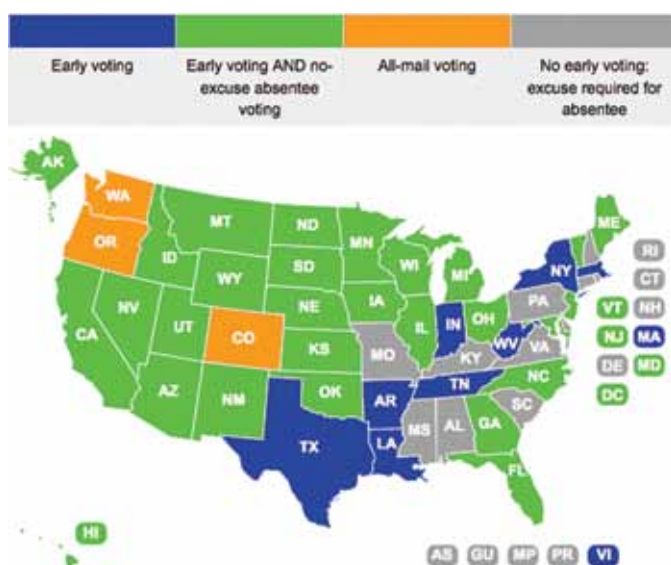


**EXECUTIVE VICE PRESIDENT DEBBY SZEREDY**

Privatization destroys our good wage jobs, cost of living adjustments (COLAs), health benefits, pensions, no-layoff rights, rights to secure and safe working conditions, and the right to have collective bargaining. We have to vote for the right representatives in Congress that will protect the Postal Service from a takeover or sale by a private

Winning our fights in Congress requires a strategy plan that includes all postal workers, their family members, and their community. First, we must register to vote, and utilize absentee and vote-by-mail ballots when we can. Then, we need to help get voting rights legislation in our states to include vote-by-mail ballots and ease access to absentee ballots without requiring an excuse. Michigan passed such legislation in 2018.

Another important activity is getting involved in passing initiatives on the ballot that protect voting rights and make voting easier, including vote-by-mail and Automatic Voter Registration (AVR) referendums. Washington, Oregon, and Colorado have full vote-by-mail systems, proving their trust in the public Postal Service to make sure everyone's vote counts. These three states ranked among the top six states in the 2018 mid-term elections in voter turnout. In vote-by-mail states, you can also track your ballot from the time it is mailed to you through when it is received by election officials. ■



U.S. Early Voting Map courtesy of National Conference of State Legislatures (NCSL)

Did you know that in the Employee Labor Relations Manual (ELM section 519.32), the Postal Service states that they encourage employees to exercise their voting rights? In certain circumstances, they will even excuse and pay administrative leave to vote or register to vote in elections when certain conditions are met (except for temporary workers).



# MEMBERS IN ACTION

## GREATER LOS ANGELES AREA LOCAL, OAKLAND LOCAL RETIREE CHAPTER MEMBERS SUPPORT TEACHER STRIKES

Retired letter carrier Peter Shapiro, retired teacher Fay Wong, and Oakland Local Retiree Chapter member Juanita Boles supporting striking teachers in Oakland on Feb. 27.



Greater Los Angeles Area Local President Dominic Davis (sixth from right) and Secretary-Treasurer Chiezika Nwanyanwu (seventh from right) with striking education workers at the Gil Garcetti Learning Academy on Jan. 18.



## Participate in STAMP OUT HUNGER

The APWU encourages all members to participate in the NALC's annual Stamp Out Hunger food drive on **May 11, 2019**.

## LEHIGH VALLEY AREA LOCAL MEMBERS VOLUNTEER AT FOOD DRIVE FOR FURLOUGHED FEDERAL WORKERS



Lehigh Valley Area Local Executive Vice President Chris Day (center) and Clerk Craft Director Chad Beer (2nd from right) participating in the Jan. 23-25 food drive for furloughed workers at Lehigh Valley International Airport.

Food and supplies gathered during the Jan. 23-25 food drive for furloughed federal workers at Lehigh Valley International Airport



SECRETARY-TREASURER LIZ POWELL

# What Are the Requirements to Remain as a Chartered Local?

Under the provisions of Article 16.4 of the APWU Constitution, the Secretary-Treasurer's Department must notify locals in writing that their charter will be revoked if they fail to meet their requirements listed below:

- Filing annual financial reports with both the Department of Labor (DOL) and the Internal Revenue Service (IRS) as required by federal law.
- Announcing nominations and conducting an election of officers at least every three years.
- Maintaining a fidelity bond covering at least 10 percent of its assets if the local collects more than \$5,000 a year in dues.
- Abiding by a properly-adopted local constitution.

## Secretary-Treasurer's "To Do" List!

The Secretary-Treasurer's department asks local unions to provide a copy of their DOL reports and IRS forms to us after submitting them to the appropriate federal agencies. Local unions are also asked to provide a copy of local election results and amendments to local constitutions to the Secretary-Treasurer's department.

**LOCAL UNIONS ARE ASKED TO PROVIDE A COPY OF LOCAL ELECTION RESULTS AND AMENDMENTS TO LOCAL CONSTITUTIONS TO THE SECRETARY-TREASURER'S DEPARTMENT.**

## Retiring Local/State Officers

The Secretary-Treasurer's Department has received many inquiries regarding the status of local union officers/members who will be retiring or have already retired.

If the President or other elected officer(s) retire from the Postal Service, they may continue to hold local union office, with all the rights of membership, by continuing to pay full local and national dues. Any elected or appointed officer who retires and does not pay full dues to the local and national union must be removed from office and their former position filled in accordance with the local consti-

tution. If the local constitution does not have provisions for filling a vacant position or for succession of officers, local elections should be held in accordance with Department of Labor regulations.

Every retiring APWU local officer/member has the option of continuing to pay full local and national dues to retain their current positions. Local officers choosing this option would become cash pay members of their respective locals and have the option to:

1. Pay the total of their local and national dues in accordance with their local constitution, or no less than quarterly, to their local treasurer. The local treasurer would then forward the national dues to the APWU Accounting Department.
2. Split payments. One payment(s) for the local dues, in accordance with the local constitution; in addition, no less than quarterly payments of their national dues, to the APWU National Office.

The local treasurer should provide a receipt for any dues payments, and the national APWU will mail a quarterly notice of national dues that have been paid or are due to the national union.

Article 3 sec. 4 (d) of the Constitution and Bylaws of the APWU has provisions for retirees whose full dues/per capita payments have lapsed due to extenuating circumstances.

It is important to remember retired officers are not postal employees and any compensation for union work should not be documented as lost time or reimbursement for leave without pay. Local and state unions should amend their constitutions, or adopt a motion, to authorize a pay rate for retired officers performing authorized duties for the union. Compensation for any union official who performs authorized union duties outside of their work schedule is also not considered lost time and is only compensable if constitutional language authorizes payment or a motion is adopted to authorize a pay rate.

Any compensation under these two circumstances should be identified as "Other Compensation" and annotated on the local vouchers when submitted for payment. ■



## Secretary-Treasurer Powell Honored with World Peace Prize for Labor Leadership

On Feb. 5, Secretary-Treasurer Elizabeth “Liz” Powell was honored by the World Peace Prize Awarding Council (WPPAC) as a “Roving Ambassador for Peace,” and awarded the World Peace Prize for Labor Leadership, alongside Ester Lopez, International Secretary-Treasurer, United Food and Commercial Workers International Union.

The award honors individuals who dedicate their lives and careers to peace, justice and labor leadership.



AFL-CIO Secretary-Treasurer Liz Shuler, Secretary-Treasurer Elizabeth “Liz” Powell, UFCW International Secretary-Treasurer Esther López, Ceremony Chairperson & Judge Barbara Flaherty, and Chief Judge Fr. Sean McManus.

## APWU Scholarships

The E.C. Hallbeck Memorial Scholarship will award a total of \$8,000 (\$2,000 annually) to ten recipients (one male and one female, from each of the five APWU regions) to apply towards their four-year college tuition.

Vocational Scholarship winners will receive up to \$3,000 for specialized training in fields such as culinary arts, medical or dental assistant, electrician, real estate, auto mechanic, certified IT/computer education, cosmetology, massage therapy, etc. Eligible programs can be of a nine-month to three-year duration.

**May 31, 2019** is the deadline for the APWU to receive completed applications. Applicants must be a child, grandchild, stepchild, or legally adopted child, of a current, retired, or deceased APWU member. The scholarships are open only to high school seniors. Applicants may apply for either a Hallbeck or Vocational scholarship, not both.

## HONORING WOMEN’S HISTORY

### The National Executive Board Again Adopts Proclamation to Honor the Women of the APWU

On Feb. 15, 2019, the APWU National Executive Board adopted a proclamation honoring women of the APWU throughout March, in celebration of Women’s History Month. The proclamation was posted on [apwu.org](http://apwu.org) on Feb. 19. It read:

*Whereas, the great contributions of American women in shaping our nation are observed in March, during Women’s History Month;*

*Whereas, March 8th is International Working Women’s Day celebrated the world over;*

*Whereas, women of every race and ethnic background have been in the forefront of every major progressive movement for social change;*

*Whereas, women have played and continue to play a key role in the labor movement;*

*Whereas, women have played a unique and powerful role in the American Postal Workers Union, therefore be it*

*Resolved, we encourage all locals and state organizations to pay tribute to women during Women’s History Month for the contributions they have made in our continuing struggle, and be it further*

*Resolved, we encourage all locals/states to organize and participate in International Working Women’s Day events.*







# What's to Come in Interest Arbitration

INDUSTRIAL RELATIONS DIRECTOR VANCE ZIMMERMAN

**O**ur efforts to reach a new contract are now entering the next phases of mediation and interest arbitration.

In mediation, an impartial mediator engages the Postal Service and the APWU negotiating teams in an attempt to break through any impasses and reach an agreement. If mediation does not lead to a voluntary agreement, we will move to interest arbitration.

Most of you are familiar with grievance arbitration – also called rights arbitration. During rights arbitration, an impartial arbitrator is presented testimony, receives evidence and arguments, and then writes an award. Hearings last a few hours or a few days. The rights arbitrator can't change the contract language, but decides whether someone's rights under the contract have been violated.

In contrast, an interest arbitrator has the power to write contract language – to change rights, determine pay, benefits, and work rules. In doing so, he/she considers the interests of the parties in various proposals.

**THE UNION MUST PRESENT FACTS, DATA, AND ARGUMENTS TO CONVINCE THE ARBITRATOR WHY HE/SHE OUGHT TO FAVOR APWU PROPOSALS OVER USPS PROPOSALS.**

Working together with the core negotiating team and craft officers, we have been preparing for the possibility of interest arbitration throughout negotiations, including researching, collecting data, and working with professionals. The union must present facts, data, and arguments to convince the arbitrator why he/she ought to favor APWU proposals over USPS proposals.

This arbitration will involve a panel of three (3) arbitrators. APWU will appoint an advocate arbitrator – someone advocating for the union's views. The Postal Service will also have an advocate arbitrator. The parties will then jointly select a neutral arbitrator who will chair the panel and run the hearings.

Selecting the neutral arbitrator is a complicated process. Given that even a single penny increase in hourly wages would result in a cost of millions of dollars to the USPS

and that the union and the USPS will present a lot of economic data in the arbitration process, the neutral arbitrator must be experienced and able to deal with large numbers.

Each side will provide a list of arbitrators they would like to see as the neutral arbitrator. We will then attempt to mutually agree on the neutral. If the sides cannot mutually agree to an arbitrator, the Federal Mediation and Conciliation Service (FMCS) will provide the parties a list of arbitrators. Then, each side will eliminate an arbitrator until there is only one name remaining. That final name would then be the neutral arbitrator and panel chair.

With the panel set, arbitration can commence. In past interest arbitrations, multiple hearing dates have taken place. When hearings conclude, both parties may submit closing briefs before the panel goes into deliberations and issues an award establishing our new contract.

During the hearings, we will present data and evidence that supports our proposals. We have engaged a team of economists who will detail relevant trends in the economy, comparison of wage levels and trends in comparable jobs. The economists will also present publicly available data that is relevant to postal compensation, work hours, benefits, and scheduling. Panels of employees from every APWU craft and many different jobs will explain what they do and the conditions in which they work. Experts will provide testimony in job analysis and job comparisons. We will also present survey data from many sources. Your craft officers will testify about the work their crafts do and how important it is. Also, other subject matter experts will explain why we need changes to certain work rules. Finally, we will spend a lot of time and effort in the hearings to rebut the testimony and evidence of the Postal Service.

This effort requires a team of national officers, attorneys, staff, dozens of witnesses, and hundreds of exhibits. It will require days of hearings to present our case and days of hearings to rebut the case the Postal Service will present. Together with your core negotiating committee and craft officers, we promise to work hard to get a contract that recognizes your value. Let's work and stand together. Show management our unity and solidarity as we are *Fighting Today for a Better Tomorrow!* ■

# APWU Members 'Geared Up' for Arbitration

While the APWU National is preparing for interest arbitration, across the country Gear Day is still going strong! Keep wearing your union gear to show management we are united in the fight for a good contract. Post pictures online and tag #APWUUnited, and email them to [nccc@apwu.org](mailto:nccc@apwu.org).

Mount Vernon (NY) Local

New York  
Metro Area  
Postal Union

Springfield  
(MA) Area  
Local

Honolulu Local

Madison  
Wisconsin  
Area Local

New York Metro  
Area Postal  
Union

Toledo Area Local

Aurora (CO) Local





# Advocating for Postal Banking in the U.S. and Canada

As was previously reported in the *American Postal Worker*, the Canadian government forced striking Canadian Union of Postal Workers back to work at Canada Post late last year through an act of parliament. CUPW begins 2019 in contract arbitration to resolve the ongoing dispute with Canada Post.

Heading into contract arbitration, postal workers aren't just discussing pay and benefits – the union is using the forum to advocate for postal banking in Canada as well. The union sees postal banking as a critical step in developing a more equal society in Canada.

## Postal banking gets a boost in new Congress; among Presidential candidates

As new members of the U.S. Congress took their seats in January, and the 2020 presidential campaign opened up with a flurry of hopefuls announcing their candidacy, postal banking has garnered more attention in the changing political landscape.

Alexandria Ocasio-Cortez, the newly-elected Democratic Congresswoman from NY-14 (The Bronx and Queens) earned a high-profile committee assignment when she was placed on the House Financial Services Committee. Upon learning of her committee assignment, Ocasio-Cortez – who has met with APWU members in the New York Metro Area Postal Union and signed their petition supporting postal banking in the Bronx – tweeted, “Personally, I’m looking forward to digging into the student loan crisis, examining for-profit prisons/ICE detention, and exploring the development of public & postal banking. To start.”

Furthermore, a number of elected officials and likely 2020 presidential candidates previously supported postal banking initiatives. As more candidates kick off their campaigns, postal banking advocates should keep an eye on where the candidates fall on the issue.

## Wells Fargo Critics Say Bank Has Unresolved Issues after Account Fraud Scandal

In 2016, reports surfaced that Wells Fargo had fraudulently created checking and savings accounts for clients without their consent. The scandal, which occurred after account managers and branch workers were pressured

by higher management to constantly sell new products to existing clients, cast the banking giant into a years-long public relations nightmare. While facing congressional investigation and several regulatory fines, Wells Fargo embarked on a campaign to regain the public's trust.

