

THE AMERICAN

# Postal Worker

APWU

September/October 2019

## Entering Final Stage for New Union Contract

ARBITRATION 2019  
**Good  
Contract  
NOW**  
APWU



See pages 4-7 and 16 for contract updates

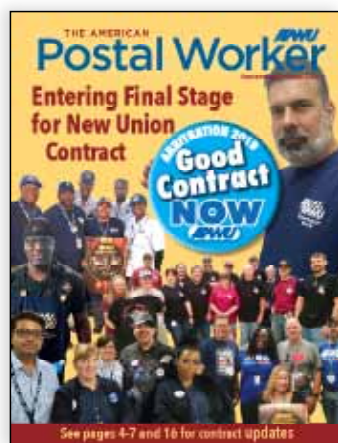


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**PRESIDENT MARK DIMONDSTEIN**

# Opening Day Testimony

*As your National President, I was honored to present testimony on behalf of all our members on the opening day of Interest Arbitration on Sept. 4. Interest Arbitration is now the process to determine our new Collective Bargaining Agreement (union contract). (See article on next page.)*

*We expect an Arbitration Award by the end of the year. What follows are some excerpts from my testimony, with the entire testimony available on the APWU website.*

The general ‘interests’ of the approximate 194,000 postal workers represented by the American Postal Workers Union, AFL-CIO, are contained in the preamble of the APWU National Constitution: “We believe all members of labor have the right to economic, political and social justice.” That is what we are continually seeking, including in this round of collective bargaining, now culminating in this interest arbitration process...

Postal workers are passionate in our support for the essential mission of the public Postal Service, outlined in the 1970 Postal Reorganization Act: “To provide postal services to bind the Nation together,” to “provide prompt, reliable, and efficient services to patrons in all areas,” and to “render postal services to all communities...”

Postal workers earn the right to be justly compensated for our service and hard work. The economic lot of workers should be constantly improving and those improvements should be passed on from generation to generation. We earn the right to a safe workplace, free of harassment and discrimination, and, after concluding our careers, to enjoy a secure and dignified retirement...

Our members seek an end to the unfair and divisive three-tier structure that pays workers significantly different amounts for performing the same work. We brought this issue before the Arbitration Board in 2015 and appeal to you again to restore the higher step increases that were lost in 2010. Our members want further reductions in the non-career workforce and an increase in the career workforce where workers make decent, family-sustaining wages and receive a solid set of benefits – so that our families

gain a better life... Our members must be relieved of the ever-growing problem of hostile work environments and a management structure that refuses to hold managers accountable...

Our economic proposals are fair and reasonable, especially in light of the substantial sacrifices of postal workers carrying forward from the 2010 contract. Our proposals include: on average over a 3 percent annual general wage increase, a substantial shift of the non-career workforce to career, maintaining of COLAs, protection of no lay-off provisions, increased company contributions to health premiums and the creation of a single pay scale...

**WE BELIEVE ALL MEMBERS OF LABOR  
HAVE THE RIGHT TO ECONOMIC,  
POLITICAL AND SOCIAL JUSTICE.**

Management’s economic proposals are drastic and regressive. They are demanding a new round of severe concessions – the elimination of COLAs, creation of a new lower “third tier” of career employee with reduced benefits amounting to a four-tier wage system, higher percentages of non-career employees and less job security. These are not only unwarranted by any legitimate measure, but are an insult...

The key to the past and future success of the Postal Service is the hard work and dedication of hundreds of thousands of postal workers – from those who sell postage and accept packages; to those who sort medicines, letters, and on-line orders; to those who transport the mail and repair the vehicles; to those who maintain the equipment and facilities; to those who deliver the mail.

It continues to be in the interest of postal workers to reverse the tide of the race to the bottom and turn back to the kind of standards of wages, benefits, workforce structure and rights... where our work is honored and respected, our families are secure and our communities reap the benefits of both good and vital services and the positive impact of good jobs on the entire community. ■

# Interest Arbitration Panel for New Contract Appointed

**A**rbitrator Stephen B. Goldberg has been appointed as the impartial chair of the tri-partite interest arbitration panel and scheduled the opening day of the hearings for September 4, 2019.

When the APWU and USPS were unable to reach a new collective bargaining agreement through negotiations, the law requires interest arbitration. In this process, there is a three-member arbitration panel. One arbitrator is appointed by the APWU, another by the USPS, and a neutral and impartial arbitrator is selected as chair of the panel by mutual agreement between management and the union.

Arbitrator Goldberg has extensive experience with the APWU and USPS. He chaired the interest arbitration panel in 2016 and his award determined the terms of the 2015-2018 collective bargaining agreement. He also chaired the panel that determined the 2000-2003 contract. Arbitrator Goldberg has decided many national grievance disputes between the APWU and USPS.

The APWU appointed Phillip Tabbita, APWU Manager of Negotiation Support and Special Projects, as the APWU arbitrator. He has been involved in every APWU contract negotiation since 1981 and every interest arbitration since 1984. He served as the APWU-appointed arbitrator in the 2016 interest arbitration. The USPS appointed Robert Dufek as their arbitrator. Mr. Dufek is a management attorney and has been the Postal Service's arbitrator of choice in every interest arbitration in recent decades.

"The APWU team of officers, staff, attorneys, economists, and witnesses are fully prepared to beat back management's concessionary demands and win a decent new contract," President Mark Dimondstein said. "In 2016, we prevailed through interest arbitration when negotiations stalled, and we plan to succeed once again in this interest arbitration as we continue *'Fighting Today for a Better Tomorrow.'*"

The APWU demands include fair and retroactive wage increases and cost-of-living allowances (COLAs), closing the gaps of the divisive multi-tier wage system, maintaining protections against layoffs, increasing career jobs, restricting subcontracting, limiting excessing and expanding PTF rights.

Management's demands include eliminating pay increases, gutting COLAs, creating a new lower-tier of employees with reduced benefits, restricting no lay-off protections, making it easier to excess employees and increasing the non-career workforce.

"The demands of management show complete disrespect for you, the dedicated postal worker, and the hard work you do," Industrial Relations Director Vance Zimmerman said. "Management would rather punish than reward you for your good work. We will fight in this interest arbitration to get what you deserve – a fair contract that recognizes your value."

Previous interest arbitrations have taken 18 hearing days and more to conclude. Because of the varying schedules of the neutral arbitrator, lawyers, and witnesses, the hearings are usually spread out over several months, followed by legal briefs, panel deliberations and the writing of a final award by the Interest Arbitration panel.

The national leadership will keep the members regularly informed of the progress of the interest arbitration proceedings through all avenues of print and social media.

"In the meantime, remember," said President Dimondstein, "that this is a great time to be union proud. Without the collective strength of our union to protect us, management would simply implement their draconian proposals. In the month of September, wear a *Good Contract NOW* sticker – mailed to every member – and union gear with pride as we show our unity in the struggle for a good union contract."

## Editor's Note

*Please look on page 6 for an article about the work members and officers have done to be ready for the arbitration hearings.*

*We will fully cover the Opening Day of Interest Arbitration, as well as the first rounds of hearings, in the November-December issue of The American Postal Worker. We will also publish pictures of APWU members with their Good Contract NOW stickers. Send yours in today to [nccc@apwu.org](mailto:nccc@apwu.org). ■*

# Members Come Off the Workroom Floor to Prep for Interest Arbitration

**“W**e always knew that interest arbitration was a possibility and have been preparing for it since negotiations began,” said President Mark Dimondstein. “Now that it is upon us, in order to get the best contract possible we are utilizing an outstanding team of economists, attorneys, and – most importantly – APWU members.”

While this preparation is crucial, many may be unaware how important their own contributions are in ensuring a successful arbitration process.

During the last weeks of August, 40 rank-and-file members met with the Craft Directors to strengthen the union’s ability to share with the Arbitration Panel the work we do, how we do it, and postal workers’ passion for the postal mission. Some members will return to testify in the arbitration hearings.

“I found it energizing to hear my own thoughts and experiences being shared by my counterparts nationwide... It was educating and empowering to add our voices to the arbitration process.”

– Maria Risener  
Washington Postal Workers Union

“The role of these rank and file members – who are on the workroom floor every day – is crucial in our interest arbitration preparations,” Maintenance Craft Director Idowu Balogun said. “Their views and comments will help shape our arguments and strengthen our position in the hearings.”

“The testimony of the APWU members puts a human face on the cold numbers the Arbitrator looks at,” President Dimondstein agreed. “Their experiences carry a lot of weight in the hearings.”

Dave Simmons, Central New York Area Local and Maintenance Craft member, says that members in attendance used the meetings to “help provide information on what our jobs are, what our duties

are, what we do on a day to day basis.” Members were able “to provide input [and] create a level of understanding of what it is we do,” Simmons said.