**THE TIME HAS COME FOR A REAL FINANCIAL ALTERNATIVE IN THIS COUNTRY. THE POSTAL SERVICE CAN DO THE JOB.**

However, critics allege that much of the bank's commitment to reform has been hollow. The Committee for Better Banks (CBB) – an organization of bank workers, community and consumer advocacy organization groups, and various labor unions – reacted to a recent report from Wells Fargo, saying the bank continues to have “a toxic environment and culture of fear, a lack of accountability among executives and persistent low pay” for frontline staff.

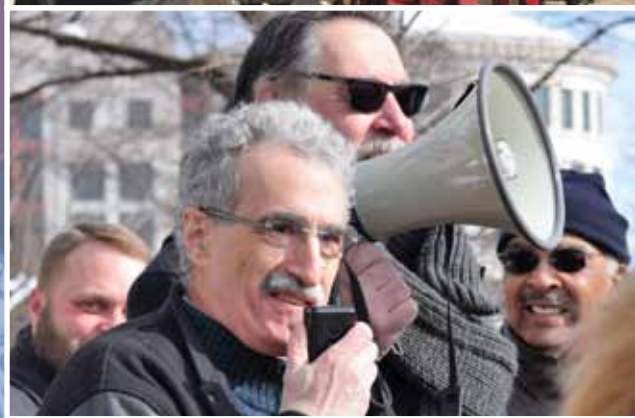
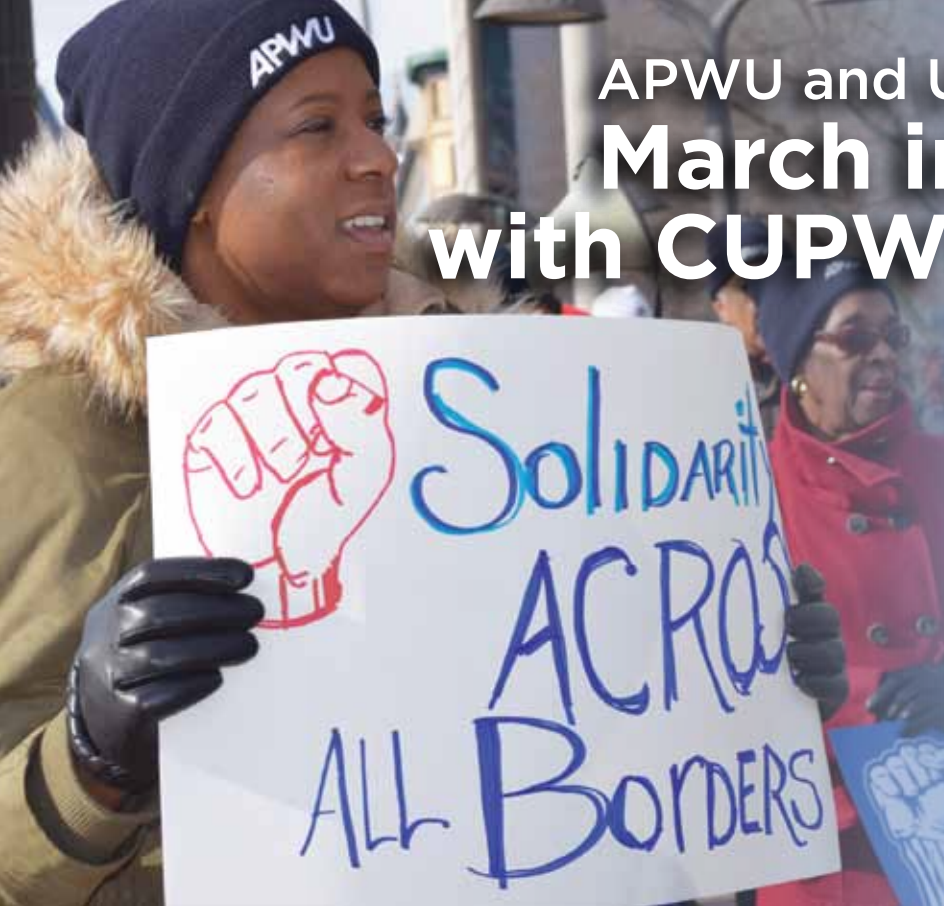
“In particular, frontline bank workers still fear retaliation if they speak out publicly about Wells Fargo's continued abuses and deception,” the CBB statement noted.

“The Wells Fargo fiasco proves that the big banks refuse to clean up their act,” said President Mark Dimondstein. “And it's no surprise why – they're committed to big profits and big returns for their shareholders, not what's in the interests of their clients or the public. The time has come for a real financial alternative in this country. The Postal Service can do the job.” ■

**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](http://www.CampaignforPostalBanking.org).



# APWU and Union Allies March in Solidarity with CUPW



On Jan. 15, APWU officers and members protested with union sisters and brothers from the National Association of Letter Carriers (NALC), National Nurses United (NNU), Teamsters, the BCTGM (Bakery, Confectionery, Tobacco Workers and Grain Millers) International Union, and Service Employees International Union (SEIU) outside the Canadian embassy. The “solidarity across borders” action supported our postal sisters and brothers in the Canadian Union of Postal Workers (CUPW) forced back to work by the Canadian government.

CUPW members were illegally forced back on the job on Nov. 27, 2018 by Prime Minister Justin Trudeau’s Liberal government after a 37-day rotating strike across the country – a right enshrined by Canada’s Supreme Court in 2015.

At the protest in front of the embassy, marchers – equipped with signs and bullhorns – chanted that “Union busting’s got to go!”

The contract battle north of the border mirrors our own in the common struggle for fair wages and safe workplaces, as APWU also heads into interest arbitration.

“It’s a similar fight, sisters and brothers,” said President Dimondstein at the protest. “Is our work also getting more and more dangerous – with more and more packages, understaffing, untenable hours of work?”

“We are sending a loud, proud message to the Canadian government,” said NALC Executive Vice President Brian Renfro. “They need to have Canada Post come to the bargaining table and bargain over a couple of very central issues to all workers – the right to work safely and the right to be paid for all work that they do.”

## “UNION BUSTING’S GOT TO GO!”

During the rally, President Dimondstein, Legislative & Political Director Beard, and NALC Chief of Staff Sauer attempted to speak with the Canadian ambassador, but were turned away. The APWU and NALC then sent a letter to the ambassador demanding the Trudeau government come to the table and bargain in good faith with our CUPW brothers and sisters.

“And so, the struggle continues,” said President Dimondstein, “on both sides of the border.”

The CUPW remains without a contract with Canada Post – the country’s public mail operator – as mediation ended without an agreement in Dec. 2018.

The CUPW and Canada Post began interest arbitration earlier this year, with five days of evidence presented as this issue went to press. Presentation of evidence is scheduled to conclude by the end of June 2019. ■

## Strikes, Shutdown and Service — Public Servants Rise in Defense of the Public Good

Conventional wisdom suggested that the anti-union Supreme Court ruling in *Janus v. AFSCME* last summer spelled the inevitable decline of public sector unionism in this country. Despite a generation of corporate-led attacks on public unions and the public good culminating in *Janus*, public-sector workers and their allies are standing in defense of the common good that everyone in this country relies upon.

In January, more 30,000 teachers, librarians and support staff in the union United Teachers Los Angeles struck against the LA Unified School District, the second-largest public-school system in the country. Their central demands were not in service of their own economic well-being as educators, but rather aimed at securing investment in the school system, which improved outcomes for students and the entire community.

Following the lead of educators who walked out last year in West Virginia, Oklahoma and Arizona, the UTLA strike shined a light on the attacks on public education that continue in this country.

In 2017, with the backing of billionaires like the Walton family and Eli Broad, pro-charter school candidates successfully campaigned for seats on the LA school board. Taking on a school board led by a multi-millionaire, anti-worker charter school advocate, UTLA reached out to the community and forged alliances with parents and other organizations that supported improvements to the school system.

They fought and won a reduction in class sizes and won massive additions in the number of nurses and librarians across the district. The union even bargained over – and won – an end to humiliating random searches of students, as well as a program to invest in green spaces to beautify school properties and deepen the schools' role in communities.

At the same time Los Angeles teachers were striking for more investment in their schools, nearly a million federal workers and contractors were locked out or forced to work without pay amidst the longest federal government shutdown in the country's history.

The shutdown began in the lame duck Congress on Dec. 22 after congressional Republicans failed to send President Trump an appropriations bill with the \$5.7 billion he had requested for his border wall. Hundreds of thousands of federal workers across nine departments were furloughed and went into the holiday season unsure of when they would be allowed to return to work or receive a paycheck.

As the shutdown dragged on, it became increasingly clear that federal workers and the vital services they provide to the public were being held hostage in political negotiations. Workers mobilized allies and the American public to their side. They shared stories of how the shutdown was affecting their families, their communities, and vitally, how the people of the country were losing out because of the political stalemate.

Federal workers rallied around the country, demanding that Congress and the White House send them back to work. Food inspectors, environmental engineers, park rangers, NASA personnel – including literal rocket scientists – stood up in their communities and reminded their neighbors of the vital work they do.

Finally, when air traffic controllers joined TSA workers in calling in sick in large numbers, and the Association of Flight Attendants (AFA) threatened a work stoppage due to the resulting drop in safety protections on the ground – did the “hostage takers” in Washington begin to take notice of just how valuable our public services are.

These recent struggles in defense of the public good share a mission with A Grand Alliance, and show a way forward for those who are prepared to defend a public Postal Service.

“The courageous struggle of other public workers in the last weeks has inspired the whole country,” said President Dimondstein. “Building bridges with allies in our communities, proudly shining a light on the important public service we provide and building a movement grounded in solidarity, that’s the way we can Save our Public Postal Service.” ■

**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](http://www.AGrandAlliance.org).



# APWU Members Trained to Take US Mail – Not for Sale Campaign Out to the Field



Legislative & Political Director Beard (left) addressing trainees

Sixteen APWU members participated in a “train-the-trainer” for the APWU’s *US Mail – Not for Sale* Anti-Privatization campaign. Members from coast-to-coast came to learn about the current White House proposals to sell the public Postal Service, and to acquire strategies to develop worker power to stop the sale.

The training was held at the Tommy Douglas Conference Center in Hillandale, MD from Feb. 26-28. Legislative & Political Director Judy Beard organized and taught the course, with the assistance from staff members on the *US Mail – Not For Sale* national committee.

President Dimondstein and Secretary-Treasurer Elizabeth “Liz” Powell also addressed the group. “This is the first time in history that the corporate cronies are not going

after just parts of the USPS. They want the whole thing,” President Dimondstein explained. “The OMB’s (Office of Management and Budget’s) plan is to build up the USPS, make it ripe for sale by getting rid of the union contracts and universal service mandate, and then sell it to the highest bidder.”

Four Regional Coordinators – Omar Gonzalez, Sharyn Stone, Mike Gallagher, and Ron Suslak – also attended the training to help facilitate as necessary and share their insight.

The new campaign trainers will attend APWU state and regional trainings, conferences and conventions across the country to develop the field network necessary to win this fight and preserve the public Postal Service. ■

**SPREAD THE WORD!**  
**The USPS takes NO taxpayer dollars!**

Be Part of the APWU’s April 15th

**Tax Day  
Actions!**



Postal workers are again uniting, this time to let the public know that the Postal Service operates with NO tax dollars.

Contact your local or state officers to find out how to participate!

You can also share the US Mail Not For Sale tax day posts on Facebook and Twitter (APWUNational).

# Clerk Craft Updates



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

## National Grievances

As a result of the Clerk Craft's win in the Sales Retention Team dispute, the USPS recently sent checks to eligible employees as part of the \$36 million remedy for the USPS violations when they failed to post new duty assignments in the sites with Sales Retention Teams. The Clerk Craft's win of \$49.9 million in the Postmaster Relief (PMR) dispute should be coming out to eligible employees later this year. Part of the delay in paying employees is getting accurate information from the Postal Service.

## Part-Time Flexible (PTF) and Postal Support Employee (PSE) Conversions

Given USPS's current lack of excessing plans, which could change in the near future, now is the time to convert PTFs to regular and PSEs to career. It is difficult to convert once excessing and the withholding of jobs occurs.

Notably, the USPS asked us at the national level to convert PSEs to unassigned/unencumbered without any residual vacancies for much of last year. Despite some concerns, we support converting PSEs as fast as possible. Over 1,000 PSEs have been converted to career in this way.

## Trump Task Force

The Clerk Craft, and all of the APWU, is under attack in the Trump Task Force report released on Dec. 4, 2018. The Trump Administration paid the Mitre Corporation \$1.6 million for the report, which relies upon, and largely supports, the interest of the large mailers. One of their first steps is to "redefine" the universal service obligation (USO) in order to reduce service. Somewhat surprisingly, the report acknowledges the role of the large mailers in allowing slower delivery:

*The Task Force's outreach with major mailers revealed that geographic coverage, predictability on timing of delivery, and six-day delivery are more important than the speed of delivery. Mailers can, in many cases, adjust drop-off dates to accommodate slower or faster delivery.*

Here are the broad recommendations of the Trump Task Force in two sentences:

*The Task Force believes that the USPS must operate in a more cost-efficient manner by exercising discretion to lower service standards and to increase the use of third parties through additional work sharing and the use of third party processing and logistics providers. In addition, as postal employees are part of the U.S. federal civil service, their wages and benefits should be aligned to comparable U.S. federal employee groups, including aligning their ability to collectively bargain for wages and benefits with other federal employees.*

The Task Force recommends reducing service to the public, increasing discounts/contracting out/privatization, and dismantling the power of postal worker organizations. The Postal Service has already been doing this, but there is a provision in the report that takes the recommended privatization a step further:

*The Task Force recommends that the USPS explore franchising the mailbox as a means of generating revenue. This could be done by retaining the mailbox monopoly and allowing regulated access, for a fee, to certified private companies. These "franchisees" would be granted access to the mailbox for the delivery of mail and small parcels.*

This would open the mailbox for anyone to deliver for a fee. If implemented, this would be a gift to FedEx, UPS, and Amazon. Mailbox franchising, like the postage discounts to large mailers, would be another way to privatize operations without transferring ownership to another entity.

## Final Words

It is not surprising that the richest .01 percent of the population want to use their power to benefit themselves. What is surprising is that the 99.9 percent of us allow the .01 percent to control the USPS and our society.

Show that you are not going to take it anymore by showing up for union meetings, becoming an active union member, an active citizen, and otherwise fight today for a better tomorrow. ■



# Custodian Team Cleaning (CTC): Doomed to Fail



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

**B**eginning in 2012, The US Postal Service embarked on a "Pilot" program to replace the 1983 *Housekeeping Handbook MS 47 TL 3* with Custodian Team Cleaning (CTC). The CTC concept was created by a Utah based company called Manage Men. The new handbook was titled *MS 47 TL 5*.

By the end of 2014, USPS rolled out the Pilot program nationwide as the new standard of operation. Under CTC, four custodians are jointly responsible for completing all assigned tasks. The four specialists include the Restroom Specialist, Vacuum Specialist, Light Duty Specialist and Utility Specialist. Three of the four specialists visit each room, with the exception of the Restroom Specialist, creating the Team Cleaning Concept. Each specialist's duties are as follows:



**Restroom Specialist:** Cleans and disinfects restrooms, with duties including, but not limited to, restocking of restroom supplies and custodial closet.