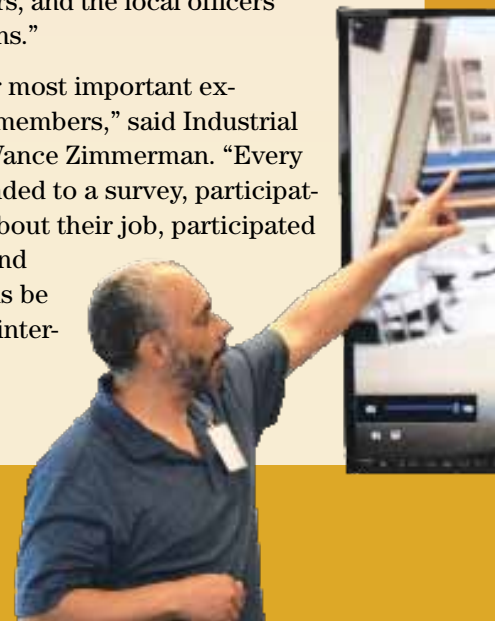
“I don’t think [the members] get a great idea of what the National does for us. My eyes have been opened... they have their stuff together.”

– Jason Shively  
Greater Cincinnati  
Ohio Area Local

“Each member contributed in a meaningful way to provide specifics to show the Arbitrator what the life of a postal worker is like,” Clerk Craft Director Clint Burelson said. “As a side benefit, it was also good for each participant to hear from postal workers in other areas.”

“We are fortunate to have members willing to participate in the interest arbitration process,” said MVS Craft Director Michael Foster. “Our goal is to demonstrate to the Arbitrator, and the USPS, the value and contributions of MVS employees. I want to thank the members, and the local officers for their contributions.”

“I want to thank our most important experts — the APWU members,” said Industrial Relations Director Vance Zimmerman. “Every member that responded to a survey, participated in an interview about their job, participated in these meetings, and testified is helping us be better prepared for interest arbitration.” ■





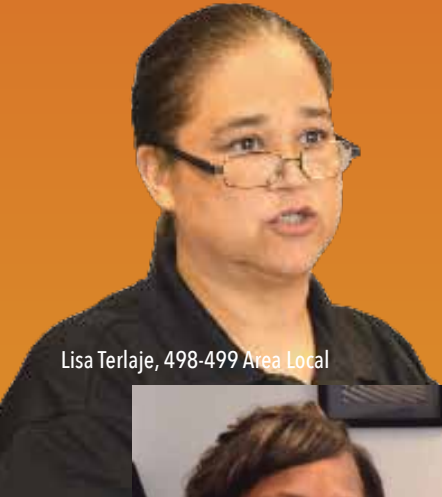


"We're fighting... I hope that something comes out of [arbitration] and we can get better benefits... that we deserve."  
 – Michael Thomas  
 The Northern Virginia Area Local



(l-r) Thomas Seaborn, Detroit District Area Local and Mike Nazzaro, New York Metro Area Postal Union

"It was an eye-opening experience... It was good to get a feel for what everyone else has experienced, and get a fresh take and fresh pair of eyes on it."  
 – Christina Smith,  
 Denver Metro Area Local



Lisa Terlaje, 498-499 Area Local

"I was unaware that [these meetings] were ever done, and I think it is wonderful idea to get a current-day perspective from all different walks of life throughout the Postal Service... I enjoyed the experience and adore that it is done this way."  
 – Raelle Soles  
 Clarksburg WV Area Local



(l-r) Veronica Hills, Hattiesburg MS Area Local; Wanda Robinson, Broward County Area Local (FL); Lizette Rodriguez, Manasota Area Local (FL)



Kevin Robinson,  
 Saint Charles Local (MO)



Wayne Greenside, Boston Metro Area Local

"I am confident the APWU is doing everything they can to fight for what I want... You have to be aware and prepared the best you can... talk to the people directly on the floor... know the wants and needs of [the members]."  
 – Alex Westhaver, Boston Metro Area Local

# TACKLING WORKPLACE HARASSMENT

The newly formed APWU Workplace Environment Committee met on July 11-12 at the Tommy Douglas Center in Silver Spring, MD to develop methods and procedures to help deal with ever-increasing hostile working conditions.

Established by Industrial Relations Director Vance Zimmerman, the committee deliberated on the union's continuing efforts to address the real harm – both physical and psychological – that is caused by managerial harassment.

The committee exchanged methods and means to deal with egregious mistreatment of workers, including bullying and intimidation of postal employees.

Members discussed on the impacts of poor staffing, lack of managerial training and accountability.

Existing resources – legal, regulatory and contractual regulations – were examined. Deliberations revealed a real need for employees to be proactive in order to address management's abusive aggressions facing many of the nation's postal workers.

"Brothers and sisters, it is so important that you report any type of harassment or unwarranted behavior at the work



Back Row (L-R): Omar Fernandez, APWU of Vermont President; Don Barron, Southern Region Safety and Health Rep; Victor Fields, Norfolk Local President; Josh Gray, Western Michigan Area Local; Vance Zimmerman, Industrial Relations Director; Eddie Cooper, San Diego Area Local Vice President; National President Mark Dimondstein; Joe Paul, Central Florida Area Local President; Joe Zamenick, Phoenix Metro Area Local Vice President; Mike Smith, Greater Cincinnati Ohio Area Local President; Jeff Beaton, Maintenance Craft NBA. Middle Row (L-R): Trina Wynn, Wilmington DE/Malcolm T Smith Area Local President; Barbara Vaughns, Houston Area Local Clerk Craft Director; Kim Miller, Keystone Area Local President; Omar Gonzalez, Western Region Coordinator; Sharyn Stone, Central Region Coordinator; Tinamarie Vivens-Stafford, Denver Metro Area Local Human Relations Director; Antoinette Robinson, Greater Kansas City Metro Area Local President. Front Row (L-R): Robin Robertson, Saint Louis Gateway District Area Local Secretary-Treasurer; James Stevenson, Clerk Craft NBA.

place. You DO have the right to work in a hostile-free environment," said Barbara Vaughns, Houston Area Local Clerk Craft Director.

The committee is developing the instruments to educate and engage the assistance of every employee to help halt offensive behavior at work. Education is a vital tool. Trina Wynn, Wilmington DE/Malcolm T Smith Area Local President, said, "understanding your rights enables you to help stop workplace harassment."

"This committee brought issues and perspectives from coast to coast right off the workroom floor," said Director Zimmerman. "Management's divide and conquer strategy will no longer work."

"We've had some really difficult discussions about harassment, about abuse, about intimidation, about safety, about bullying, and about power dynamics – about the many, many types of harassment that postal workers face," Director Zimmerman continued. "We're strategizing a way to aggressively hold management accountable. Only with that accountability will our members feel empowered to speak up and management feel true retribution for their actions." ■

*Editors Note: During their meeting, the committee designed the flyer to the right, to be distributed across the country. If you would like copies, please contact the Industrial Relations Department, 202-842-4273.*





# **HARASSMENT DOESN'T HAVE TO BE ILLEGAL TO BE WRONG**

Postal policy declares not every instance of inappropriate behavior may fit the legal definition of harassment. However, such behavior at work violates the Postal Service's standard of conduct.



## **STAND UP FOR YOUR RIGHTS**

Make the Postal Service commit to their policy of providing a harassment-free work environment!

Text HARASSMENT to 91990, or scan the QR code below, for more information.



**REPORT IT**



**PURSUE IT**



**DON'T TOLERATE IT**

**CONTACT YOUR UNION REPRESENTATIVE**



[apwu.org/harassment](http://apwu.org/harassment)



# Postal Workers and Allies Flood Congress with Calls for “Postal Service Fairness”

**T**housands of APWU members joined our nationwide phone action on Tuesday, July 23 demanding Congress fix a bad law that has put our public Postal Service in jeopardy.

More than 5,000 postal workers, allies, and community supporters called their congressional Representative in Washington, D.C. and asked them to cosponsor the *USPS Fairness Act* (H.R. 2382) – following a call-to-action from President Mark Dimondstein and Legislative & Political Director Judy Beard.

This legislation, if signed into law, would repeal the mandate requiring the Postal Service prefund its retiree health care benefits 75 years in advance. The prefunding mandate is responsible for 100 percent of the Postal Service’s net losses since 2013, has harmed the Postal Service’s operations, and negatively affects postal employees and the public we serve. Eliminating the mandate would allow the Postal Service to revert to the pay-as-you-go method for retiree health care benefits and focus on innovation and investing.

## Calls Made All Over the Country

In one day, APWU members contacted all 435 House Representatives. “When we speak up together, there is power in our collective voice,” said Director Beard. “A special shout out to the Central Region for making the most calls!”

As the day drew to a close, seven new members of the House of Representatives had signed on as cosponsors of the *USPS Fairness Act*, and five more became cosponsors on Wednesday, July 24. On August 16, less than a

month after the Call-in Day of Action, the *USPS Fairness Act* reached majority support in the House of Representatives (*more information below*).

“The fact is that, in 2006, Congress damaged our public Postal Service. We are working hard to pressure them to undo that damage,” said President Dimondstein. “Too often,

big moneyed interests and corporate lobbyists roam the halls of Congress wielding undue influence over the people we elect to represent us. That’s why it’s so important that they hear from working people. If we don’t speak up, then the privatizers who want to sell off our public Postal Service will go unanswered.” ■

## House Majority Supports H.R. 2382

The *USPS Fairness Act* reached majority support in the House of Representatives when it gained its 218th cosponsor on August 16. As this issue goes to press, H.R. 2382 has 221 cosponsors. This critical milestone is the direct result of our successful day of action and our ongoing work with the AFL-CIO, and our sister postal unions.

When the bill reaches 290 cosponsors, representatives can override the long committee process and bring it to a vote on the floor of the House.

“Let’s keep up the momentum and make sure this fight is taking place in every zip code across the country,” said Legislative & Political Director Judy Beard. “We can gain even more cosponsors and show Congress this is critical legislation that should be brought to the House floor for an affirmative vote.”





## YOUNG MEMBERS

# Young Members Committee Comes to D.C.

Stephanie McGhee

Sabrina Larsen

**I**n July, regional designees of the Young Members Committee met in Washington, D.C. at the APWU National building. The designees discussed how to bridge the gap between seasoned, new and young members to drive the union forward.

The committee also worked on the upcoming Young Members' Meeting, to be held at the All Craft Conference on Saturday, October 26 at the Bally's Las Vegas Hotel. All members, especially those 35 and younger, are encouraged to attend this meeting to discuss the labor movement and exchange tactics and strategies to get young workers involved in the union. Go to [apwu.org/events](http://apwu.org/events) to register for the Young Members' Meeting.

"It was invigorating to interact with up and coming young APWU unionists. Our union's future is on solid ground with members like these sisters and brothers," said Western Region Coordinator Omar Gonzalez.

"We're going through hard times – our benefits, jobs, our way of life is at risk," Puerto Rico Area Local's Luis Soto said. "I invite all to be vigilant, to be proactive, to be union!"

"The saying goes, 'united we stand, divided we fall,'" said Salt Lake City Area Local's Sabrina Larsen. "If we don't get involved in our union and fight for what's right, then who will?"

"[The union] is not just an executive board. It's not just some group of people. It's you and me fighting together toward a common objective," Soto explained. "I invite you to get in line and fight with us, the good fight!"

"We need to make a greater effort to educate everyone we can so that what our union brothers and sisters have fought for in the past will be carried into all of our futures," Larsen said. "Our wins will continue on. One for all, all for one!" ■

## Young Workers Committee Records #PostalSlam Response

While in Washington, D.C., the Young Members Committee recorded their response to APWU's #PostalSlam challenge, giving a spirited and passionate defense of the union over a beat from Kin Rich.

"We're not sittin' back, we're picking up the slack, takin' back rights with our union!" the members rapped together.

You can view the #PostalSlam response on [Facebook.com/APWUNational](https://www.facebook.com/APWUNational). Members are encouraged to record their own #PostalSlam response. For any questions on how to record, email [communications@apwu.org](mailto:communications@apwu.org) and send in your best verses!



(L-R) Seated: Teresa Marie Oller, Portland Oregon Area Local; Luis Soto, Puerto Rico Area Local; Sabrina Larsen, Salt Lake City Area Local; Stephanie McGhee, Kansas Kaw Valley Area Local; Courtney Agee, Birmingham Area Local; Richard Luffman, Northeast Florida Area Local. (L-R) Standing: Southern Region Coordinator Kenneth Beasley; Dominique Ballinger, Nation's Capital Southern MD Area Local; Secretary-Treasurer Liz Powell; President Mark Dimondstein; Anthony Moya, Central Jersey Area Local; Central Region Coordinator Sharyn Stone; Western Region Coordinator Omar Gonzalez; Joshua Gray, Western Michigan Area Local.



# Can We Have a Happy Workplace?

EXECUTIVE VICE PRESIDENT DEBBY SZEREDY

**S**ome thoughts we may be having about our current work situation:

- I hate this job and the people I work with – especially management.
- I don't really care about my job – I just want a decent paycheck.
- There are parts of the job I love and some good people here.
- I know this job can be better, and that's why I'm involved in our local union.

Sometimes the vision of the national/local officers and stewards does not reach the member on the workroom floor.

Our union's vision, to be effective, calls on everyone to play a part and get involved with something they care about. Goals must be set and everyone needs to do their part.

## What would make a happy workplace?

A clean and brightly designed workplace; an ergonomically safe environment in all work sections; supervisors and managers that do not discriminate and do not discipline, but provide assistance; supervisors and managers that have positive attitudes and provide support.

Happy workplaces have warm and energized workers interacting with customers, businesses/community organizations and with each other – working as a family. They are a place where everyone is treated with dignity, respect and all of us have the right to participate and share in working together. Workers should have time to laugh and keep each other's spirits high while taking work responsibilities seriously and accomplishing goals.

We need our employer to provide great wages and benefits, adequate staffing and training, and a great contract, with trust, support and camaraderie. We must support our retirees and provide a part for them, because after all, they have helped to keep the Postal Service around for us. It should be a place where the work culture supports innovation, and expansion of services. A place where we work together to build a strong future to keep the Postal Service a public community treasure.

## Will you help APWU achieve our vision?

Every one of our members should experience a sense of belonging. We see unions today getting better contracts, with better working conditions. Union worker power can start with our local union and in our communities. Two recent examples of power; the people of Puerto Rico (*see next page*) and union power with the teachers. We need to know that each task we win together will help us get closer to our goal, that “happy, safe workplace.”

## Take the first step

Go to a local union meeting and offer your services to help make the workroom floor better. Provide your ideas and suggestions.



If members can't make it

to the meeting, utilize online tools like GoToMeeting and Zoom. Locals can communicate by tele-texting, town halls, special weekly news bulletins, specialized meetings on campaigns.

You don't have to be a steward to help. Thank your steward for the work that goes into filing grievances and resolving work issues, but remember they are not an island alone. They need your help to document, form a committee, become educated in your contract rights, and help get others in your work section to work with the union to take the steps necessary to get that “happy workplace.”

Build union worker power through small wins each day. You don't have to be radical – you just have to work on campaigns together. I want to give a shout out to the Western Colorado Area Local, who have held union meetings on “GoToMeeting” for over a year, so that members from associate offices 2-4 hours away, like Aspen and Durango, get to participate and have a voice. ■





# Puerto Rico Governor Resigns Following Massive Protests

Protesters marching to demand the resignation of Governor Ricardo Rosselló in San Juan.

On July 22, an estimated 500,000 people filled the streets of Puerto Rico's capital San Juan, demanding the immediate resignation of Governor Ricardo Rosselló. The protest was one of, if not the largest demonstration in the Commonwealth of Puerto Rico's history.

The protest was the largest of actions beginning on July 13, when the Puerto Rican nonprofit Center for Investigative Journalism released nearly 900 pages of private text chats between the governor and his staff. The leaks included chats that made fun of women and gay people, mocked Hurricane Maria survivors, and referenced shooting San Juan mayor Carmen Yulín Cruz – Rosselló's political opponent.

**"THE PEOPLE ARE SHOWING THAT THE GOVERNMENT ANSWERS TO US, NOT THE OTHER WAY AROUND."  
– PRESIDENT DIMONDSTEIN**

"There is a lot of corruption in Puerto Rico. The chats were just the last straw. We couldn't take it anymore," said Puerto Rico Area Local President Juan Carlos González-Del Valle, who attended the protests with a group of APWU members from the local.

The island was devastated by Hurricane Maria in 2017, with 3,000 people losing their lives in the storm that caused an estimated \$92 billion in damage. Currently in Puerto Rico, unemployment is around 9 percent, with 40 percent of the island's population living in poverty. Thousands have left the island in the aftermath of the storm.

In the first days of the protests, Rosselló refused to step down – then he declared he would not run for re-election in 2020. However, the people demanded accountability from their government. They escalated their protest on July 22, shutting down San Juan's major highway and marching to the Governor's mansion.

## The People's Power

The protests are the definition of a grassroots, people-led action. "It's very organic, there are no political parties involved," said González-Del Valle. "It's just people going and protesting and it's a very exciting time. I never thought I would see something like this in my lifetime."

"We are no longer a part of a particular group – we are uniting as one," said Puerto Rico Area Local Secretary/Assistant Treasurer Grisselle Nieves. "We are marching for one thing, and that's justice."

The people's solidarity brought results: in the early hours of July 24, Rosselló resigned from office.