**Vacuum Specialist:** Vacuums all hard floor surfaces including carpets and furniture.



**Light Duty Specialist:** Dusts surfaces within 10 feet above the finished floor, empties trash, cleans interior glass and spot cleans.



**Utility Specialist:** Cleans exterior glass, mops, scrubs, etc. Hauls trash to dumpster and other tasks.

In our opinion, the Vacuum Specialist's daily duty is the most challenging task of all. They are responsible for carrying a 10-15-pound vacuum machine and dirt around for up to eight hours per day. This is a daunting task for anyone, let alone our aging workforce.

The CTC Program drastically reduced the custodial staff by over thirty percent across the country. Cleaning frequency was reduced, and cleaning chemicals and tools were standardized. The safety and well-being of our employees are serious concerns to us.

Under TL 5, the Postal Service mandated the usage of a specific provider nationwide for its initial setup, daily cleaning materials and equipment for each CTC Specialist's needs.

Currently, the Postal Service is paying millions of dollars across the country to set up CTC for its In-Out Checkout CTC supply rooms, with a contract for the single source provider to continue to replenish supplies on a regular basis. APWU's investigation reveals that the new cleaning chemicals are NOT cleaning at all – what a racket!

Our members are forced to resort to desperate measures, with some managers encouraging employee to return to using the TL 3 cleaning supplies. Give me a break!

As your National Maintenance Representatives, we are not happy with USPS's TL 5 postal experiment. In our humble opinion, TL 5 is doomed to fail. It is time to return to the TL 3 Handbook and Cleaning Standards.

What do you think? The Maintenance Division is asking for your thoughts, concerns and input with Custodian Team Cleaning and products. Please email Director Balogun at [MaintStaffing@apwu.org](mailto:MaintStaffing@apwu.org). I would love to hear from you all! ■

# 'Keep on Truckin' Baby Again



Assistant Director Javier Piñeres and Director Michael Foster

In early 2018, the USPS began deploying new cargo trucks and spotters, on a one-for-one replacement of the trucks in use at the time. The Postal Service continues to replace its aging fleet, and tractors are next in line. Many of the current tractors have over 1 million miles and are on their last leg.

On Jan. 29-31, in South Bend, IN, the APWU attended the First Article Testing (FAT) the Postal Service conducted on the Cab-Behind-Engine (CBE) tractor trailers, built by Navistar International Trucks, formerly International Harvester Company.

Several of our MVS Craft representatives across the country braved record inclement weather to participate in the FAT, which included an opportunity to observe and operate the test vehicles. The opinion of the APWU team members is these vehicles appear to be a welcome improvement to the Postal fleet.

The initial purchase of 1579 CBE vehicles includes 1040 single-axle tractors and 539 tandem-axle tractors. A second purchase order of 221 Cab-Over-Engine (COE) tractors will follow shortly. The replacement of the tractors, as was the case with the cargo trucks, will be a one-for-one replacement beginning sometime in the middle of May 2019.

These vehicles are equipped with a keyless entry system and a separate keyless start system in addition to the old-fashioned key entry and start system. The keyless system will take some time to get used to, as it comes equipped with certain features requiring initial training.

These modern-day tractors are also equipped with an 'On Command Connection' (OCC) system which has the capacity to store information in the cloud.

The Postal Service also had the manufacturer install the 'Bendix Wingman Advanced Adaptive Cruise Control' with collision mitigation and stationary object alert. This system will assist the driver with collision avoidance by sounding a buzzer and a red signal on the dashboard if the driver is too close, or 1.5 seconds from a moving vehicle or stationary object.

The items of concern that the APWU team representatives brought to the Postal Service's attention for the CBE tractors can be viewed on [apwu.org](http://apwu.org). We identified a serious

concern with the coupling and uncoupling of the tractor and trailer. Navistar and the Postal Service promised to provide the APWU with a video demonstrating the various angles and conditions our drivers regularly experience when coupling and uncoupling the two vehicles.

## Electric - Is it the Future?

On Jan. 16-17, First Article Testing was held in Milpitas, CA for the 'Intermediate Delivery 2-Ton Step' Van – an all-electric vehicle.

This vehicle is a prototype tested for a one-year period only in California. This is a project between the Postal Service and CALSTART, a non-profit organization working nationally and internationally with business and governments to develop clean, efficient transportation solutions.

This is a regular standard delivery two-ton postal vehicle, where the manufacturer, Cummins Inc. (EDI), replaced the combustion engine with an all-electric direct drive system requiring no shifting other than to go forward or backwards.

This is a high voltage vehicle that operates at over 400 volts. It is equipped with two battery packs; each pack has seven batteries weighing 165 pounds each.

Surprisingly, the vehicle passed all criteria requirements and exceeded its requirements in many areas, despite being fully loaded with over 3700 pounds.

Some of the drawbacks for this particular vehicle were:

- High-voltage batteries requiring 8-9 hours to fully charge
- A total driving distance of only 77-100 miles when fully charged

The vehicles will be tested for a year, before any purchasing decisions will be made. ■

Participants in the FATs were members and officers from around the country. We would like to thank:

Felix Colon – Puget Sound Area Local

Marvin Smith – Atlanta Metro Area Local

Kermit Chatman – Detroit District Area Local

Ray Scanlon – Baltimore Francis Stu Fibley Area Local

Jerome Pittman – Western MVS NBA

Joseph LaCapria – Northeast MVS NBA

Javier Piñeres – Assistant Director MVS





Ron Suslak, Northeastern Region Coordinator

## Honored to be Serving as Northeast Coordinator

On Jan. 16, President Dimondstein appointed me to the vacant Northeast Regional Coordinator position with confirmation by the National Executive Board, following John Dirzius's retirement from the role on Dec. 31, 2018. John is a personal friend of mine, an outstanding Regional Coordinator, and an energetic labor leader. Our union is better for his many years of hard work and dedication, and I know I will have large shoes to fill in the upcoming months.

It was an honor to be asked, and I promise to represent the Northeast membership to the best of my ability. For members who may not know me, let me provide a brief history of my union involvement. I've been a steward and officer of the Queens Area Local for 36 years, serving as President for 30 years. I have also been an elected APWU New York State Officer for 30 years, including 10 years as Executive Vice President.

Additionally, I served as APWU RI-399 Northeast Area Regional Dispute Resolution Committee (RDRC) Representative for 20 years, and in 2014, President Dimondstein asked me to represent the APWU on the RI-399 National Dispute Resolution Committee (NDRC).

### Looking Forward

As Regional Coordinator, I look forward to working with our Northeast National Business Agents. They have been very welcoming and supportive as I become familiar with the issues they face at the regional level.

I recently met with the Northeast Area Labor Relations Manager to express my dissatisfaction with several problems, including the nonresponsive and dismissive attitude that some USPS districts have concerning local union issues. Unfortunately, communication has become so hostile in some districts that nothing is getting accomplished. The membership's needs must be addressed in a timely, professional and expeditious manner.

Additionally, to speed up the process and adjudicate grievances prior to arbitration, I've had preliminary discussions with the Northeast Labor Relations Manager, in an effort to begin grievance reviews between his Labor Representatives and our National Business Agents.

Several of these meetings were highly successful in the past, achieving prompt resolution of grievances for our members.

### Only We Can Stop Postal Privatization

The recent Task Force on the Postal Service and Office of Management and Budget (OMB) recommendations towards the privatization of the USPS must now cause us to remain vigilant against all efforts to sell off the Postal Service. We must stand behind our union and participate in informational pickets and rallies, call our local politicians, and engage in a grassroots movement to protect the USPS against privatization.

**IT WAS AN HONOR TO BE ASKED,  
AND I PROMISE TO REPRESENT THE  
NORTHEAST MEMBERSHIP TO THE BEST  
OF MY ABILITY... I'VE BEEN A STEWARD  
AND OFFICER OF THE QUEENS AREA  
LOCAL FOR 36 YEARS, SERVING AS  
PRESIDENT FOR 30 YEARS.**

Only collectively can the APWU and our allies succeed in fighting back against attacks by the right-wing of Congress and the privateers of the Wall Street community seeking to turn the people's Postal Service over to profit seeking corporate entities.

Let us get out from under the apathetic cloud and stand with each other. In the years to come, when we look back, my fellow Regional Coordinators – Mike Gallagher, Omar Gonzalez, Sharyn Stone, Kenneth Beasley, and I – want to discuss how the APWU, collectively, not only saved a treasured public institution for the American people, but also preserved hundreds of thousands of working-class, living-wage jobs.

As we move forward, I am confident that by standing and working together, we can achieve better working conditions for our members, a stronger united front against the injustices in the workplace and most importantly, stop the evolution to privatization. ■



# FROM the FIELD

Below are quotes from various APWU local and state publications throughout the country. All the publications listed are part of the Postal Press Association.

“Management and the other crafts should never do our work. If they are doing it in your office, they are taking money out of your pocket and causing the APWU to lose jobs. If management or another craft is doing our work, you need to contact the union to file a grievance on the violation, so we can get it stopped and make our members whole...Allowing other crafts to do our work allows management to revert jobs instead of hiring new employees and converting our PSE's to career. Remember, it's not the union's contract that's being violated, it's your contract that is. Enforce it!”

— Paul McKenna, Milwaukee Area Local President, *The Hi-Lites*

“Make a point this week to let a non-member know just how much they are needed to help keep our organization strong and vibrant. We are facing battles at every corner and need the involvement of everyone. Organizing our workplace is one of the most important goals of the APWU. We are under constant attack at every juncture and we need everyone to help in the battle for our futures.”

— Joe Paul, APWU of Florida Clerk Craft Director, *Florida Postal Worker*

“WE NEED YOU! An army can't win a battle without soldiers. Your union can't win our fight without stewards! The need is critical - The 'old soldiers' are going to be gone before you know it - it is well past time for the next generation of local union leaders to step up to begin to learn how to fight for the rights of our members. The rewards are few; the pay almost non-existent. But like the brave women and men who serve our nation's military, one volunteers to take on the task and make the sacrifice in order to serve the greater good rather than for one's own personal benefit. That's what separates us from those who go into management.”

— Youngstown Area Local (OH), *The Dispatcher*

“Unions are definitely not perfect and the officers and stewards certainly are not perfect but we try to do a difficult job the best way we can. And because of this effort that most union people exert, we become better men and women. Some of us phone bank; some of us canvass during elections; most of us police the contract and represent our members to the best of our ability. Yes, we make mistakes but for most, it's not for the lack of trying. We work hard to earn respect and even harder to safeguard that respect because that is our reward - our reputation, our refusal to do anything unethical. And because of all this, we become a family. We are not a family with just our APWU sisters and brothers but with the whole labor community.”

— Frederick Wolfmeyer, St. Louis Gateway District Area Local President, *Press On*

“We need to be actively engaged in the fight to improve the standard of living for ourselves, our children, and our grandchildren... We know what we are fighting for, and it's through unions that workers can earn a good living wage and live better lives. When someone tells you that you don't need your union, ask yourself what interest they are representing. Do they work for a think tank financed by a large corporation or are they a corporate executive with earnings that place them squarely in the 1 percent?... Unions today are simply working to restore economic fairness and close the income gap of a very lopsided financial system. It's time for American workers to renew the labor movement by banding together, joining unions, and fighting for a better tomorrow.”

— Grace Baer, Southwest Florida Area Local Clerk Craft Director, *The Eagle's Eye*





# Your Rights after an OSHA Inspection

**A**ny employee has the right to file a complaint with OSHA about hazards and unsafe working conditions at the Post Office. If you file a complaint be sure to inform your local union. There are very specific procedures and timelines that must be followed during the inspection and post-inspection periods. Your local will have the ability to help see that the process is followed as it meant to be.

If a complaint was filed with the Occupational Safety and Health Administration (OSHA) and they come and do an inspection in your office, your local union has rights! These include:

- Knowing the results of the OSHA inspection, what violations have been identified, and when they will be corrected. The Postal Service must post any citation notices and plans to abate any hazards.
- The union can ask for a review of any decision to not issue a citation.
- Filing a formal protest if OSHA gives the USPS too much time to correct a dangerous hazard.
- Contesting any effort by your employer to delay correcting the hazard.
- Participating in any informal conference or negotiation between USPS and OSHA.
- Initiating the local union's own informal conference with OSHA to discuss the inspection or findings.
- Participating fully in hearings and any pre-hearing settlement negotiations when an employer contests the citation.

If there is a disagreement with the results of an inspection, it is normally the local union that contests it. If OSHA issues a citation, the law requires that the person initiating the complaint and the local union be notified of the citation. But the local union must request (elect) "party status" in order to participate in the post-inspection processes. If you receive notice of a citation, you must act quickly to elect party status.

Remember, you have the right to file an OSHA complaint and exert your safety and health rights without fear of reprisal. You are protected under the Occupational Safety

and Health Act, whistleblower protection laws, USPS policy in the Employee Labor and Relations Manual (ELM) Section 814.1, and the collective bargaining agreement.

As always, if you believe that you have been retaliated against because you filed an OSHA complaint; a *PS-1767 Report of Hazard, Unsafe Condition or Practice*; or for any other activity under the safety program, contact your local union representative. Any local who may need additional assistance is encouraged to contact their Regional Coordinator or Regional Safety and Health Representative. ■

## Workers Memorial Day

Workers Memorial Day will be observed by the labor movement on Sunday, April 28. The day is meant to commemorate those who have been killed or injured on the job, and to revitalize the fight for workplace safety.

Each year, thousands of workers die and millions are injured or sickened from dangerous working conditions. In Fiscal Year 2018 alone, 23 USPS employees died on the job (almost double from 2017) and 42,749 injury claims were approved.

Everyone has the right to leave work in one piece. Management has a legal and contractual obligation to provide a safe work environment.

The APWU encourages members and locals to organize an action to recognize the day. Actions could be a moment of silence, a sticker day, sharing information with co-workers, etc. For artwork, flyers and other materials go to [aflcio.org/about-us/conferences-and-events/workers-memorial-day](http://aflcio.org/about-us/conferences-and-events/workers-memorial-day).



# APWU National Executive Board CALLS FOR THE U.S. Secretary of Labor to Resign

*On March 1 the APWU National Executive Board  
unanimously passed the following statement:*

## **Alex Acosta is unfit to serve as Secretary of Labor.**

**R**ecently the *Miami Herald* produced a detailed and documented exposé regarding the sexual abuse scandal of dozens of underage/teenage girls over many years by billionaire hedge fund manager Jeffery Epstein.

Epstein used his money and influence to escape justice. In a secret plea bargain, no charges were filed for sexual abuse of minors. Instead he pled guilty to a felony “prostitution” charge in state court and received a 13-month sentence. According to the *Miami Herald*, “...in return Epstein and his accomplices received immunity from federal sex-trafficking charges that could have sent him to prison for life.” He served his sentence in a private cell and was allowed to leave for his office every day.

Furthermore, victims were never notified of the plea agreement and were thus denied their legal rights and the opportunity to oppose it.

The current Secretary of Labor and Trump Administration cabinet member, Alex Acosta, brokered this secret deal that covered for the crimes, abandoned the victims, broke the law and was a miscarriage of justice. At the time he was the U.S. Attorney for southern Florida.

The Secretary of Labor oversees the agency responsible for labor laws, including human and sex trafficking and international child labor laws.