"I congratulate the people of Puerto Rico for their unbreakable and inspiring solidarity, and commend the local officers and members from the APWU Puerto Rico Area Local who attended," said President Mark Dimondstein. "The people are showing that the government answers to us, not the other way around. This movement is just one example of what can be accomplished when worker communities unite as one." ■



From left to right: Puerto Rico Area Local Vice President Angieliz Colondres, President Juan Carlos González-Del Valle, Secretary/Assistant-Treasurer Grisselle Nieves, and Morris the Cat



# APWU Bonding Requirements

SECRETARY-TREASURER LIZ POWELL

**A** requirement of 501(c)(5) organizations is to maintain compliance with the Labor Management Reporting Disclosure Act (LMRDA). Sec. 502 (a) of the LMRDA states:

*Every officer, agent, shop steward, or other representative or employee of any labor organization (other than a labor organization whose property and annual financial receipts do not exceed \$5,000 in value), or of a trust in which a labor organization is interested, **who handles funds or other property thereof shall be bonded to provide protection against loss by reason of acts of fraud or dishonesty on his part directly or through connivance with others.***

*The bond of each such person shall be fixed at the beginning of the organization's fiscal year and shall be in an amount not less than 10 per centum of the funds handled by him and his predecessor or predecessors, if any, during the preceding fiscal year, but in no case more than \$500,000. If the labor organization or the trust in which a labor organization is interested does not have a preceding fiscal year, the amount of the bond shall be, in the case of a local labor organization, not less than \$1,000, and in the case of any other labor organization or of a trust in which a labor organization is interested, not less than \$10,000.*

*Such bonds shall be individual or schedule in form, and shall have a corporate surety company as surety thereon. Any person who is not covered by such bonds shall not be permitted to receive, handle, disburse, or otherwise exercise custody or control of the funds or other property of a labor organization or of a trust in which a labor organization is interested.*

*No such bond shall be placed through an agent or broker or with a surety company, in which any labor organization or any officer, agent, shop steward, or other representative of a labor organization has any direct or indirect interest. Such surety company shall be a corporate surety which holds a grant of authority from the Secretary of the Treasury under*

*the Act of July 30, 1947 ( 6 U.S.C. 6-13), as an acceptable surety on Federal Bonds: **Provided, that when in the opinion of the Secretary a labor organization has made other bonding arrangements which would provide the protection required by this section at comparable cost or less, he may exempt such labor organization from placing a bond through a surety company holding such grant of authority.***

*(b) Any person who willfully violates this section shall be fined not more than \$10,000 or imprisoned for not more than one year, or both."*

One purpose of the LMRDA is to protect union funds and assets from losses caused by improper uses. The law requires any person who "handles" union funds or property to be bonded during the union's preceding fiscal year. The LMRDA requires affiliates to have fidelity insurance for a minimum of 10 percent of the funds handled by an individual, not to exceed \$500,000.

THE LAW REQUIRES ANY PERSON WHO  
"HANDLES" UNION FUNDS OR PROPERTY  
TO BE BONDED DURING THE UNION'S  
PRECEDING FISCAL YEAR.

National APWU automatically pays for coverage of \$5,000 for each local. However, it is strongly advised local officers obtain bond coverage of 100 percent of all liquid assets. Examples of liquid assets are those assets that are quickly and easily negotiable, such as cash on hand, deposits in any type of financial institution, certificates of deposit, U.S. Treasury securities, corporate stocks and bonds, and accounts and loan receivables. To determine how much coverage is required, local officers should add total liquid assets plus total receipts X 10%. Property of a relatively permanent nature, such as land, buildings, furniture, and fixtures, are not considered a liquid asset.

Local Presidents and Treasurers should have received correspondence from the Secretary-Treasurer's Department specific to their bond renewal effective date of coverage, including information if a local needs to request an increase or decrease in the amount of coverage. ■



# VOTE in the APWU Election of National Officers

Ballots for the American Postal Workers Union's 2019 election of national officers will be mailed to all eligible APWU members Sept. 10-15. The ballots must be returned to and received in the designated post office box by 2 p.m. (EDT) on Monday, Oct. 7. To be eligible to vote, a member must be in "good standing" according to the official records of the national union on June 21 of the election year.

Direct election of union officers has been a hallmark of the APWU's democratic tradition.

Exercising the right to vote is a simple matter of marking the ballot – which will be mailed to your home – and returning the completed ballot in a postage-paid envelope.

Please take part in the process by filling out and mailing in your ballot as soon as you receive it. And please encourage others at your worksite to exercise their rights as well.

## No Ballot?

Members who have not received a ballot by Sept. 19 are asked to notify their local or contact the American Arbitration Association between the hours of 9 a.m. and 5 p.m. (EDT), Monday through Friday, at 800-529-5218, to request a duplicate. Duplicate ballots also may be requested by visiting [www.aaaelections.org/apwu](http://www.aaaelections.org/apwu). To receive a duplicate, members must provide their name, address, employee ID number and the last four digits of their Social Security number, along with the name of their local and their craft.

The Election Committee will take custody of the ballots on Monday, Oct. 7, and transport them to the Embassy Suites by Hilton Washington DC Convention Center, 900 10th St. NW, Washington DC 20001, where they will be counted.

As soon as they become available, unofficial election results will be posted at [www.apwu.org](http://www.apwu.org).

## PPA Biennial Conference Held

From Aug. 1-3, the APWU National Postal Press Association (PPA) held its 2019 Biennial Conference in Altoona, Iowa, with a preconference session on July 31. The event was attended by editors; associate editors; and local, state, national and auxiliary officers.

The biennial event offered both new and experienced participants the opportunity to learn, exchange ideas and discuss various strategies for improving communication. All instructors came from within the ranks of organized labor.

The four day gathering included twelve communication and union building workshops along with three general sessions. Workshop subjects included: how to get started; legal responsibilities; communications for member involvement and union building; digital media; publication design; writing and editing; websites; photojournalism; and labor history.

Recognizing the importance of external communication and outreach, the conference included workshops on public speaking, working with the mainstream media and social justice unionism. Two general sessions provided attendees with information about the APWU's Anti-Postal Privatization Campaign: *US Mail: Not for Sale*, and how to influence public support through opinion-editorials and letters to the editor.

Additionally, President Mark Dimondstein fielded questions from attendees on a variety of subjects at a press conference, continuing a practice established in 1967.



Proudly displaying awards at the August 3 awards banquet during the 2019 Biennial Conference of the APWU National Postal Press Association (PPA) in Altoona, IA are (seated left to right) John Greathouse, editor, *Michigan Messenger* and *The Pacer*, Lansing, Michigan; Carlos Barrios, editor, *San Antonio Alamo Area Local Dispatch*, San Antonio, Texas; Jolanda Bell, editor, *Voice & Views*, Jacksonville, Florida; Michelle Hewett, editor, *The Auxiliary Spirit*, Saint Charles, Missouri; Steve Beyersdoerfer, editor, *First Class Worker*, Cincinnati, Ohio; (second row left to right) John Miceli, editor, *The Hi-Lites*, Milwaukee, Wisconsin; Roscoe Woods, associate editor, *The Communicator*, Ferndale, Michigan; Mark Sarcone, editor, *DMI News & Views*, Des Moines, Iowa; Drew Stevenson, editor, *The Philadelphia Postal Worker*, Philadelphia, Pennsylvania (third row left to right) James Parker Jr., editor, *The Rank & Filer*, Raleigh, North Carolina; President Mark Dimondstein, PPA President Tony Carobine, Robert Dyer Jr., editor, *Evergreen State Postal Worker*, Mountlake Terrace, Washington.

PPA officers for the 2019-2021 term are: Tony Carobine, President; Edward Brennan, Secretary-Treasurer; and Advisors Jenny Gust, Cathy Hanson, Diane North and Terry Danek. ■



INDUSTRIAL RELATIONS DIRECTOR VANCE ZIMMERMAN

# Interest Arbitration and the Fight to Come

**I**nterest Arbitration has begun! On Sept. 4, the APWU began presenting our case for a good contract before the three-member Arbitration Panel chaired by neutral Arbitrator Stephen Goldberg. Sitting on the panel alongside Arbitrator Goldberg are APWU appointed arbitrator Phil Tabbita, APWU Manager of Contract Negotiations and Special Projects, and the USPS appointed arbitrator, labor attorney Robert Dufek.

The first day was a productive hearing day. Both sides outlined and overviewed what they believed you should get out of a new contract. We put forward our demands for wages that reflect the hard work, productivity, and contribution you make to your jobs keeping the mail and e-commerce moving in America.

**WE PUT FORWARD OUR DEMANDS FOR  
WAGES THAT REFLECT THE HARD WORK,  
PRODUCTIVITY, AND CONTRIBUTION  
YOU MAKE TO YOUR JOBS.**

We are demanding changes to the divisive two-tier career wage structure by restoring steps at the top of the scale. We are demanding work rules that would improve the scheduling and ability of Part-time Flexibles (PTF) and Postal Support Employees (PSE) to plan and manage their weekly and daily lives.

Other demands include proper staffing of all crafts, improvements to address difficult and abusive work environments, and the elimination of supervisors/postmasters performing bargaining unit work in Level 18 offices. We are also demanding changes to our workforce structure. We are seeking many more conversions of PSEs to career, reductions in PSE usage, and additional opportunities for PTFs to become Full-time Regulars.

At the hearing, President Mark Dimondstein laid out the importance of the work you do for America, your contributions to the economy throughout the country, and how Postal Service work keeps millions of Americans in decent standards of living.