In defense of young women and all working people, the APWU Executive Board demands that Alex Acosta be removed as Secretary of Labor, either by resignation or termination by the U.S. President.

## Chicago Local President **Keith Richardson** **Honored with ‘Eyes on the Prize’ Award** At the 2019 AFL-CIO Dr. Martin Luther King Jr. Civil and Human Rights Conference

**C**hicago Local President Keith Richardson was honored with the “Eyes on the Prize” Award at the 2019 AFL-CIO Dr. Martin Luther King Jr. Civil and Human Rights Conference on Jan. 20.

The conference’s 2019 theme was: “The Fierce Urgency of Now.” As AFL-CIO President Richard Trumka explained during his opening remarks, “this is a time to take risks. This is a time to get uncomfortable. That’s when real progress is made.”

The “Eyes on the Prize” Award, one of the six Civil and Human Rights awards given yearly at the conference, is presented to “government, labor, community and faith leaders who exemplify an unyielding commitment to social justice, civil rights and workers’ rights.”



ShaDonna Jackson for the AFL-CIO



# KATHY DANEK RETIRES as APWU Auxiliary President

**A**t the beginning of the year, Kathy Danek retired as APWU Auxiliary President, a position she has served in since 2012.

When Kathy Danek's husband Terry became a Postal Service employee in 1974, he brought home a paycheck worth over two-and-a-half times what his old job as a minimum wage worker brought in. When she saw the value of the check, Danek quickly realized the importance of joining the APWU Auxiliary to support the union during political battles.

"I knew I needed to protect that paycheck," Danek says about why she initially became an APWU Auxiliary activist.

After joining the Auxiliary in 1975, Danek first became a local officer in 1978, and took on various other positions, including Nebraska State President and National Legislative Aide Editor.

"Kathy gave her heart to the organization for many decades," says new APWU Auxiliary President Trisa Mannion. "She will be sorely missed."



While she is retiring as a national officer, Danek is still heavily involved in the Lincoln (NE) Local Auxiliary, where she now holds the role of Secretary-Treasurer. She is also in her fifth term on the Lincoln School Board, where she has held a seat since 2001. Danek credits the good union wage for the freedom to run for political office.

"I want to thank Sister Danek and the APWU Auxiliary for all their work in support of the APWU, postal workers and our families," said President Dimondstein.

"Every APWU member should sign up an Auxiliary member, get them active, and work together long into the future," Danek said. ■

## *In Memoriam*

# WALTER T. KENNEY, SR.

*Former APWU National Officer and Richmond, VA Mayor*

Walter T. Kenney, Sr., a community and civic leader, former APWU National Officer, and Richmond, VA mayor, passed away on Jan. 28 at the age of 88. Brother Kenney leaves behind a significant legacy as a tireless advocate for racial justice and a commitment to making the world a better place.

Brother Kenney was first hired by the Richmond, VA Post Office in 1954, where he served as a distribution clerk, and served as a local officer in what was then the United Federa-



tion of Postal Clerks (UFPC). He was elected National Vice President, Washington DC Region, Clerk Craft, in 1970, becoming the first African-American to be elected as a National Union Officer. He held the position for ten years before his retirement from the APWU in 1980.

Brother Kenney held a spot on the Richmond City Council for 17 years – the last four as mayor, from 1990 to 1994. During his tenure on the council, he made racial reconciliation a priority for the city.

## Coalition of Unions and Activists Boot Amazon from NYC



George Miranda, President, Teamsters Joint Council 16

Photo courtesy of Teamsters Joint Council 16

In Sept. 2018, after a drawn-out process that pitted aspiring host cities against each other, Amazon announced it would be splitting “HQ2” in two, one in Northern Virginia and another in Long Island City in Queens, New York. While the company expected and received fanfare from New York leaders – including Governor Andrew Cuomo and New York City Mayor Bill DeBlasio – they were met with an even stronger resistance from unions, activist groups, and city politicians.

The anti-Amazon coalition came together as a united front to fight the deal – handed to the richest company in the world – of nearly \$3 billion in public subsidies. Protesters included members and leaders from the Retail, Wholesale, and Department Store Union and the Teamsters Joint Council 16, as well as a coalition of local activist groups including the LIC Coalition and the New York City Democratic Socialists of America. They chanted and unfurled “Amazon Delivers Lies” banners at city hall hearings and neighborhood meetings.

On Feb. 14, Amazon canceled its plans to move to the city, a shock-

ing reversal from the company that seemingly expected to receive whatever it wanted from city officials and residents.

“New Yorkers made it clear that Amazon wasn’t welcome in our city if it would not respect our workers and our communities,” said George Miranda, President of Teamsters Joint Council 16. “Apparently, the company decided that was too much to ask.”

## Workers at 48 Factories Strike and Win Pay Raises in Mexico

In a rare victory for workers in Mexico, almost 25,000 factory workers at 48 maquiladoras, or low-wage manufacturing plants, in the city of Matamoros are receiving a 20 percent pay increase and a one-time bonus of 32,000 pesos (about \$1,685), following a strike that lasted nearly two weeks.

Matamoros, just south of the border from Brownsville, TX, is a major manufacturing hub in the country. The cost of living in the border region is significantly higher than the rest of the country, and before the strike, to give a boost to workers, new Mexican President Andrés Manuel López Obrador decreed a doubling of the minimum wage in the region, effective Jan. 1.

Many factories in Matamoros refused to initiate the raise once the decree went into effect. Workers fought back, and 48 of the plants relented to their demands.

# MAY



## International Workers' Day

May Day, also known as International Workers Day, is the annual holiday recognizing the working class. Originating in the 1880s, the holiday came out of the historic fight in Chicago for the eight-hour work day.

The holiday is celebrated worldwide in 80 countries (although it is not recognized in the United States as a federal holiday).

The APWU encourages all members to participate in any events in their area. If your city or town is not hosting an event, and you want to participate in one, reach out to your local labor groups and other sister unions about planning something in your area.

If you take part in an event, please send pictures of you, your family, and/or co-workers to [communications@apwu.org](mailto:communications@apwu.org) for a chance to be featured on the APWU website or in future publications. Remember to wear your union gear!



## New Jersey and Illinois Raise Minimum Wage to \$15/hour

In February, the Fight for \$15 movement was victorious again with New Jersey and Illinois governors both signing bills into law that will raise the minimum wage in those states to \$15 per hour by 2024. Over 2 million workers in both states will get a raise in 2019.

“We will have money to buy shoes for our kids and keep the lights on,” said Adriana Alvarez, a McDonald’s employee in Chicago and a Fight for \$15 leader, in a statement to *Vox*. “We’ll be able to put breakfast on the table and maybe go out to the movies every now and then.”



New Jersey Governor Phil Murphy speaking at a press conference on minimum wage in Trenton, NJ on Nov. 26, 2018.

In Congress, the House Committee on Education and Labor began a push for a nationwide \$15 per hour wage, holding a February hearing on Representative Bobby Scott’s (D-VA-3) Raise the Wage Act. The bill raises the federal minimum wage to \$15 per hour by 2024, including for tipped workers. It currently has 201 co-sponsors.

## EDUCATION WORKERS STRIKE AND WIN ACROSS THE COUNTRY

Last year, education workers in West Virginia ignited a national movement by walking out of schools to demand better pay and more school funding to support the children in their state. That flame has continued burning this year, with teachers and school personnel from Los Angeles, Denver, and Oakland going on strike during the first months of 2019.

In Los Angeles, over 30,000 members of United Teachers Los Angeles (UTLA) walked out on Jan. 14, taking to the streets in the driving rain after 21-month-long contract negotiations came to an impasse. UTLA’s strike centered on out-of-control class sizes and lack of support staff in the 640,000-student school district - the second largest in the country. These public-sector workers also fought against increasing privatization in the form of charter schools, which were taking much-needed funding away from the public-school system.

Following a week-long strike, the teachers emerged with a complete victory that UTLA described as a “paradigm shift.” The union won an immediate six-percent pay raise with no contingencies, a nurse in every school five days a week, hard caps on class sizes, and a “clear pathway to cap charters.” The strike was a major win against privatizers looking to further raid the district’s coffers for their own profit.

On Feb. 11, two thousand educators from the Denver Classroom Teachers Association (DCTA) walked out after

negotiating for 15 months, launching Denver’s first teacher strike in 25 years. Their strike focused on dismantling and restructuring a bonus-reliant pay system in the district that left many teachers financially insecure and in need of second jobs to support themselves. On Feb. 14, DCTA emerged victorious with a new three-year contract including an average 11.7 percent increase in base salary for teachers, as well as full cost-of-living increases in the contract’s second and third years.

In Oakland, CA, over 3,000 educators from the Oakland Education Association (OEA) struck on Feb. 21. They demanded a 12 percent retroactive pay raise, more support staff, and cuts to charter school funding.

Oakland education workers returned to school on Mar. 4 after winning a new contract providing an 11 percent pay raise over four years, plus an immediate 3 percent bonus. Teachers also won a mandate to lower class sizes by one student, the addition of more support staff and counselors, and a five-month pause on school closures and consolidations. School Board President Aimee Eng also committed to introduce a resolution calling for a moratorium on charter schools in the district.

As teachers from across the country walked out, West Virginia teachers struck and won again in a political act against state lawmakers attempting to privatize its education system. That strike is covered in the feature story starting on page 6.



Judy Beard, Director

# Anti-Privatization Resolutions Re-Introduced in Congress

**H**ouse representatives in the 116th Congress wasted no time displaying their opposition to the White House plan to privatize the Postal Service. On Jan. 9, Representative Stephen Lynch (D-MA-8), along with 12 original, bi-partisan co-sponsors, re-introduced the resolution to ensure the USPS is not subject to privatization. This resolution (H. Res 33) already had 205 co-sponsors as this issue went to press, reaffirming strong support for the public Postal Service. The companion Senate resolution, S. Res. 99, was introduced by Senator Gary Peters (D-MI) on March 7, and has 30 co-sponsors.

Stopping the sale of the Postal Service is dependent upon constituents speaking out to their members of Congress. Let's make our voice heard in 2019.

As Congress approaches their spring recess (tentatively scheduled for April 14-28), I encourage you to reach out to your representative's and senators' offices and schedule appointments with them. Thank them for their support if they have already signed on to the resolution, or speak to them about the value of public, universal postal services, and ask them to become a co-sponsor.

Updates on the fight against postal privatization can be found on [usmailnotforsale.org](http://usmailnotforsale.org). ■

## APWU Legislative Priorities

**H.Res. 23** - Expresses the sense that members of the House of Representatives should take all actions in order to ensure door delivery for businesses and residents by the USPS remains intact. Door delivery increases revenue for the Postal Service; reduces incidents of mail theft; and, aids seniors and those with disabilities in receiving their mail.

**H.Res. 33 & S.Res. 99** - Expresses the sense that the House of Representatives and the Senate should take all appropriate measures to ensure the United States Postal Service remains independent and will not be subject to privatization. Privatization would accomplish nothing but increases in postal rates and a reduction of services, especially to those living in suburban and rural areas. Privatization would also jeopardize postal jobs, undermining the Postal Service's ability to complete its constitutionally mandated mission and goals.

**H.Res. 54** - Expresses the sense that the House of Representatives will ensure the United States Postal Service will continue six-day delivery services. As many Americans depend on mail delivery for items such as medicine, financial documents, and as a basic lifeline, six-day delivery ensures that services are not degraded.

**H.Res. 60** - Expresses the sense that the United States Postal Service should take appropriate measure to restore the service standards that were in effect as of July 1, 2012. The standards that were in place in 2012 would strengthen postal employees' abilities to meet customers' increased demands on first-class mail and parcel delivery.

**Vote By Mail Act (S. 26 & H.R. 92)** - Requires every state to provide mail ballots for federal elections to registered voters. The legislation also provides for automatic voter registration through states' motor vehicle authorities. Vote by mail initiatives in Oregon and Colorado have already proven to increase voter participation and decrease states' election expenses.

**Raise the Wage Act (S. 150 & H.R. 582)** - Gradually increases the federal minimum wage to \$15.00 an hour by 2024. If passed, over 40 million people would see an increase of wages resulting in a \$3,500 raise by 2024, which would then increase national economic growth.

**Expand Social Security Act (S. 478 & H.R. 1170)** - Removes the cap on payroll taxes, making sure those at the top pay their fair share. This would make the fund fully solvent. The bills would also increase benefits, provide higher cost-of-living and prescription drug cost adjustments, and provide an additional \$1,300 per year to low income seniors.

**Medicare for All Act (H.R. 1384)** - Guarantees quality health care benefits for all Americans through expanded Medicare program. The legislation would fully cover primary care and hospital stays for all Americans, without co-pays or deductibles, and provides maternity, prescription drug, vision, and dental benefits.





Anna Smith, Director

# Stay Strong Going Into Arbitration

**W**ith contract negotiations going into interest arbitration, staying united and strong is essential at every level. Reminding not only ourselves but our non-member co-workers that the need to stand together is essential to preserve the rights and benefits we currently enjoy.

Below are some examples of what APWU members can and have achieved by working together.

### ALL APWU MEMBERS

- You have a voice and a vote
- Membership ratification of contracts
- Representation in the grievance procedure
- An effective grievance procedure to adjudicate disputes with management
- Protections against unjust discipline, including termination
- Prohibitions against unilateral actions by our employer
- An active legislative program that fights for postal workers on Capitol Hill
- Representation and provisions for safe working conditions

### CAREER EMPLOYEES

- Regular pay increases
- Night differential pay
- Enforcement of overtime provisions
- Sunday premium pay
- Out-of-schedule premium
- Cost of Living Adjustments (COLA)

- Health insurance benefits
- APWU Consumer Driven Health Benefits – with 95% of employers portion of your premium paid for by the USPS
- Basic life insurance with additional insurance options
- 10 paid holidays (PTFs are compensated by receiving a higher straight-time hourly rate throughout the year)
- Annual and Sick Leave accrual
- Flexible spending accounts for health care and dependent care
- Holiday scheduling rights
- Allowances for uniforms and work clothing
- Job security
- Protections against layoffs
- Jobs awarded by seniority, not favoritism
- Access to training opportunities to upgrade skills
- Retirement planning benefits
- 50-mile excessing limitations during the life of the contract

### POSTAL SUPPORT EMPLOYEES

- Regular pay increases
- Night differential pay
- Time-and-a-half for overtime work in excess of 40 hours
- Higher level pay when performing higher level work
- Work hour guarantees when scheduled to report for work
- Health benefits eligibility upon employment

- APWU Consumer Driven Health Plan after first 360-day term and upon reappointment – with 75% of employers portion of your premium paid for by the USPS
- Annual Leave accrual and unused leave cash-in
- 6 paid holidays and option to have annual leave balance credited in lieu of holiday leave pay if you work
- Annual uniform allowance
- Strong contractual language that provides for career appointments
- Reappointments by seniority, not favoritism

If each of us had to negotiate one-on-one with the Postal Service, some may get some of the above benefits, but the reality is most would not even get half, if any at all.

It wasn't all that long ago that we had casuals performing our work. They could be – and many were – fired without any notice or explanation. They had no benefits what so ever, no leave, no health benefits, and no guarantees of regular pay increases. Let's be clear, there was no representation for them. So, would any of us really be better off if we weren't unionized or if we weren't standing together?

Managements wants to divide and conquer, workers against workers, members against members.

There is no doubt that we all have faced conflict in our workplace from time to time, or in our union halls, but when we choose to let the conflict divide us the only one who wins is management. ■

# New Law Streamlines Claims and Appeals

**L**ast month, the Veterans Appeals Improvement and Modernization Act of 2017 finally went into effect after having been signed into law on Aug. 23, 2017. It is said to represent one of the most significant statutory changes expected to benefit veterans in decades.

Reform has been a long-time goal of the U.S. Department of Veterans Affairs (VA) and its stakeholders; so much so that the VA sponsored an Appeals Summit three years ago, in Mar. 2016. The VA, Congress, veteran service organizations and advocates worked together during the event to design a new appeals system. The law is intended to deliver reform to veterans on the legacy appeals system.

Thanks to the collaborative efforts of many, veterans now have a choice in how unfavorable decisions will be reviewed. Veterans should also realize more timely resolutions of appealed decisions through the new streamlined process.

Starting on Feb. 19, the law's effective date, veterans appealing claims decisions will have three review options. Under the Higher-Level Review, a more experienced adjudicator will conduct a new review of the previous decision. Veterans who select the Supplemental Claim option may submit new and relevant evidence, and the VA will have to help develop new evidence under its duty to assist. Veterans will also be permitted to appeal decisions to the Board where they can select from one of three dockets: direct review, evidence or hearing.

The VA aims to complete Supplemental Claims and Higher-Level Reviews in an average of 125 days, with decisions appealed to the Board for direct review within a year. Under the legacy process, it took three to seven years to get a decision.

In a meaningful effort to meet its goals and reduce the backlog of legacy appeals, the VA funded 605 additional appeal employees in Fiscal Year 2019 and established two new Decision Review Operations Centers at the St. Petersburg, FL and Seattle, WA regional offices. The

former Appeals Resource Center in Washington, D.C. was converted to a third Decision Review Operations Center.

In response to the full implementation of the Veterans Appeals Improvement and Modernization Act of 2017, the VA has discontinued its **Rapid Appeals Modernization Program (RAMP)**. RAMP provided eligible veterans early resolutions to their appealed claims. The VA stopped accepting RAMP elections on Feb. 16, 2019. Veterans with a legacy appeal dated after Feb. 15 will be able to opt into the new process once they receive a Statement of the Case or a Supplemental Statement of the Case. However, RAMP claims pending on or after Feb. 15 will continue to be processed until the inventory is complete. For more information visit <http://www.va.gov/decision-reviews>.

## Let the Games Begin

The VA's 2019 National Veterans Golden Age Games will be hosted in Anchorage, AK from June 5-10. The annual competition is one of the most progressive and adaptive rehabilitative senior sports programs in the world. Hundreds of veterans from across the country are expected to participate.

Competitive events will include air pistol, air rifle, badminton, basketball, blind disc golf, bocchia, bowling, cycling, golf, horseshoes, nine-ball, pickleball, power-walking, shuffleboard, swimming, table tennis, and track and field.

Registration is also open until Apr. 15 for the 2019 National Veterans Wheelchair Games. The event will take place at the Robley Rex VA Medical Center in Louisville, KY from July 11-16. The event is a sports and rehabilitation competition that engages veterans who use wheelchairs due to spinal cord injuries, amputations or other neurological conditions. To learn more or to register visit [www.wheelchairgames.org](http://www.wheelchairgames.org). ■

— Human Relations Department

 **Veterans  
Crisis Line**  
1-800-273-8255 **PRESS 1**



# New Directions for EAP



Sue Carney, Director

On Dec. 27, the United States Postal Service awarded a contract to New Directions Behavioral Health to provide Employee Assistance Program (EAP) services to USPS employees and their eligible family and household members. Founded in 1995, the company reports it is one of the fastest growing behavioral health care companies in the industry; providing assistance programs and consulting services to private and public health plans, student organizations, Fortune 100 companies, large and medium employers and labor groups – more than doubling its membership to 16 million members in the last five years.

New Directions competed with a number of other behavioral health companies, including Magellan Health, which has held the Postal EAP contract for more than 17 consecutive years. Over that course of time, Magellan practitioners forged trusted relationships, helping tens of thousands of APWU representatives, members, co-workers and our families throughout the country successfully navigate life's many challenges. Magellan was instrumental in turning the USPS EAP into an award winning, model program.

Nevertheless, neither Magellan nor the APWU are in a position to disrupt the impending change. The APWU, as a member of the EAP National Joint Committee, provides ongoing guidance regarding service levels and the mechanisms used to provide them, but the committee is not responsible for the day-to-day administration of the program. Unlike the rest of the federal government which is bound by the Competition in Contracting Act, the USPS evaluates its competing proposals on a "best value" basis. The subjective process leaves Magellan virtually no recourse.

New Directions will begin delivering EAP services on Apr. 1. The Postal contract represents the company's largest EAP client to date.

### The Transition

New Directions offers innovative counseling and therapy technology, and has an extensive service provider network (affiliates) and an assortment of strategic partnerships that make the company well-suited to serve such a large and diverse employee population.

Recognizing the value of having established relationships and knowledge of postal culture, New Directions will re-

tain 87 EAP professionals who currently work under the Magellan contract. The decision will help ensure a seamless transition in most cases. Regrettably, some beloved counselors, roughly 20 percent, will be lost to the new contract. Salary and hiring decisions lie solely with the vendor. New Directions is hiring additional staff to fill any remaining positions. For several districts, adjustments will be necessary.

**THE EAP HAS COME A LONG WAY FROM ITS HUMBLE BEGINNINGS IN 1968 AS A PROGRAM FOR ALCOHOLIC RECOVERY. NEW DIRECTIONS IS YET ANOTHER BUILDING BLOCK.**

EAP will continue to be a voluntary program that provides free, short-term counseling, referral and assessment, coaching and all of our existing program staples. Counselors must continue to be licensed in the state they practice, must possess a Master's Degree in the social sciences, and have at least three years of counseling experience.

There will continue to be a dedicated helpline, accessible around the clock. The website will be updated to be more user-friendly and will include an array of new self-assessment tools and resources for employees, unions and management. Web-based Cognitive Behavioral Therapy will be expanded to offer additional modules covering more mental health issues.

Critical response and organizational training will continue to be offered. Advisory committees will still receive utilization reports and support. Text Talk is a new feature that will enable individuals who are always on-the-go or who are uncomfortable speaking about their issues to text with a counselor. There will also be a new virtual tool that allows employees to request a session with a participating provider of their choice from the privacy and convenience of their computer or mobile device.

The EAP has come a long way from its humble beginnings in 1968 as a Program for Alcoholic Recovery. New Directions is yet another building block. Stay tuned. The USPS will be promoting all EAP has to offer in April during EAP Awareness Month. ■

# Closing the Gender Pay Gap



Joyce B. Robinson, Director

**B**ecause women earn less than men, they must work longer for the same amount of pay. In 1996, The National Committee on Pay Equity originated Equal Pay Day to illustrate the gap between men's and women's wages and create a symbolic day when women's earnings "catch up" to men's earnings from the previous year. This year, Equal Pay Day will be celebrated on Tuesday, April 2, 2019.

### Protection Under the Law

On the federal level, women employees are protected by The Equal Pay Act of 1963, which made it illegal for employers to pay unequal wages to men and women who perform equal work. However, many states do not follow these laws. According to data from the US Census Bureau, the average gender pay gap in the United States is around 19.5 percent, with women earning 80.5 cents for every dollar earned by her male counterpart. Louisiana has the largest gender pay gap in the country at 30 percent and New York and California have the smallest at 11 percent.

Nationally, the median annual pay for a woman who holds a full-time job is \$41,977 and \$52,146 for a man, creating an annual gender wage gap of \$10,169. Out of the 25 largest metropolitan cities, the narrowest gender wage gap is in Tampa, FL, where women make approximately 89 percent of the median salary for men – higher than the national average. However, the ratios for Hispanic and black women there are 61 percent and 65 percent, respectively, when compared to white men. White women in Tampa earn 83 percent of white men's salaries.

Women of color face the biggest pay gap and Asian women face the smallest when compared to white men. Latina women are typically paid 53 cents, Native American women 58 cents and Black women 61 cents for every dollar paid to white, non-Hispanic men. White, non-Hispanic women are paid 77 cents and Asian women 85 cents for every dollar paid to white, non-Hispanic men, although some ethnic subgroups of Asian women are paid much less.

### Institute for Women's Policy Research Findings

According to the Institute for Women's Policy Research (IWPR), women comprise half of the workforce, are the

sole or co-breadwinner in half of American families with children, and receive more college and graduate degrees than men. Yet, on average, women continue to earn considerably less than men.

**NATIONALLY, THE MEDIAN ANNUAL  
PAY FOR A WOMAN WHO HOLDS A  
FULL-TIME JOB IS \$41,977 AND \$52,146  
FOR A MAN, CREATING AN ANNUAL  
GENDER WAGE GAP OF \$10,169.**

Women, on average, earn less than men in nearly every single occupation for which there is sufficient earnings data to calculate an earnings ratio. In middle-skill occupations, workers in jobs mainly done by women earn only 66 percent of workers in jobs mainly done by men.

IWPR tracks the gender wage gap in a series of fact sheets updated twice per year. The reports on sex and race discrimination in the workplace shows that outright discrimination in pay, hiring, or promotions continues. According to its research, if change continues at the same slow pace as the past fifty years, it will take 41 years – or until 2059 – for women to finally reach pay parity. For women of color, the rate of change is even slower: Black women will wait until 2119 for equal pay and Hispanic women until 2224.

### Paycheck Fairness Act

Introduced into Congress by U.S. Sen. Patty Murray (D-WA) and U.S. Rep. Rosa DeLauro (D-CT), The Paycheck Fairness Act would help to strengthen the Equal Pay Act and eliminate wage discrimination by protecting employees against retaliation for discussing salaries with colleagues, prohibiting employers from screening job applicants based on their salary history, and removing obstacles in the Equal Pay Act to facilitate plaintiffs' participation in class action lawsuits. ■

*Resources: Institute for Women's Policy Research, National Committee on Pay Equity, Bureau of Labor Statistics and the US Census Bureau.*



# A Woman for All Seasons

## Dedicated to Memory of Eleanor G. Bailey



Nancy Olumekor, Director

**D**edicated APWU unionist Eleanor G. Bailey passed away on December 12, 2018 at the age of 87. Over the course of her life, Eleanor never stopped fighting and organizing.

When she first joined the Postal Service in 1965, her salary was \$3,000 per year. Tired of working long hours for little pay, with no ability to negotiate for wages and COLA increases, Eleanor helped push the New York City's postal clerks to join the Great Postal Strike in March



1970. She was among the 200,000 workers who organized, rallied and fought in that strike, which drove Congress to enact postal reforms that paved the way for the collective bargaining rights, good union wages, and better benefits.

A tireless champion for women's equality, "Momma E" never stopped fighting for her fellow union sisters. Eleanor was active in the Coalition of Labor Union Women (CLUW) from its inception in 1974, organizing women in New York City. Eleanor served as a CLUW National Vice President from 1991 to 2001.

At the 1978 APWU National Convention, Eleanor and other women fought for a voice at conventions and leadership opportunities by creating POWER – Post Office Women for Equal Rights. Eleanor was awarded the Nilda Chock Pioneer Award at the 30-year anniversary celebration of POWER during its 14th Biennial Convention.

A 47-year resident of the Bronx's "Co-Op City" neighborhood, Eleanor fought for her community as a founding member of the Coalition to Save Affordable Housing while serving on citywide housing/tenant associations and as president of her Building 32 Association, a position she held for nearly two decades. Eleanor led other successful fights in Co-Op City, including a year-long rent strike against a management company's hiking of maintenance fees and organizing against a proposed cutback to bus service through the neighborhood.

Eleanor was elected and served since 2006 as president of the APWU Moe Biller Retirees Chapter. She was a coali-

tion builder and spent her life bringing people together in the struggle. She fought for the preservation of Social Security and Medicare not only as a retirees and worker's rights issue, but as a women's right's issue.

**HER TIRELESS FIGHT FOR POSTAL WORKERS...AND WORKING PEOPLE WILL LIVE ON FOR GENERATIONS TO COME.**

In 2012, when the Postal Service announced that it would close both of Co-Op City's post offices, Eleanor organized her neighbors – mostly comprised of fellow retirees – for protests and sit-ins. When local politicians held town halls regarding the closings, over 500 retirees showed up for each one. They kept the post offices open.

In 2014, Eleanor spoke out against the ill-fated USPS-Staples deal. She led the Moe Biller Retiree Chapter in the fight to keep pressure on the USPS by regularly protesting at Staples for over 3 years.

Her tireless fight for postal workers, for her beloved neighborhood and for the livelihood of retirees, women, and working people will live on for generations to come. Eleanor Bailey was truly a woman for all seasons, and we will continue the fight she led for so many years. ■

**In the New York Metro Area Postal Union, Eleanor Bailey** was an inspiring and motivating presence, whose years of experience showed the importance of continuing to push forward to preserve what so many had fought for in years past.

"She was a teacher. She believed in reaching back and pulling people up. She always said, 'brothers and sisters, we still have work to do. The fight still continues,'" said Tiffany Foster, Executive Vice President of the local.

"She was so committed to the struggle. She was a wealth of information on the history of the struggle not only with the APWU, but of labor in general," said Jonathan Smith, President of the local.



John Marcotte, Director

# Taking on Rising Health Care Costs

**A**s I have previously reported, and as all of us unionists see in our paychecks, the cost of health care is spiraling out of control. Recently, ABC News reported on this issue in a story that both reinforced my outrage at drug company profiteering and broke my heart as a parent. I would like to share some of that information.

The drug industry is starting the new year by hiking the costs of hundreds of prescription medications, despite pressure against doing so from the White House. The price of insulin, a life-saving drug for diabetics, tripled between 2002 and 2013. Since 2008, three of the top makers raised the list price of insulin at least ten times. Now, the state of Minnesota is taking action by suing these manufacturers.

This lawsuit is due to the efforts of Nicole Smith Holt, whose son Alec died after trying to ration his insulin usage. This is extremely dangerous and should never be attempted. Alec turned 26 and could not stay on his parent's health insurance. Not having his parent's insurance forced Alec to face a \$1,300.00 a month bill for just his insulin

and supplies. As a young person starting out, this was an incredible burden and he attempted to lower the cost by rationing his insulin. This led to his death, alone in his home with no one to call for help.

Drug companies and health care corporations' profits are being put ahead of working people's lives. This has to stop. Be assured it is not just people without health insurance that are rationing drugs and care – it is affecting federal and postal retirees and workers alike as costs become unaffordable for the working class. My office constantly struggles with this problem from our health plan members.