The Postal Service asked for the panel to give you a one-time lump sum payment instead of a raise that would not

become part of your salary, and for no other salary increases throughout the contract unless negotiated by the parties at a future date. Your Cost of Living Allowances (COLAs) would also be lump sum payments not included in normal wages.

The USPS is demanding that you pay more for your health insurance and that no-layoff protections be changed significantly for currently employed career employees and completely eliminated for future career employees. Rather than more career opportunities for PSEs, the USPS is demanding the panel grant drastic increases in the use of PSEs in all crafts, changes to PSE wages and changes to the level of benefits the PSEs receive.

The USPS's work rule change proposals also include changes to the moratorium on contracting out bargaining unit work and increases to the amount of bargaining unit work supervisors can perform.

## What Comes Next

With Opening Day behind us, we now move to our evidence and witness portions of the case. We will present evidence and research prepared by experts, including labor economists and professors. Our witnesses will testify that our jobs as postal employees are challenging and require training, skills, and abilities that compensation should reflect.

But it is not just our experts who will be testifying. Rank and file members from all crafts – whether they be a PTF, PSE, or FTR – will be our strongest witnesses. These witnesses will be the people who could move the neutral arbitrator. Their testimony will humanize the work we do and give first-hand accounts of the difficulties and challenges you face each day on the workroom floor. They will also explain what their lives as postal employees receiving postal salaries have meant to them. This testimony will show how the postal life and salary must be improved. You, the employees, are our greatest asset and our best witnesses to make our case (*read more on page 6*).

As arbitration continues, your executive officers, craft directors, and assistants are all working together – fighting for the contract you deserve! ■





# DID YOU KNOW?

## Your Union Can Have Their Own Safety and Health Committee!



### Save a life including your own!

Having your own internal union safety committee effectively:

- ▶ Prepares you for the joint safety and health meeting agenda.
- ▶ Allows all crafts to be actively involved in the process.
- ▶ Assists members in being more aware of the safety and health hazards they face every day.
- ▶ Enhances communications between the union and its membership.

You do not need management's permission to have a union safety committee.

### Empower, educate, and motivate!

FOR MORE INFORMATION AND ASSISTANCE IN ESTABLISHING YOUR OWN SAFETY AND HEALTH COMMITTEE, PLEASE CONTACT

Your Regional Coordinator

Your Regional Safety Rep

Go to [apwu.org](http://apwu.org) to find your representative

# A Grand Alliance Leads Push for Prefunding Repeal

**B**efore members of Congress prepared to head back to their districts for the August recess period, postal workers and allies in A Grand Alliance made a huge push to win support for prefunding repeal legislation, the *USPS Fairness Act* (H.R. 2382). This legislation would help stabilize the Postal Service's finances and eliminate one of the main tactics privatizers employ in promoting postal privatization.

On July 15, *A Grand Alliance to Save our Public Postal Service* hosted a briefing for congressional staff on the prefunding mandate's origins, the effects of USPS service cuts, and the potential effects further cuts – or even privatization – would have on communities across the country.

The briefing was intended to educate congressional staffers and it served as the opening kickoff for a flurry of actions organizing support for H.R. 2382 (*see article on page 10 for more information about APWU's call-in day*).

The 2006 prefunding mandate in the *Postal Accountability and Enhancement Act* required the Postal Service to create, in just a 10-year period, a more than \$70 billion fund to pay for the cost of its future retiree health care benefits – 75 years into the future. This is a burden no other agency or private corporation in the country faces.

A Grand Alliance's briefing featured three panelists, each of whom addressed different aspects of the manufactured crisis facing the Postal Service. Scott Klinger, an associate fellow at the Institute for Policy Studies (IPS), presented new research he and colleagues at IPS recently published which underscores just how unusual the prefunding mandate is. The research shows how the mandate is the cause of 100 percent of the Postal Service's losses since 2013. Mark Dimondstein, President of the APWU, pointed the finger at the 2006 prefunding mandate as the main justification for service cuts and subsequent calls for postal privatization. Melanie Campbell, the President of the National Coalition on Black Civic Participation, highlighted the important social role the Postal Service plays – both as an employer and a vital service provider – for communities across the country.

## New Report Identifies Prefunding Mandate as Cause of USPS's Financial Problems

Klinger led off the panelists with his presentation of IPS's new research, *How Congress Manufactured a Postal Crisis – And How to Fix It*. The report identifies the 2006 prefunding mandate as the single, most important source of the financial crisis facing the Postal Service. With the drain on resources, the study notes, the Postal Service has been forced to forego necessary investments in new technology and innovative services, its vehicle fleet, and even routine maintenance of vehicles and facilities.

Perhaps the most interesting parts in the IPS research, however, are the indications that the underlying financial health of the Postal Service is quite different than casual observers might otherwise understand. The report compares the state of the Postal Service's postretirement benefit funds – including pension and retiree health care benefit funds – to comparable private sector companies and to other agencies in government. The Postal Service's two pension funds – CSRS and FERS – are both more than 86 percent funded. These funding levels far outpace other federal agencies, and if it were a private sector company, they would place the Postal Service well into the "green zone" under private sector accounting principles.

All told, the Postal Service has amassed more than \$280 billion in its two retirement funds and \$47.5 billion in the retiree health care benefit fund. The two funds would almost certainly be larger as well, the IPS report noted, if the Postal Service weren't limited in the ways it is allowed to invest existing funds. The Postal Service is unique among both its private sector peers and postal systems around the world in its requirement to invest in only low-yielding Treasury bonds instead of a broad range of securities and investments.

The IPS research also looked at the retiree health care benefit prefunding practices of the largest private sector corporations in the country. Again, the Postal Service comes out well ahead with its current funding levels of 38 percent. "A majority of firms," IPS noted, "pay their retiree health care costs on a "pay-as-you-go" basis, as





President of the National Coalition on Black Civic Participation Melanie Campbell, APWU President Mark Dimondstein, and Institute for Policy Studies Associate Fellow Scott Klinger at a Congressional Briefing at the U.S. Capitol on July 15.

the USPS also did prior to the 2006 health care mandate.” The conclusions of the comparisons were striking: “Concerns that the Postal Service are on ‘an unsustainable path’ are unjustified when one compares postal finances to those in the private sector.”

Indeed, as Klinger noted, “Even the [White House] Task Force report states clearly...that without the mandate, the Postal Service would have made small profits in the last six years.”

In discussing the origins of the mandate, Klinger, who is a chartered financial analyst, noted that the prefunding mandate isn’t called for by any accounting principle. “The mandate had no basis in reality and no basis in accounting practice,” Klinger said. “It’s a lot like if you go to a bank and apply for a credit card, and them telling you, ‘okay, we’ll give you a credit card, but first you have to open up an account and put \$500,000 into it because that’s what we figure you’re going to spend over your lifetime.’”

Klinger and the IPS report concluded that the *USPS Fairness Act* would be the most direct way to right the unsustainable situation caused by Congress in 2006.

### Prefunding Mandate Must Be Repealed

President Dimondstein pointed to the IPS conclusions as more evidence of what the APWU has long argued. “Our union has long held that there is a very important role for the Postal Service in the economic, social and civil areas of 21st Century life. There is no greater contributor to today’s financial challenges for the USPS and the threat to its future than the onerous and unfair mandate.”

“The unfair prefunding mandate must be fixed and corrected,” Dimondstein continued. “Congress created the crisis...[and] Congress has an obligation to fix it. The most direct route is to end the prefunding mandate.”

### The Postal Service is for the People

“We need to get the word out that a robbery is in process. The robbery that I speak of is the attempt, by this administration, to steal the people’s Postal Service,” said

Campbell in her remarks at the briefing. “The U.S. Postal Service belongs to the American people, and it has served all communities – rural, small towns, urban, and suburban – since 1775.”

“The issue of saving the United States Postal Service from being privatized is a top priority for our organization,” Campbell said. “The Postal Service has had a unique contribution to black and brown communities across this nation. In 2018, black workers made up 28.6 percent of the USPS workforce, more than double their share of the U.S. population. These are good, union jobs.”

“The United States Postal Service is an American treasure that belongs to all of us and should remain that way well into the future,” Campbell concluded in urging Congress to pass the *USPS Fairness Act*.

In addition to their opening remarks, the panelists took a number of questions from the congressional staff in attendance. The questions indicated that congressional offices were keen to examine additional roles for the Postal Service – like postal banking and leveraging the Postal Service’s physical infrastructure for clean energy initiatives. ■

### Call Your Member of Congress Today!

As this issue goes to press, over 45 Congress members have cosponsored the *USPS Fairness Act* in the weeks following the briefing and the thousands of calls made by postal workers and allies.

Postal workers can join other members of A Grand Alliance in urging their members to join onto the legislation and help save our public Postal Service. Call **833-924-0085!**

**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)**.

# Preparation for Interest Arbitration



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

**T**he interest arbitration hearings beginning Sept. 4th before neutral arbitrator Stephen Goldberg will determine our next Collective Bargaining Agreement (CBA or “contract”) for the next few years. We expect Clerk Craft wages to be a main issue of contention.