I applaud the state of Minnesota's efforts to hold the drug industry accountable for placing profits over lives. Providing high quality health care at an affordable price is our mission and we are 100 percent committed to doing just that at the APWU Health Plan. We will not be able to do that if health care corporations are allowed to continue extorting huge profits from working Americans for life saving drugs and services. ■

**34TH ANNUAL OPEN SEASON SEMINAR 2019**

# SAVE THE DATES

**OCTOBER 26th-29th**

**OCTOBER 26th - Ice Breaker**

**OCTOBER 27th**  
Registration, Opening Session & Classes

**OCTOBER 28th - Classes**

**OCTOBER 29th - Closing Session**

**ROOM RATE - \$169.00 per night**

**Early Registration Fee: \$75.00 (By July 15th)**  
**ALL MEALS PROVIDED**

**www.apwuhp.com/events**

**APWU**  
HEALTH PLAN

**TOGETHER.  
BETTER HEALTH.**

**AT THE BENSON  
PORTLAND, OR.**



# RULES AND REGULATIONS GOVERNING 2019 APWU NATIONAL ELECTIONS

*Pursuant to Article 12, Section 1, of the APWU National Constitution and Bylaws, President Mark Dimondstein appointed the 2019 Election Committee. Its members are: Anthony "Tony" Turner (Facilitator), Manchester Area Retiree Chapter; Beverly Fletcher (Chairperson), Trenton Metro Area Local; Lamont Green, Phoenix Metro Area Local; Kim Guy, Greater Smokey Mountain Area Local; Michelle Elliott, Chicago Local; Norma Impallari, San Antonio Alamo Area Local; Will Khong, Southwest Coastal Area Local; and Mark Jennings, Nation's Capital/Southern Maryland Area Local. The Election Committee met January 29, 2019 - January 31, 2019, at APWU*

*National Headquarters and adopted these Rules and Regulations for the conduct of the 2019 APWU National Election. Following are relevant sections of the APWU National Constitution and Bylaws, along with rules and regulations for each segment of the election process. Please note that some bold language in excerpts from the APWU National Constitution and Bylaws was added by the APWU 24th Biennial National Convention, held August 20-23, 2018.*

**The APWU National Election Committee may modify or change any current rule, change dates, and/or adopt additional rules, which will appear in bold.**

## I. ELIGIBILITY

### A. MEMBER IN GOOD STANDING

#### 1. ARTICLE 10, SEC. 1(a).

ELIGIBILITY FOR OFFICE. To be eligible for nomination, the candidate must be a member in good standing.

2. ARTICLE 11, SEC. 2 (l) [in part] Candidates for Retirees Department Director and Retiree National Convention Delegate must be members in good standing of the Retirees Department, paying thirty-six dollars (\$36.00) per year per capita tax to the national Union.

3. ARTICLE 11, SEC. 4. Any APWU member seeking election to a Health Plan national office must be a member in good standing (if eligible) of the APWU Health Plan in order to be declared an "official candidate."

4. ARTICLE 12, SEC. 2. [in part] To be eligible to vote, a member must be in good standing according to the official records of the national Union on the last day of the first full pay period in June of the election year.

**ELECTION COMMITTEE RULE:**  
Candidates must be members in

good standing on **Monday, June 17, 2019**, with all dues paid except as provided in Article 3, Section 1, of the APWU National Constitution and Bylaws.

### B. DISQUALIFYING ACTIONS

1. ARTICLE 10, SEC. 1(b) No member holding office in any other organization representing employees for the purposes of collective bargaining or in administrative proceedings can be elected or appointed as an officer of the APWU, nor can he or she be seated as a delegate to the national convention.

2. ARTICLE 10, SEC. 2(b) Any employee eligible to be a member of the American Postal Workers Union who voluntarily holds a managerial, supervisory or EAS position for the equivalent of a two-week period in a year shall be ineligible to hold office at any level of the APWU or to be a delegate to any convention held by the APWU or any subordinate body of the APWU, so long as the employee continues to serve in such position and for a period of one (1) year from the time the employee vacates such position.  
Any member who has submitted

an application for a managerial, supervisory, or EAS position shall withdraw such application prior to acceptance of nomination for any office in the APWU.

### ELECTION COMMITTEE RULE:

Any member who is prohibited from serving as an officer of a labor organization under the Labor-Management Reporting and Disclosure Act, 29 U.S.C. Section 504, due to a criminal conviction, or who refuses to authorize the National Election Committee to procure a criminal background report to verify that the member is not prohibited from serving as an officer of a labor organization under the Labor-Management Reporting and Disclosure Act, shall be ineligible to run for any office in the APWU.

## II. NOMINATION/ PETITION PROCESS

### A. OFFICERS AND DELEGATES TO BE ELECTED

1. ARTICLE 11, SEC. 1. The officers of this Union shall be elected by secret ballot by plurality vote and shall consist of President, Executive Vice President, Secretary-Treasurer, Industrial

**APWU NATIONAL FIELD OFFICES** Please refer to Section XII of these Rules and Regulations and the chart on page 47 for the listing on location of field offices for the Regional Coordinators and National Business Agents, effective for the new term of office in November 2019. All other National Officers will work at the union's national headquarters located in Washington, DC.

Relations Director, Legislative/ Political Director, Organization Director, Research and Education Director, Health Plan Director, Human Relations Director, and five (5) Regional Coordinators (one for Central, Eastern, Northeast, Southern and Western). Where there is more than one (1) National Business Agent within a region, they will be referred to as National Business Agent (A), (B), (C), (D), etc.

**CLERK DIVISION:** Director, two (2) Assistant Directors who will be referred to as Assistant Director (A) and (B), and thirty-seven (37) National Business Agents (Refer to chart below for complete breakdown into regions).

**MOTOR VEHICLE SERVICE DIVISION:** Director, Assistant Director and six (6) National Business Agents (refer to chart for complete breakdown into regions).

**MAINTENANCE DIVISION:** Director, two (2) Assistant Directors who will be referred to as Assistant Director (A) and (B), and nine (9) National Business Agents (Refer to chart for breakdown into regions).

**SUPPORT SERVICES DIVISION:** Director, one (1) National Business Agent

National Business Agent, Caribbean Area

National Business Agent, Alaskan Area, "as-needed"

National Business Agent, Pacific Area

CHART FOR NATIONAL BUSINESS AGENTS (NBAs)	Clerk	Maintenance	MVS	Support Services	Other
<b>CENTRAL REGION</b>			1 (covers IL, IN, IA, KY, MI, MN, ND, OH, SD, WI)		
Region: Chicago	3				
Cincinnati	2				
Minneapolis	2				
St. Louis	2				
Wichita	1				
Sub-Region:					
A (IL,IN,KY, OH)		1			
B (IA,KS,MO,NE)		1			
C (MI,MN,ND,SD,WI)		1			
<b>EASTERN REGION</b>		1	1		
Region: Philadelphia	3				
Washington, DC	2				
<b>NORTHEAST REGION</b>		1	1		1 (Caribbean Area)
Region: New England	3				
New York	3				
<b>SOUTHERN REGION</b>		2			
Region: Atlanta	3				
Dallas	3				
Memphis	2				
Sub-Region: Southwest (AR,KS,LA,MO,NE,OK,TX)			1		
Sub-Region: Southeast (AL,FL,GA,MS,NC,SC,TN)			1		
<b>WESTERN REGION</b>		2	1		2 (Pacific & Alaskan Areas)
Region: San Francisco	4				
Denver	2				
Northwest	2				
<b>ALL REGIONS</b>				1	

## B. PETITIONS

**1. ARTICLE 11, SEC. 3 (a)** Any eligible member may secure an official petition from the APWU National Secretary-Treasurer on May 1 through June 1 of the election year. Such petitions will be duplicated by each candidate at his/her own expense and must be received no later than June 15 at 5:00 p.m. at a box designated by the Secretary-Treasurer. In the event June 15 falls on a Saturday, Sunday, or holiday, the time shall be extended to the next weekday. Candidates shall provide in such petitions a certification signed by them, stating: "I am a member in good standing of the \_\_\_\_\_ Division." "I am employed by \_\_\_\_\_." "The title of my job is \_\_\_\_\_." "I am retired: \_\_\_\_\_ I am not retired \_\_\_\_\_." Candidates for Director, Retirees Department, and Retiree National Convention Delegate shall certify that they are members in good standing of the Retirees Department and are not employed by the United States Postal Service.

**2. ARTICLE 12, SEC. 4(b)** Members may not file or be candidates for more than one (1) elective office.

**ELECTION COMMITTEE RULE:** Completed and signed petitions must be mailed to **Post Office Box 34505 Washington, DC 20043** in time so as

to be in that Box **no later than 5:00 p.m. [Eastern Time] on Monday, June 17, 2019.** This post office box is only for returning completed petitions. **PETITIONS THAT ARE PERSONALLY DELIVERED, E-MAILED OR FAXED TO THE APWU NATIONAL SECRETARY-TREASURER'S OFFICE WILL NOT BE ACCEPTED.**

**ELECTION COMMITTEE RULE:**

A candidate must fully complete the entire candidate's portion of each petition, including the full title of the office sought and the candidate's signature, before the petition is sent to a Local for endorsement. A candidate sending out petitions for an Assistant Director, Clerk Division; Assistant Director, Maintenance Division; National Business Agent, Clerk Division; or National Business Agent, Maintenance Division office which is designated (A), (B), (C), or (D), must specify for which office he/she is filing by including the alphabetic designation.

**ELECTION COMMITTEE RULE:**

Candidates may not file or be candidates for more than one office. If a candidate has filed petitions for a particular office and then decides before the nominating period is over that he/she wishes to seek nomination for another office, the candidate must withdraw the first petitions by giving written notice to the APWU National Secretary-Treasurer, and then timely file the required number of new petitions for the other office. **IN NO CASE MAY PETITIONS FILED FOR ONE OFFICE BE TRANSFERRED TO A NEW OFFICE.**

**ELECTION COMMITTEE RULE:** Each Local submitting a petition needs to be clearly identified and the petition must bear the official name of the Local.

**ELECTION COMMITTEE RULE:** All nominating petitions are to be signed by the Local President and one of the following: Vice President, Secretary-Treasurer, Secretary or Treasurer, with the exception of Article 11, Section

2 (b), (i), (j) and (k) of the National Constitution and Bylaws. At least one signature must be an original. A facsimile signature may be used for the second signature.

**ELECTION COMMITTEE RULE:**

The decision to sign the petitions from candidates for Maintenance Division and Motor Vehicle Service Division field offices must be made by the Division members of the Local, but the petitions must be signed by the Local President and one of the following: Vice President, Secretary/Treasurer, Secretary or Treasurer.

**C. REQUIREMENTS FOR NOMINATING PETITIONS**  
**1. ARTICLE 11, SEC. 2(a).**

**CANDIDATES FOR NATIONAL RESIDENT OFFICES.** Any member in good standing in this Union may be a candidate for election, if eligible, provided he/she has nominating petitions endorsed by at least a total of twelve (12) locals, representing at least five (5) states in three (3) or more regions.

**(b)** Candidates for the Support Services Division Director and National Business Agent must be members-at-large or members in good standing and must work in one of the facilities of the Support Services Division and shall have their nominating petitions endorsed by at least three (3) Support Services Locals. Petitions are to be signed by the Local President and Secretary.

**(c)** Candidates for Regional Coordinator must be members-at-large or members in good standing of a local in the region they seek to represent and must have nominating petitions endorsed by at least ten (10) locals representing at least four (4) states within the region.

**(d)** Candidates for any division position must be members of the division in which they seek such positions and they are to be elected only by members of that division.

**(e)** Candidates for National Business Agent, Clerk Division, must be members-at-large or members in good standing of a local in the region they seek to represent and endorsed by at least eight (8) locals within that region. Candidates for National Business Agents, Clerk Division, will be elected from the Region they represent pursuant to the chart for National Business Agents in the American Postal Workers Union National Constitution and Bylaws.

**(f)** Candidates for National Resident Offices, Motor Vehicle Service and Maintenance Divisions, shall have their nominating petitions endorsed by twelve (12) locals from five (5) states.

**(g)** Candidates for National Business Agent, Maintenance Division, shall have their nominating petitions endorsed by division members representing at least ten (10) locals in at least four (4) states within their region or sub-region.

**(h)** Candidates for National Business Agent, Motor Vehicle Service Division, shall have their petitions endorsed by division members from eight (8) different locals within their region.

**(i)** Candidates for the National Business Agent, Caribbean Area, shall be members-at-large or members in good standing and must be residents of the Caribbean Area. Petitions are to be signed by the Local President and Secretary from at least one local in their respective area.

**(j)** Candidates for the National Business Agent, Alaskan Area, must be members at-large or members in good standing and must be residents of the state of Alaska. Petitions are to be signed by the Local President and Secretary from at least one local in their respective area.

**(k)** Candidates for the National Business Agent, Pacific Area, must be members-at-large or members in good standing and must work within the Pacific Area. Petitions are to be



signed by the Local President and Secretary from at least one local in their respective area.

(l) Candidates for Retirees Department Director and Retiree National Convention Delegate must be members in good standing of the Retirees Department, paying thirty-six dollars (\$36.00) per year per capita tax to the national Union. A member of the Retirees Department in good standing may request a nominating petition and may nominate himself or herself or any other member in good standing of the Retirees Department to be a candidate for Retirees Department Director, and he or she will be elected by members of the Retirees Department nationwide. A candidate for Retiree National Convention Delegate for the region he or she will represent will be elected from that region. Members in good standing who are nominated by others and are not self-nominated will be notified that they have been so nominated and must agree in writing to accept the nomination before their names can be placed on the ballot.

(In Part) Retirees shall elect the Retirees Department Director and five (5) delegates to the National Convention. The Retirees Department Director and each Retiree National Convention Delegate will have a voice and one (1) vote at the National Convention.

**2. ARTICLE 11, SEC. 2(m)** [in part] Members of the APWU Retirees Department who pay thirty-six dollars (\$36.00) per annum and retired as members of the APWU-represented bargaining unit, shall be eligible to vote for the three (3) APWU General Officers: President, Executive Vice-President and Secretary-Treasurer, and three (3) resident department officers: Legislative/Political Director; Human Relations Director, and APWU Health Plan Director.

**ELECTION COMMITTEE RULE:** If a member of the Retirees Department

assigns his/her Local Retirees Chapter Membership to a chapter outside the jurisdiction of the local from which he/she retired, he/she may run only in the Region in which the membership is assigned on **Monday, June 17, 2019.**

**ELECTION COMMITTEE RULE:** Full dues-paying APWU members (paying full national per capita tax and local dues), who are also members of the Retirees Department, are eligible to run for the Director, Retirees Department, and the Regional Retiree National Convention Delegate office with two exceptions:

(a) Candidates must certify at the time of submitting their petitions for the position of Regional Retiree National Convention Delegate that they are not a Local or State delegate to the National Convention.

(b) A member who is an automatic delegate to the National Convention because of his/her office as a National, State or Local officer is ineligible to be a candidate for Regional Retiree National Convention Delegate.

**ELECTION COMMITTEE RULE:** The charts on pages 44-46 show from which areas members must obtain signed petitions, depending on which office the member is seeking.

#### **D. CERTIFICATION OF CANDIDATES, ELECTION OF UNOPPOSED CANDIDATES, AND WITHDRAWAL BY CANDIDATES**

**1. ARTICLE 11, SEC. 3(b)** The Secretary-Treasurer shall, after certifying the constitutional qualifications of each candidate, publish in the July-August issue of the official publication, the names of all candidates for national office and for Retiree National Convention Delegate. In the event that only one (1) eligible candidate is nominated for an office, the Secretary-Treasurer shall cast one (1) ballot for each nominee whereupon the Election Committee shall declare the nominee(s) duly elected to the respective position.

#### **ELECTION COMMITTEE RULE:**

Any nominated candidate who decides to withdraw his/her name from the ballot must do so by so notifying the APWU National Secretary-Treasurer by hand-delivery, fax at (202) 842-8530, or express or certified mail, addressed to and received in the office of the National Secretary-Treasurer, American Postal Workers Union, AFL-CIO, 1300 L Street NW, Washington, DC 20005 **no later than 4:00 p.m. [Eastern Time] on Monday, June 24, 2019.**

#### **ELECTION COMMITTEE RULE:**

Members in good standing of the Retirees Department who are nominated by others and are not self-nominated for Director, Retirees Department, and Retiree National Convention Delegate must agree in writing to accept the nomination by so notifying the APWU National Secretary-Treasurer by hand delivery, fax at (202) 842-8530, or express or certified mail, addressed to and received in the office of the National Secretary-Treasurer, American Postal Workers Union, AFL-CIO, 1300 L Street, NW, Washington, DC 20005 **no later than 4:00 p.m. [Eastern Time] on Monday, June 24, 2019.**

#### **E. DEATH OF A CANDIDATE**

**ARTICLE 11, SEC. 3(d)** In the event of the death of a nominee for any office or Retiree National Convention Delegate, the National Executive Board shall be empowered, to take such action consistent with federal laws as it deems necessary, including but not limited to the holding of new nominations and election for the affected office(s).

### **III. BALLOT PLACEMENT**

**A. ARTICLE 12, SEC. 4(a)** [in part] After nominations have been closed any unopposed candidate duly-qualified by nominating petition for office or Retiree National Convention Delegate shall be declared elected and his or her name shall not appear on the ballot.

#### **ELECTION COMMITTEE RULE:**

For contested offices, the placement of names on the ballot will follow the past practice of having the incumbent's name at the top of the list of candidates for that office. Where there are two or more candidates for the same office or two or more candidates for the Retiree National Convention Delegate for the same region who are not incumbents, the determination of the order of their names on the ballot will be made by a drawing for position on the ballot. The drawing will take place at APWU National Headquarters at **10:00 a.m. [Eastern Time] on Thursday June 27, 2019**. A candidate may attend the drawing at his/her own expense or may designate any one member in good standing of the American Postal Workers Union, AFL-CIO to represent him/her at the drawing.

### **IV. CANDIDATES' ARTICLES**

#### **A. ARTICLE 11, SECTION 3(c)**

(1) The Editor of the APWU official publication shall print **an Election magazine (cover identified as such and back cover blank) with photographs and candidate statements not to exceed one thousand (1000) words** for contested positions, submitted **electronically**, and received by the **Election Committee in the office** of the Secretary-Treasurer not later than July 1 to be valid for printing. **The statements will be listed in order of the contested office and the candidates will draw for order of placement within the office they are running for. The Election magazine will be mailed in the same envelope as the ballot and no other material will be allowed.**

#### **ELECTION COMMITTEE RULE:**

**The pictures of the candidates must be of the same size and their 1000-word article (Times New Roman 10) must be of the same font. Submit a high-resolution jpeg (jpg) head shot photo (2 x 2) that is not blurry or grainy.** Articles must be submitted electronically in a Word program, accompanied by the photo separately, to **candidatearticles2019@apwu.org** and

received by the **Election Committee** in the office of the Secretary-Treasurer, no later than **4:00 p.m. [Eastern Time] on Monday, July 1, 2019**.

Any article that exceeds 1000 words will be cut off at the 1000-word limit. Receipt of articles submitted electronically will be acknowledged via email to the email address of the sender. The drawing will take place at APWU National Headquarters at **10:00 a.m. [Eastern Time] on Tuesday, July 2, 2019**. A candidate may attend the drawing at his/her own expense or may designate any one member in good standing of the American Postal Workers Union, AFL-CIO to represent him/her at the drawing.

#### **B. ARTICLE 11, SECTION 3(c)(2)**

The National Executive Board shall make the necessary arrangements to post on the APWU website information contributed by candidates for contested positions, not to exceed one thousand (1,000) words. All such information shall be submitted electronically and received by the Secretary-Treasurer not later than July 1 to be valid for posting on the website. Candidates may also submit new information and/or add to existing submissions of less than one thousand (1,000) words by following the same procedures and submitting not later than August 1 and again on September 1.

**ELECTION COMMITTEE RULE:** In compliance with the National Executive Board, candidates for contested positions may submit information, not to exceed one thousand (1,000) words, which will be posted on APWU's website in the Members Only Section. All such information shall be submitted electronically in a Word program to **candidatewebarticles2019@apwu.org** and received by the Secretary-Treasurer not later than July 1 **to be valid for posting no later than July 15, 2019**. Candidates may also submit new information and/or add to existing submissions of less than 1,000 words, by following the same procedures and

submitting not later than August 1, for posting **no later than August 15, 2019**, and again on September 1, for final posting **no later than September 9, 2019**.

Articles should be typed and double spaced. Receipt of articles submitted electronically will be acknowledged via email to the email address of the sender. Any article that exceeds 1,000 words will be cut off at the 1,000-word limit.

#### **ELECTION COMMITTEE RULE:**

Following are guidelines that will be used to count the number of words in candidate articles and prepare the articles for printing or posting:

1. Microsoft Office 2010 Word Program will be used for the 1,000-word count.
2. Candidates should avoid submitting articles that contain typographical enhancements. Bold face type, bulleted or numbered lists, type set in all caps, underlined type, or extra punctuation are examples of typographical enhancements. All candidate articles must be equally presented when published so as not to draw more attention to one article over another. Therefore, any typographical enhancements included in a candidate's article will be removed prior to publication.
3. Any e-mail address, website addresses, or similar references in the text of an article will be published in all lowercase type.
4. All articles will be given a header with the candidate's name and the office for which he or she is running. Any additional headers or titles that a candidate includes in his or her article will be typeset into the first paragraph of the article and will be counted in the 1,000-word limit.
5. It is important for the candidate to double-check his/her article for grammar, punctuation and spelling errors prior to sending in the article. Such errors will not be corrected.

## V. INSPECTION OF MEMBERSHIP LIST

**ELECTION COMMITTEE RULE:** Each candidate personally, or by another member of the Union in good standing authorized by a candidate in writing, is entitled to inspect the membership list during the five-day period **between 9:30 a.m. [Eastern Time] on Thursday, August 1, 2019, and 5:00 p.m. [Eastern Time] on Monday, August 5, 2019**, upon a candidate sending written notice to the APWU National Secretary-Treasurer of the intent to do so and the identity of the one who will be inspecting the membership list on behalf of the candidate. Said notice must be received by the APWU National Secretary-Treasurer no later than **4:00 p.m. [Eastern Time] on Monday, July 22, 2019. NO PART OF ANY LIST MAY BE COPIED.**

## VI. DISTRIBUTION OF CAMPAIGN LITERATURE

**A. ELECTION COMMITTEE RULE:** In accordance with Section 401(c) of the Labor-Management Reporting and Disclosure Act of 1959 (LMRDA), as amended, the American Postal Workers Union (APWU) will comply with all reasonable requests of candidates to mail or e-mail campaign literature at the candidate's expense.

### 1. ELECTION COMMITTEE RULE:

All campaign literature mailings or e-mailing of campaign literature will be handled by Kelly Press. Any candidate, at his/her own expense, wishing to mail or e-mail literature must submit a written request to Kelly Press. Kelly Press's address is 1701 Cabin Branch Drive, Cheverly, MD 20785. Yvonne Hall or Starr Thompson will be the contact persons. The phone number is (301) 386-8286 and the fax number is (301) 322-7936. Business hours are 9:00 a.m. to 5:00 p.m. [Eastern Time], Monday-Friday.

2. All e-mails must contain a sender e-mail address, a "from" name, and a physical address.

**ELECTION COMMITTEE RULE:** Kelly Press will determine the cost of mailing or e-mailing campaign literature and the candidate will be so advised. Payment in full must be received prior to e-mails or mailing. Payments must be in the form of United States Postal Service Money Order or certified check. Kelly Press is requiring a minimum of five (5) business days advance notice for preparing a campaign mailing.

**ELECTION COMMITTEE RULE:** Kelly Press will also provide printing and envelope stuffing services at the candidate's expense, if requested. Candidates who choose to have literature stuffed and printed elsewhere will be responsible for delivering or sending the stuffed sealed envelopes directly to Kelly Press.

**ELECTION COMMITTEE RULE:** Candidates, or a candidate's observer, will be permitted, at their own expense, to observe the mailing of their literature, but will not be permitted to remove and mail addressed pieces.

## VII. CAMPAIGNING AND UNION PUBLICATIONS

### SECTION 401(g) OF LABOR-MANAGEMENT REPORTING AND DISCLOSURE ACT OF 1959 (LMRDA), AS AMENDED, states:

"No moneys received by any labor organization by way of dues, assessment, or similar levy, and no moneys of an employer shall be contributed or applied to promote the candidacy of any person in an election subject to the provisions of this title. Such moneys of a labor organization may be utilized for notices, factual statements of issues not involving candidates, and other expenses necessary for the holding of an election."

**ELECTION COMMITTEE RULE:** Section 401(g) of the Labor-Management Reporting and Disclosure Act of 1959 (LMRDA), as amended, prohibits the use of Union or employer funds to promote the candidacy of any

person in an APWU National Election. The Department of Labor may require candidates to account for campaign funds. The following rules, while not all encompassing, are offered in an attempt to preclude the most common types of Section 401(g) violations.

**ELECTION COMMITTEE RULE:** Local/State Union publications prepared, printed, and distributed at Union expense may not be used to promote or attack the candidacy of any member in the election. Publications include newspapers, magazines, websites, letters or other similar type of communications.

**ELECTION COMMITTEE RULE:** The inclusion of candidates' campaign statements, press releases, photographs or announcements in a Union publication is prohibited unless all candidates for the same office are specifically advised and offered an equal opportunity.

**ELECTION COMMITTEE RULE:** Articles which are used to praise or criticize a candidate are prohibited. With regard to the printing of photographs of candidates, other than those covered in Item #2 of this Section, Local/State publications should only contain such photographs when they are directly related to a timely news event being reported. Local/State officers who have their own columns in Union publications cannot use their columns to promote or oppose an individual's candidacy.

**ELECTION COMMITTEE RULE:** A Local/State Union publication has the right to accept paid political advertising from candidates for specific offices or all offices. If it is decided to accept paid political advertising, the Local/State affiliate must provide a notice and rates to all candidates for the office(s) in which the Local/State affiliate has decided to accept advertising. The advertisement must contain a statement that it is paid for by the candidate.

**ELECTION COMMITTEE RULE:** Local/State Union publications may



print, without comment, membership endorsements, provided such endorsements of candidates are voted on at a regular membership meeting. Publications with endorsements cannot be disseminated beyond the normal mailing list utilized by the Local/State affiliate.

**ELECTION COMMITTEE RULE:** A Local/State Union is not required to mail literature for a candidate using the Local or State's membership list. However, if a Local/State affiliate decides to honor a request for a campaign mailing from a candidate, it must immediately notify all other candidates for that office that the mailing list is also available to them to be used for a campaign mailing. Local/ State Unions may contact the office of the APWU National Secretary- Treasurer to obtain a list of candidates and their addresses.

**ELECTION COMMITTEE RULE:** APWU National, State or Local Union property and resources, including but not limited to, Union offices, computers, web-sites, telephones, automobiles, supplies, and printing and reproduction equipment may not be used for campaigning. Union property cannot be used for posting, storage, or distribution of campaign literature, for campaign meetings or campaign press conferences. Union funds may not be used to rent property or meeting rooms for such activities. No Union logo or stationery may be used in campaigning for or against a candidate. This includes using any Union logo for campaign related purposes, including press conferences.

**ELECTION COMMITTEE RULE:** Union employees and officers of the APWU National Union and all other APWU affiliates are prohibited from campaigning during their normal working hours (while on Union payroll). Normal working hours include evening or weekends when meetings occur which the officer or employee is expected to attend because of his/her office. Union officers and employees may not charge travel

expenses for trips to campaign or make such trips while on Union paid time. While in postal facilities on Union business, campaign activities are not permitted. However, campaigning by Union officers which is "incidental" to Union business is not a violation of Federal law or these rules.

**ELECTION COMMITTEE RULE:** Any drawings for Local prizes for membership voting must be done by the Chairperson of the APWU National Election Committee. Your request is to be mailed to APWU National Election Committee, c/o APWU National Secretary-Treasurer, 1300 L Street, N.W., Washington, DC 20005. The request must be received no later than **4:00 p.m. [Eastern Time] on Monday, September 23, 2019.**

## **VIII. ELECTION PROCESS**

**A. ARTICLE 12, SEC. 2.** The President shall select a recognized outside ballot association to conduct the election under the supervision of the Election Committee. No later than September 15 of an election year, the selected outside ballot association shall mail ballots to each member in good standing at his or her last-known address. Notice shall be enclosed with the ballot advising the member of the deadline by which the ballot must be received by the Election Committee in order to be counted. The deadline for receipt of ballots from members in good standing shall be no less than twenty (20) days from the date on which the ballot association mailed ballots to members in good standing. To be eligible to vote, a member must be in good standing according to the official records of the national Union on **the last day of the first full pay period in June** of the election year. It shall be the duty of the Secretary-Treasurer to furnish the ballot association with a mailing list early enough so that ballots will be mailed out during the period September 10 through September 15 of an election year.

**B. ARTICLE 3, SEC. 4(b)** Members of this Union who retire from employment in an APWU bargaining

unit may maintain full membership with all rights of such membership by continuing to pay full per capita taxes to the APWU plus whatever local dues may be required by their local union. They shall retain the same right to vote in all matters they had immediately before retiring from service.

**ELECTION COMMITTEE RULE:** In accordance with Article 12, Section 2 of the APWU National Constitution and Bylaws, American Arbitration Association, **120 Broadway, 21st Floor, New York, NY 10271**, has been selected as the outside ballot association.

**ELECTION COMMITTEE RULE:** **Five (5) Regional Election magazines (containing the specifics listed in IV.A. CANDIDATES' ARTICLES) will be printed with an index identifying the contested offices within that Region/Postal Region and color coded and mailed with the ballot. While multiple candidate articles may be contained in the Election magazine, the accompanying ballot will only list the candidate(s) the member is eligible to cast a vote for.**

**ELECTION COMMITTEE RULE:** Ballots will be mailed by American Arbitration Association on or after **Tuesday September 10, 2019, but no later than 2:00 p.m. [Eastern Time] on Sunday, September 15, 2019**, to each member who is in good standing according to the official records of the national Union on **the last day of the first full pay period in June** of the election year.

**ELECTION COMMITTEE RULE:** Employees of the United States Postal Service who sign a Form 1187 on or before **Friday, June 21, 2019**, and submit it promptly will be eligible to vote, even if no dues have been withheld on or before **Friday, June 21, 2019.**

**ELECTION COMMITTEE RULE:** Employees of Private Sector companies at which the APWU has been certified as the bargaining

## WHERE MEMBERS MUST OBTAIN PETITIONS

**Candidates for resident administrative offices, Clerk Division Director and Clerk Division Assistant Directors (A) and (B)** must submit nominating petitions endorsed by at least 12 locals, representing at least five states in three or more regions.

**Candidates for Maintenance Division Director and Assistant Directors and Motor Vehicle Service Division Director and Assistant Director** must submit nominating petitions endorsed by 12 locals from five states.