**THE INTEREST ARBITRATION HEARINGS BEGINNING SEPT. 4TH WILL DETERMINE OUR NEXT COLLECTIVE BARGAINING AGREEMENT FOR THE NEXT FEW YEARS. WE EXPECT CLERK CRAFT WAGES TO BE A MAIN ISSUE OF CONTENTION.**

The Postal Service wants to convince Arbitrator Goldberg that postal workers are overpaid compared to workers at Walmart and other companies in the private sector. The Postal Service’s advocate/arbitrator will again be Robert Dufek, who previously worked for Morgan Lewis, the notoriously anti-union law firm. The APWU advocate/arbitrator will be Phil Tabbita, who is our negotiation support manager and a former postal worker from Detroit.

During preparations for interest arbitration, the Clerk Craft and other crafts brought in postal workers to tell stories of their life at the Post Office to the craft officers and the attorneys who will be presenting our case in front of Arbitrator Goldberg. These stories, from workers across the country, were remarkably similar.

Participants expressed frustration with the constant chaos and continual degradation of their work in the USPS. The USPS’s failure to staff, train, and provide the service that their communities deserve is hard on employees striving to do a good job.

Postal workers described their belief in the mission of the Postal Service to provide good service to their communities. They noted the increasing amount of regulations and other pieces of information that they were required to remember in order to properly perform their duties.

Not surprisingly, chronic understaffing was a main theme in these discussions. Workers described the stress that goes along with not having adequate staffing to properly provide service. Mandatory overtime for both PSEs and

career employees makes it difficult for members to manage and enjoy their lives outside the Post Office. It was heartbreaking to hear how many workers have small children at home who are impacted by the Postal Service’s refusal to reasonably staff offices and ensure a predictable work schedule.

The problems for PSEs were substantial as they receive lower wages, no set schedule, and do not earn retirement, while performing the same work. At this point, there are some people working for the USPS who have been a PSE, not earning retirement nor enjoying the benefit of a predictable schedule, for over seven years.

The participants described how constant lifting and repetitive work – made worse with understaffing – have caused injuries to them and their coworkers, but most workers did not file official claims with the Department of Labor because of the Postal Service’s horrible treatment of workers who have filed claims in the past.

**POSTAL WORKERS DESCRIBED THEIR BELIEF IN THE MISSION OF THE POSTAL SERVICE TO PROVIDE GOOD SERVICE TO THEIR COMMUNITIES.**

Workers also explained how some of the injuries are related to an overall lack of training. The failure of the USPS to train employees on handling dangerous equipment at the Postal Service results in unnecessary injuries. New employees who have not received proper training are training new employees. The lack of training is across the board and makes it difficult for new workers thrown into a chaotic environment. It also poses a difficulty for the older workers who have to train them without get paid to do so, and have to work harder while the new workers learn the job. Given a turnover rate of PSEs that is over 35 percent, this is a constantly repeating cycle of frustration.

The APWU members who shared their stories deserve our deepest gratitude. As we enter into interest arbitration, we will carry the hearts and minds of all APWU members with us in the struggle to win a better contract and a better life for all postal workers. ■



# New MS-1 Settlement and Implementation



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

On Aug. 8, the Maintenance Craft reached a settlement with the USPS regarding Handbook MS-1, TL-5 and TL-6 Revisions and Related Maintenance Management Orders. The dispute was originally grieved by current Maintenance Division Director Idowu Balogun in May 2016, when the Postal Service issued a new MS-1 TL-5, proposing draconian changes to the then current MS1 TL-4 Handbook.

On Sept. 13, 2017, Arbitrator Goldberg remanded the MS-1 revisions case nos. Q10T-4Q-C-14171644/ Q10T-4Q-C-16481407 back to the APWU and USPS for resolution. Further, Arbitrator Goldberg directed the Postal Service to provide all data and data analysis collected by the Postal Review Team “relating to appropriate allowances for (a) preventative maintenance time and frequencies; (b) space adjustment and miscellaneous work. (If the parties wish to jointly validate appropriate allowances, they are encouraged to do so.)”

The new settlement designates that maintenance work in stations and branches transitioning to Field Maintenance Operations (FMO) as a result of MS-1/TL-6 will continue to be performed by the employees currently performing those duties. Specifically, it states:

## 2. Transfer of Maintenance Work in Stations and Branches from Plant Maintenance to Field Maintenance Operations

A. Maintenance work in stations and branches transitioning to Field Maintenance Operations (FMO) as a result of the MS-1/TL-6 will continue to be performed by employees currently performing those duties until adjustments occur resulting from attrition. When attrition at the installation results in a staffing level below the authorized complement, management may determine the occupational group of the employee(s) that will continue to perform the work in the stations and branches.

B. The parties agree that due to the transferring of maintenance work of stations and branches from plant maintenance to FMO, the FMO authorized staffing may increase in order to provide maintenance for the stations and branches. For FMO

*staffing increases that exceed the available plant LDC37 positions that were providing maintenance for the stations and branches within the FMO coverage area, those positions shall be posted and filled under the FMO in accordance with Article 38 and the Joint Contract Interpretation Manual (JCIM).*

C. For fiscal year 2020 only, FMO staffing including positions from the plant assigned to FMO, will be calculated based on the number of positions for the prorated square footage of the stations and branches being serviced.1 This FMO staffing will be reevaluated after fiscal year 2020 through an analysis of the assigned FMO historical data. In order to minimize the dislocation and inconvenience to employees, however, the parties agree that staffing adjustments that would require a reduction in FMO staffing will occur no sooner than October 2021.

D. When a new plant eWHEP staffing package is approved and additional positions are required in the FMO to provide maintenance for the stations and branches, when the existing plant LDC37 complement is above the authorized level and there are no additional positions to move to the FMO, management can revert vacant plant LDC37 positions that are in excess of their authorized complement, determine the occupational group of the employee(s) that will continue to perform the work in the stations and branches, and post duty assignments under the FMO to accommodate the necessary maintenance of the stations and branches.

E. Promptly upon an MS-1/TL-6 and eWHEP staffing package receiving final approval, a copy of the approved staffing package will be provided to the appropriate Local APWU President and/or designee.

The Postal Service published the final versions of MS-1 TL-6 and MMOs on Aug. 8, 2019. All regional cases held in abeyance are returned for resolution. The full settlement on Q10T-4Q-C-14171644/ Q10T-4Q-C-16481407 is available on [apwu.org/contract-database](http://apwu.org/contract-database). ■

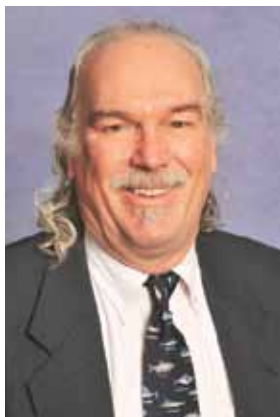
# In Memory of Robert “Bob” Pritchard



Assistant Director Javier Piñeres and Director Michael Foster

This article is dedicated to the memory of Brother Robert C. Pritchard, MVS Director, who served from 1995 to his retirement in 2013.

Bob Pritchard, of Trenton, NJ, was virtually unknown in parts of the country when he teamed up with Joe Williams of Houston, TX to defeat the two incumbent MVS National Officers.



Bob and Joe's campaign was basically about protection of the Transitional Employees (TE's) and capturing work being performed by the Highway Contractors.

These two brothers, as local leaders from the workroom floor with no national union experience, were not greeted warmly when they arrived in Washington, D.C. It was virtually unheard of to defeat National Officers in the MVS Craft, and Bob and Joe had a hard time in the beginning with both the APWU and the USPS.

They worked hard, earned the reputation of dedicated and competent unionists, and began to make gains in the Craft.

Among their achievements were:

- Replacement of the 7 leaf springs on Mack Tractors.
- Lead Automotive Technician and Automotive Mechanic Level upgrades.
- Air-conditioning and AM-FM Radios in PVS vehicles.
- Clarification of DOT Drug and Alcohol testing rules.
- DSI postings installation wide without exceptions.
- A comprehensive system for tracking and challenging HCR's.
- Challenges to the USPS attempts to contract out PVS in California and in 162 PVS sites.

Upon his retirement in 2013, Bob noted, "There is still a great deal of work to be done..."

At the time of his passing, he was still a full dues-paying member of the Trenton Metropolitan Area Local. He was a true unionist. He will be fondly remembered and greatly missed by the APWU family.

MVS Director Michael O. Foster stated, "I am privileged to have known and worked with Bob Pritchard for many years and his contributions will benefit MVS members for years to come."

"I first met Bob in 1999, at an MVS Day the Sacramento Area Local was hosting," said MVS Assistant Director Javier Piñeres. "One of the things that struck me the most about Bob was his honesty and straight talk as he answered members' questions. His demeanor with our members has stuck with me all this time, and is one of the many things we will miss about Bob Pritchard."

Rest in Peace Bob, from the MVS Division. ■

## Recently Filed MVS National Disputes

**A19V20190093 – Article 19 dispute filed March 19th.** APWU received a USPS "general notice" of changes to Employee and Labor Relations Manual (ELM) 831.332, Driver's Responsibilities, which incorporate a cell phone policy currently contained in Handbook EL 801, Supervisor's Safety Handbook.

**HQTV20190130 – PSE Salary Exceptions dispute filed April 26th.** USPS has inappropriately relied on ELM 422.125 in unfreezing the step progression of PSEs receiving pay exceptions who were converted to Grade 8 TTO positions but accepted a Grade 7 MVO position. MOUs take precedence over any conflicting language in ELM.

**HQTV20190139 – DOT requirements for CDL employees filed May 13th.** DOT qualification standards are work rules that directly relate to the working conditions of MVS drivers. USPS is obligated to provide the Union with notice of any changes to applicable DOT Qualification Standards under Article 19, and is prohibited from such unilateral actions under Article 5.



Omar M. Gonzalez, Western Region Coordinator

## They Don't Have the Right

**W**e often hear that 'management has the right to mismanage.' **NO THEY DON'T!** Laws require that USPS be run efficiently, including managing the workforce.

Postal regulations, statutes and our contract outline what management cannot do. When we fight management, we must use all three resources.

Postal life would be less hectic if only all parties followed the union contract. Regulations related to your working conditions, hours and wages are subject to the contract. Management does not own the Postal Service, they operate it.

**They don't have the unilateral right to do our work** unless permitted by Article 1 Section 6a and b. In level 18 offices they can do only 15 hours of craft work per week. In larger offices they have to meet one of the five exceptions, otherwise they have to pay the employee who would have performed the work.

**They don't have the right to just make anyone a 204b** unless a PS 1723 is issued to the union in advance and restricted the use of the 204b before an individual forfeits their bid.

**They don't have the right to unilaterally change established past practices in your office** even when new bosses take over. Article 5 and the law prohibits unilateral changes to the CBA or past practice, unless negotiated with the union after notice is given.

**They don't have the right to make cross craft assignments** unless they meet certain conditions reasonably unforeseeable or unavoidable per Article 7. Intentional understaffing is not one of those.

**They don't have the right to impose overtime** without penalties which include additional premiums for exceeding the 12-hour daily/60 hours weekly limits. Nor can they schedule overtime (OT) willy-nilly without penalty. CBA Article 8 has 2.5 pages of rules and the JCIM has 13 pages on OT rules.

**They don't have the right to change your work hours** unless they comply with federal law, their own out-of-schedule premium rules and Article 8 contract restric-

tions. Nor can they change your rest days without complying with the work week and craft articles.

**They don't have the right to demand medical documentation for sick leave absence of 3 or less days** unless they can show a legitimate business reason to do so. It is not just on their demand; they must also consider your welfare – equitably on a case by case basis – per Articles 10, 16, 19.

**They don't have the right to reassign you at will.** They must comply with seniority rules, bid rights, section identifications, skill requirements, higher level pay rules and other contract restrictions.

**They don't have the right to treat PSEs as servants or casuals,** these employees have specific contract rights. Being a "Postal Support Employee" is not a green light for mistreatment. PSEs have their own CBA sections covering their employment and their conversion to career status.

**They don't have the right to unilaterally deny light duty to injured workers,** they are obligated to make every effort to find work that employee can perform. Being denied work is not automatic. There are strong protections in Article 13.

**They don't have the right to work you in a dirty, unsafe place nor abuse you in any way.** Many regulations, laws and Article 14 offer strong protections. Federal law imposes penalties for unsafe conditions.

**They don't have the right to impose discipline at will** and must *prove* "just cause" exists by following six distinct rules. In discipline cases, management has the burden of proof and must comply with due process procedures.

The contract has 392 pages of agreed upon work rules that have no value unless they are enforced by us all. You have a right to grieve violations.

Access the CBA/JCIM at [www.apwu.org/contract-database](http://www.apwu.org/contract-database) and then fight to enforce it.

We are fighting for a new contract now! Please stand with me and Coordinators Stone, Gallagher, Beasley, Suslak, and the entire APWU like never before. You cannot spell UNION without U and I. ■





**USA  
TODAY**  
A GANNETT COMPANY

## Actor Danny Glover:

### My parents proudly worked for the US Postal Service. Don't destroy it.

*This opinion-editorial (op-ed) reprinted below was originally published in USA Today on July 11.*

When I was growing up in the 1950s and 1960s, my family planned our vacations around big picnics for post office employees. I remember the thrill of taking the train from San Francisco to one of these gatherings in Santa Cruz.

For my parents, both longtime postal employees and union officers, that was their community. Back then, it was mine, too.

Today, the U.S. Postal Service is under pressure to slash costs in ways that would be devastating for customers and employees of all races – but especially African Americans. For black families like mine, the Postal Service has long been one of the few reliable paths to the middle class.

My parents were so proud in 1957 when they had saved enough money to buy a house. They sometimes held union meetings in our living room and had me put my seventh-grade typing skills to good use addressing envelopes for the union newsletter.

The black postal workers I met back then felt good about who they were and optimistic about where the country was going. The civil rights movement was gaining strength, and the post office was one arena in which they could organize for equality.

#### Black families will be hardest hit

Today, the Postal Service remains a critical source of good jobs for African Americans. Black employees make up 28.6% of the postal workforce – more than double their share of the U.S. population.

In 2018, average Postal Service wages were \$51,540 a year, just slightly below the average for all U.S. workers. According to the Institute for Policy Studies, wages were substantially lower in the nine other occupations in which blacks make up at least 25% of employees. For example, home health aides, 26.1% of whom are black, averaged just \$25,330 per year. Barbershop employees, 30.8% of whom are black, earned \$33,220.

These numbers make clear why black families stand to be the hardest hit by the Trump administration's proposals to sell off the Postal Service to for-profit corporations. A presidential task force plan to move in that direction calls for privatizing parts of the service, reducing

delivery days, closing post offices, and jacking up prices on most package and mail deliveries.

It would also get rid of the collective bargaining rights that have helped postal workers maintain decent wages. My parents' generation fought for and won those rights in 1970.

Privatizers say such moves are necessary because the Postal Service is in a financial crisis. But Congress manufactured this crisis through a 2006 law that required pre-funding of employee retirement health benefits up to the year 2056 – a stunning 50 years in advance of when the law was passed. No other federal agency or private corporation faces this burden, and without it the Postal Service would've been profitable the past six years, according to a December report by the Treasury Department.

#### Real reforms expand service

Instead of more cuts, policymakers should do away with the onerous pre-funding mandate and explore new profit sources, such as postal banking. One government report found that expanding services such as check cashing, bill payment and electronic money orders could generate as much as \$1.1 billion in annual revenue after five years – all while dramatically expanding financial services for low-income Americans.

Here again, there's a lot at stake for black families. As Sen. Bernie Sanders and Rep. Alexandria Ocasio-Cortez noted in a recent statement in support of postal banking, low-income Americans lack access to regular financial services and have to resort to predatory payday lenders and check-cashing outfits. And African Americans and Latinos make up a disproportionate share of the 64 million underbanked Americans.

Throughout our nation's history, the Postal Service has responded to changing needs while continuing to advance the common good. In the 19th century, the Pony Express and Rural Free Delivery helped bind the nation. During the Civil War, postal money orders allowed Union soldiers to send funds home safely. From 1911 to 1967, people who had lost confidence in banks could deposit their money in a postal savings account.

To this day, I still run into people who remember my dad, Jimmy Glover, as the man who trained them to sort mail by hand and treated them with dignity on the job. To them, he was the real celebrity in our family.

We must protect the Postal Service – and support new innovation to meet 21st century needs. We owe it to my parents and the millions of others who built this vital public infrastructure.



# 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.

“Do you have what it takes? Do you have the guts to stand up to management? I’m not asking you all to go to war as it may sound, only do what is the right thing. What I mean is, don’t let management violate the contract without challenging them on it. If you don’t want to go one on one with them, I get it, that’s what we are for, but don’t turn your head and let it go without reporting it. Don’t let a postmaster or supervisor bully or harass a fellow co-worker! Stand up to local management and demand they treat you with dignity and respect! Sure, you can look the other way and say ‘I don’t want to get involved,’ but more than likely...it’s going to be you next! Stand united and stand together to show management that you will not be talked down to and disrespected and you won’t allow them to do the same to your co-workers.”

— Jerry Waldron, Beckley Area Local (WV) Vice President,  
*The Water Cooler*

“We must do better when it comes to voting for people that may or may not have control over our lives and our finances. We had people die to give (all of us) the right to vote and we should always cast a ballot for the person or persons of our choice. When we sit home and do not vote, then we normally get just what we deserve. I am not saying that every time we cast a ballot our person is going to come out the winner but the most important thing is that we voted.”