**Candidates for Support Services Division Director** must submit nominating petitions endorsed by at least three (3) Support Services Facilities.

**Candidates for Regional Coordinator** must submit nominating petitions endorsed by at least 10 locals representing at least four states within the region as listed below.

**Candidates for National Business Agent in the Maintenance Division for Eastern, Northeast, Southern, and Western Regions** must submit nomi-

nating petitions endorsed by division members representing at least 10 locals in at least four states within their region as listed below.

**Candidates for National Business Agent in the Motor Vehicle Service Division for Eastern, Northeast, and Western Regions** must submit nominating petitions endorsed by division members representing at least eight locals within their region as listed below.

**Candidates for National Business Agent in the Maintenance Division, Central Region, and Motor Vehicle Service Division, Central and Southern Regions and All-Craft National Business Agents for the Alaskan Area, Caribbean Area and Pacific Area**, see chart on page 46.

**Candidates for Retirees Department Director** may nominate themselves or be nominated by others.

**Candidates for Retiree National Convention Delegate** from each of the five regions may nominate themselves or be nominated by others.

Five Postal Regions	15 Postal Regions Designated No.	States
Central Region	#3 #4 #8  #11 #15	Illinois & Michigan, Indiana, Kentucky & Ohio, Minnesota, North Dakota, South Dakota & Wisconsin Iowa & Missouri Kansas & Nebraska
Eastern Region	#9 #10  #14	Part of New York Delaware, Part of New Jersey & Pennsylvania District of Columbia, Maryland, Virginia & West Virginia
Northeast Region	#2  #9 #10	Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island & Vermont Part of New York, Puerto Rico & Virgin Islands Part of New Jersey
Southern Region	#1  #5 #7 #11 #15	Florida, Georgia, North Carolina & South Carolina Louisiana & Texas Alabama, Mississippi & Tennessee Arkansas Oklahoma
Western Region	#6  #12 #13	Arizona, Colorado, New Mexico, Utah & Wyoming California, Hawaii, Nevada, Guam, American Samoa & Saipan Alaska, Idaho, Montana, Oregon & Washington

representative, who sign a membership application form allowing dues check-off after certification on or before **Friday, June 21, 2019**, and submit it promptly will be eligible to vote, even if no dues have been withheld on or before **Friday 21, 2019**.

**ELECTION COMMITTEE RULE:** A member in good standing who has not received a ballot by Thursday, September 19, 2019, is to request a duplicate ballot as follows:

1. An individual member (or a Local on behalf of that member) is to notify the American Arbitration Association (AAA) by calling 1-800-529-5218 between the hours of 9:00 a.m. to 5:00 p.m. [Eastern Time], Monday through Friday, or by visiting [www.aaaelections.org/apwu](http://www.aaaelections.org/apwu) (available 24 hours). All requests for duplicate ballots are to include the employee ID number, last four (4) digits of member's social security number, name, address, division, and the name of the member's Local.
2. A Member-at-Large (MAL) is to notify the American Arbitration Association (AAA) by calling 1-800-529-5218 between the hours of 9:00 a.m. to 5:00 p.m. [Eastern Time], Monday through Friday, or by visiting [www.aaaelections.org/apwu](http://www.aaaelections.org/apwu) (available 24 hours). All requests for duplicate ballots are to include the MAL's employee ID number, the last four (4) digits of the MAL's social security number, name, address, and division.

3. A member of the Retirees Department is to notify the American Arbitration Association (AAA) by calling 1-800-529-5218 between the hours of 9:00 a.m. to 5:00 p.m. [Eastern Time], Monday through Friday, or by visiting [www.aaaelections.org/apwu](http://www.aaaelections.org/apwu) (available 24 hours). All requests for duplicate ballots are to include the retiree's ID number, last four (4) digits of the retiree's social security number, name, and address. A duplicate ballot will be mailed on the next business day.

**H. ARTICLE 12, SEC. 3.** The member voting shall indicate his or her choice for each of the candidates' names by making a cross (X) or check (✓) opposite the name of the candidate for whom he or she wishes to vote. The voter shall then

seal the ballot in the small envelope, without any writing, or other means of identification upon it, and enclose this envelope in the larger one and complete the address in accordance with the instructions enclosed with the ballot.

**I. ARTICLE 12, SEC. 4(a)** [in part]

Write-in votes shall not be valid, counted or considered.

**J. ARTICLE 12, SEC. 5.** [in part] To be valid, ballots shall be in the designated box not later than on October 5 at 2p.m. They shall be taken from the designated box at or about 2:00 p.m. on October 5th by the ballot association with at least two (2) members of the Election Committee present. In the event October 5 falls on a Saturday, Sunday, or holiday, the time shall be extended to the next weekday.

**ELECTION COMMITTEE RULE:** The Election Committee will take custody of the ballots from the designated Box at 2:00 p.m. [Eastern Time] on Monday, October 7, 2019, at which time they will bring them to the location where they will be counted. The identity of that location will be published in the September-October issue of the American Postal Worker.

**L. ARTICLE 12, SEC. 5.** [in part]

The Chairperson of the Election Committee shall be responsible for having printed tally sheets showing the votes cast by each local. Tally sheets for Retiree National Convention Delegate shall show the total votes cast. Counting ballots must be completed by November 1.

**M. ARTICLE 12, SEC. 6.** The ballots shall be counted in the presence of no less than three (3) members of the Election Committee. The candidate or candidates receiving the highest number of votes for each office shall be declared elected. In the case of a tie affecting the final selection of one (1) or more candidates, only the names of the tied candidates shall be re-submitted to the Election

Committee who shall prepare a ballot and conduct another election. After certification of the election results signed by members of the Election Committee it shall be the duty of the Secretary-Treasurer to announce the results of the election in the next edition of the official publication.

**IX. OBSERVERS**

**ELECTION COMMITTEE RULE:**

Each candidate may act as his/her own observer or may designate, in writing, to the Chairperson of the APWU National Election Committee his/her observer(s) at each step of the election process. All observers observe at their own expense.

**X. APPEALS**

**A. ARTICLE 12, SEC. 9.** Any member who feels aggrieved in connection with the conduct of a national election shall file their grievance with the National Election Appeals Committee within seventy-two (72) hours after the grievance arises.

**B. ARTICLE 12, SEC. 10.** The President, with the approval of the National Executive Board, shall appoint a National Election Appeals Committee which shall consist of the President and four (4) additional members. This Committee shall have final authority to decide disputes, controversies and

<b>WHERE MEMBERS MUST OBTAIN PETITIONS</b>		
<b>Candidates for National Business Agent in the Clerk Division</b> must submit nominating petitions endorsed by at least eight (8) locals within the region they seek to represent, as listed below.		
#1 – Atlanta Region (Southern)	Florida, Georgia, North Carolina & South Carolina	
#2 – New England Region (Northeast)	Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island & Vermont	
#3 – Chicago Region (Central)	Illinois & Michigan	
#4 – Cincinnati Region (Central)	Indiana, Kentucky & Ohio	
#5 – Dallas Region (Southern)	Louisiana & Texas	
#6 – Denver Region (Western)	Arizona, Colorado, New Mexico, Utah & Wyoming	
#7 – Memphis Region (Southern)	Alabama, Mississippi & Tennessee	
#8 – Minneapolis Region (Central)	Minnesota, North Dakota, South Dakota & Wisconsin	
#9 – New York Region (Northeast/Eastern)	New York (N & E)	
#10 – Philadelphia Region (Northeast/Eastern)	Delaware, New Jersey (N & E) & Pennsylvania	
#11 – St. Louis Region (Central)	Arkansas (S), Iowa (C) & Missouri (C)	
#12 – San Francisco Region (Western)	California & Nevada	
#13 – Northwest Region (Western)	Idaho, Montana, Oregon & Washington	
#14 – Washington, DC Region (Eastern)	District of Columbia, Maryland, Virginia & West Virginia	
#15 – Wichita Region (Central/Southern)	Kansas (C), Nebraska (C) & Oklahoma (S)	



appeals arising out of local, state, regional and national elections. The National Election Appeals Committee shall have authority to adopt rules and regulations as it deems desirable to promptly accomplish the objective of this Article. Where the National Elections Appeals Committee finds merit in an appeal, it shall have full authority to direct and impose such a remedy as it considers necessary or proper.

**ELECTION COMMITTEE RULE:**  
*“To file an appeal within seventy-two (72) hours after a grievance arises”* means that the appeal must be sent to the National Election Appeals Committee (NEAC) within seventy-two (72) hours of when the person appealing knew, or should reasonably have known, of the facts that form the basis for the appeal. An appeal may be filed by one of the following methods:

1. By certified or express mail – Appeals are to be addressed to the NEAC and sent to the attention of the APWU National Secretary-Treasurer, 1300 L Street, NW, Washington, DC 20005.

2. By hand-delivery – The appeal must be delivered to the APWU National Secretary-Treasurer’s office during normal working hours, and the person delivering the appeal is to receive a written receipt from that office.

3. By fax to (202) 842-8530 – The original of an appeal that is faxed must also be mailed by certified or express mail with proof of being sent within the same seventy-two (72) hour deadline as stated above, in order to be considered by the National Election Appeals Committee.

## WHERE MEMBERS MUST OBTAIN PETITIONS

**Candidates for National Business Agent offices not covered by the charts on pages 44 and 45** must submit nominating petitions as listed below.

**Candidates for National Business Agent in the Caribbean Area, Alaskan Area and Pacific Area** must submit nominating petitions endorsed by at least one (1) one local from their respective area.

**Candidates for National Business Agent (A), (B) and (C), Central Region, Maintenance Division**, must submit nominating petitions endorsed by division members representing at least ten (10) locals in at least four (4) states as listed below.

**Candidates for National Business Agent, Southwest Sub-Region and Southeast Sub-Region Southern Region, Motor Vehicle Service Division, and National Business Agent, Central Region, Motor Vehicle Service Division** must submit nominating petitions endorsed by division members from eight (8) different locals in the states as listed below.

National Business Agent, Alaskan Area	Alaska
National Business Agent, Caribbean Area	Puerto Rico and Virgin Islands
National Business Agent, Pacific Area	Hawaii, Guam, American Samoa and Saipan
National Business Agent, (A), Central Region, Maintenance Division	Illinois, Indiana, Kentucky & Ohio
National Business Agent (B), Central Region, Maintenance Division	Iowa, Kansas, Missouri & Nebraska
National Business Agent (C), Central Region, Maintenance Division	Michigan, Minnesota, North Dakota, South Dakota & Wisconsin
National Business Agent Southwest Sub-Region, Southern Region, Motor Vehicle Service Division	Arkansas, Kansas, Louisiana, Missouri, Nebraska, Oklahoma & Texas
National Business Agent Southeast Sub-Region, Southern Region, Motor Vehicle Service Division	Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina & Tennessee
National Business Agent Central Region, Motor Vehicle Service Division	Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, North Dakota, Ohio, South Dakota & Wisconsin

## XI. TERM

**A. ARTICLE 12, SEC. 7.** National Officers and Retiree National Convention Delegates shall be elected by mail ballot of the members for a three (3) year period, effective November 1 of the election year.

Newly-elected officers shall report and take office on November 12 of the election year, and outgoing officers shall remain on the job in an advisory capacity for a period of five (5) working days, in order to effectuate a smooth transition of officers.

**B. ARTICLE 12, SEC. 11.** Officers declared elected through applicable procedures of national, local, area local, regional and state organizations, shall assume and hold office pending final determination under the appeals procedures provided in this Article.

## XII. APWU NATIONAL FIELD OFFICES

The location of the field offices for the Regional Coordinators and National Business Agents, effective for the new term of office in November 2019, will be within the geographic areas listed in the following chart.

**LOCATION OF APWU FIELD OFFICES  
FOR REGIONAL COORDINATORS AND NATIONAL BUSINESS AGENTS  
FOR NOVEMBER 2019 TERM**

<b>CENTRAL REGION</b>		<b>SOUTHERN REGION</b>	
<b>Chicago, Illinois</b> Regional Coordinator, Central Region National Business Agents (A), (B) & (C), Chicago Region, Clerk Division National Business Agent, Central Region, Motor Vehicle Service Division		<b>Houston, Texas</b> Coordinator, Southern Region National Business Agents (A) & (B), Dallas Region, Clerk Division Division	
<b>Bloomington, Minnesota</b> National Business Agents (A) & (B), Minneapolis Region, Clerk Division National Business Agent (C), Central Region, Maintenance Division		<b>Birmingham, Alabama</b> National Business Agents (A) & (B), Memphis Region, Clerk Division	
<b>Kansas City, Missouri</b> National Business Agents (A) & (B), St. Louis Region, Clerk Division National Business Agent (B), Central Region, Maintenance Division		<b>Tampa, Florida</b> National Business Agents (A), (B) & (C), Atlanta Region, Clerk Division National Business Agent (A), Southern Region, Maintenance Division National Business Agent, Southeast Sub-Region, Southern Region, Motor Vehicle Service Division	
<b>Dayton, Ohio</b> National Business Agents (A) & (B) Cincinnati Region, Clerk Division National Business Agent (A), Central Region, Maintenance Division		<b>Oklahoma City, Oklahoma</b> National Business Agents (A), Wichita Region, Clerk Division	
<b>EASTERN REGION</b>		<b>Irving, Texas</b> National Business Agent (C), Dallas Region, Clerk Division National Business Agent (B), Southern Region, Maintenance Division National Business Agent, Southwest Sub-Region, Southern Region, Motor Vehicle Service Division	
<b>Sicklerville, New Jersey</b> Regional Coordinator, Eastern Region National Business Agents (A), (B) & (C), Philadelphia Region, Clerk Division National Business Agent, Eastern Region, Maintenance Division National Business Agent, Eastern Region, Motor Vehicle Service Division		<b>WESTERN REGION</b>	
<b>Glen Burnie, Maryland</b> National Business Agents (A) & (B), Washington, DC Region, Clerk Division		<b>Burlingame, California</b> Regional Coordinator, Western Region National Business Agents (B) & (D) San Francisco Region, Clerk Division	
<b>NORTHEAST REGION</b>		<b>No Office - Alaska</b> National Business Agent, Alaskan Area	
<b>Rockville Centre, New York</b> Regional Coordinator, Northeast Region National Business Agents (A), (B) & (C), New York Region, Clerk Division National Business Agent, Northeast Region, Motor Vehicle Service Division		<b>Denver, Colorado</b> National Business Agent (A), Denver Region, Clerk Division	
<b>Holyoke, Massachusetts</b> National Business Agent (A), New England Region, Clerk Division		<b>Mesa, Arizona</b> National Business Agent (B), Denver Region, Clerk Division National Business Agent (A), Western Region, Maintenance Division	
<b>Danvers, Massachusetts</b> National Business Agents (B) & (C) New England Region, Clerk Division National Business Agent, Northeast Region, Maintenance Division		<b>Pasadena, California</b> National Business Agents (A) & (C), San Francisco Region, Clerk Division National Business Agent (B), Western Region, Maintenance Division National Business Agent, Western Region, Motor Vehicle Service Division	
<b>San Juan, Puerto Rico</b> National Business Agent, Caribbean Area		<b>Kailua, Hawaii</b> National Business Agent, Pacific Area	
		<b>Portland, Oregon</b> National Business Agents (A) & (B), Northwest Region, Clerk Division	

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See page 25 for  
more information  
on the holiday.



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