— Sara Witherspoon, Alabama Postal Workers Union  
Vice President, *The Alabama Flash*

“If you have been to any retail establishment lately you cannot deny that automation is encroaching on your life...We can fight back. We, the working classes, have the power to protect and create jobs in our economy. The first thing we should do is stop using those automated machines. When I go to the bank, I want a live teller. The concierge may try to steer me to the ATM, but I want to create jobs. I want to keep people gainfully employed. The ATM is unacceptable. I’ll wait the ten extra minutes for a teller. Tell the supermarket chains that you won’t scan and bag your own groceries. We don’t work for them! How did things become so backwards that we are now paying supermarket chains for the privilege of scanning and bagging our own groceries? Get them to scan and bag your groceries. Your money has power, shop where your money is appreciated and respected.”

— Tom McMenamy, Brooklyn Local (NY) President, *The Brooklyn Bridge*

“One thing I am seeing all over Kansas is the horrible laundry service [for mop heads, cleaning cloths, towels, etc.] that the USPS has contracted out. ...If your office has dirty laundry that has been sitting around awhile and not picked up, please inform your local management and then write up a 1767 form. Please forward the form to me so that I may file a safety grievance. There is absolutely NO excuse for dirty laundry to be left sitting for weeks and months, as well as custodians having to use dirty cloths or mop heads. Using dirty laundry causes unsanitary, unsafe conditions for ALL employees in the office.”

— Melinda Scott, Kansas Postal Workers Union  
Maintenance Craft Director, *The Jayhawk Fed*

“Organized labor is the strongest foundation that working people have ever known. Standing together has always provided us with the strength to survive. The power of the Labor Movement is like no other. We need you to stay involved, educate yourself on labor issues, and vote accordingly. It is no longer enough to say, ‘I pay my dues.’ Solidarity has stood the test of time. Let us all work to protect our union, the middle class, picnics, a simpler way of life and the American Dream.”

— Doug Brown, Indiana Postal Workers Union  
President, *The IPWU Dispatch*



# Legislation Introduced to “Stop Wall Street Looting”

In July, Congressional leaders introduced new legislation that would clamp down on the private equity (PE) industry’s worst abuses. The industry’s predatory practices have cost thousands of workers their jobs, all while enriching billionaire fund managers. The legislation, introduced in both the House of Representatives and the Senate, is known as the *Stop Wall Street Looting Act*, and it has important links to the Campaign for Postal Banking.

The PE industry has been the driving force behind catastrophic buyouts, bankruptcies and asset looting – as recently seen at Toys R Us, Sears, Hahnemann University Hospital in Philadelphia and others. In these practices, PE funds buy up profitable companies, strip them of their valuable parts like pension funds and real estate, load them up with debt, and leave workers and communities poorer in their wake.

Senator Elizabeth Warren, a key architect of the legislation and longtime advocate of postal banking, made a clear connection between the two issues in her announcement about the bill. The *Stop Wall Street Looting Act*, Warren noted, intends to push “finance back to its core purpose of connecting savers with borrowers quickly and efficiently.”

Echoing the calls of our Campaign, Senator Warren noted that today’s financial system fails to reach vast swathes of society, and those left behind spend an inordinate portion of their income – as much as 10 percent for some – on interest and fees “because of their lack of access to basic banking services.”

Sen. Warren rightly pointed out that postal banking could go a long way toward addressing those injustices – without changes in the law. Finally, she recognized that postal management could take steps today to address the problems of the unbanked and underbanked across the country, without changes in the law.

So how does the *Stop Wall Street Looting Act* take on the abuses of the PE industry? There are four key elements to the bill:

1) **Make private equity executives personally liable for the damage their predatory practices cause.**

Today, tax law allows those running massive private equity funds to funnel massive profits into their own pockets while paying little or no tax, and without any risk of consequences for the carnage they’ve left behind.

- 2) **Close tax loopholes that encourage predatory practices.** Tax loopholes encourage PE executives to saddle companies with debt, with the carried interest loophole allowing them to pay lower taxes on their massive profits than ordinary wage earners.
- 3) **Protect workers if employers go bankrupt.** All too often, PE firms strip companies of their worth and leave the unprofitable shells behind. In bankruptcy cases, workers usually lose most or all of their pensions and other benefits. This legislation would make workers’ pensions a priority in bankruptcy proceedings, or allow workers to pursue the wealth of PE partners in court if the bankruptcy estate is insufficient to ensure their fair treatment.
- 4) **Require PE firms to be transparent and disclose costs and fees.** PE firms are notorious for overstating their promised returns and understating the fees they charge to institutional investors. This means they’re able to attract big clients, entrenching their power in the market and deepening their pockets. This bill would require improved transparency, so big investors can make clearer choices before partnering with PE Firms.

The bill is supported by a broad array of labor, consumer and community organizations, including the APWU, the AFL-CIO, the Communication Workers of America (CWA), SEIU and Public Citizen.

This edition of *The American Postal Worker* will be arriving in your home just as Congress is returning from its August recess. Postal workers should call their congressional representatives at 202-225-3121. Let them know you support the *Stop Wall Street Looting Act* and it’s time for postal banking! ■

**The Campaign for Postal Banking** is a coalition of consumer, worker, financial reform, economic justice, community, civic, and faith-based organizations calling for low-cost, consumer-driven financial services via the Postal Service. Products and services could 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).



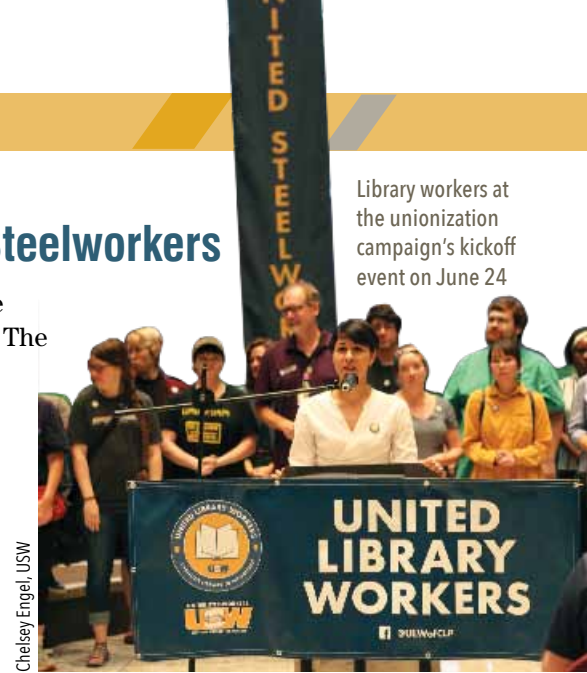
## Carnegie Library Workers **Unionize** with United Steelworkers

**W**ith over 60 percent voting in favor, library workers in Pittsburgh's Carnegie Library system unionized with the United Steelworkers (USW) on Aug. 14. The vote came just two months after going public with a unionization campaign.

The Teamsters and SEIU already represent drivers and environmental service workers at Carnegie libraries, respectively. The new union – the United Library Workers – includes the rest of the 321 full-time and part-time staff in the 19-branch Carnegie Library system, the largest in Pittsburgh.

"I am so excited for us to start this next chapter and look forward to working toward a contract that we deserve," said Isabelle Toomey, a children's librarian at the Downtown & Business branch. "And I am proud of my fellow co-workers for coming together and utilizing our right to organize."

The unionization vote is a long-overdue piece of poetic justice. The library's namesake, steel magnate Andrew Carnegie, was a notorious strikebreaker and union buster. Now each worker at the library system bearing his name will have a seat at the table. ■



Chelsey Engel, USW



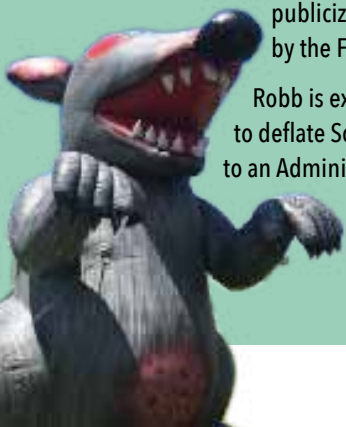
## Scabby the Rat Survives!

**S**cabby the Rat, a giant inflatable, has been one of the most recognizable visuals of actions against businesses using non-union "scab" labor since its first appearance in Chicago in 1989. Because of its effectiveness during these actions, anti-union forces often use any tactics they can to try and force its removal.

Such was the case in June, when a NLRB lawyer appointed by the Trump Administration, Peter Robb, asked a federal district judge to force the rat's removal from a Staten Island protest led by LiUNA affiliate Construction & General Building Laborers Local 79. The union used Scabby to protest a grocery store using non-union workers for a construction project.

Fortunately, the judge sided with Local 79, finding that the "peaceful use of stationary, inflatable rats and a cockroach to publicize a labor protest" is protected by the First Amendment.

Robb is expected to continue his quest to deflate Scabby. The case will now move to an Administrative Law Judge, and could go before the full NLRB for review.



## Illinois IKEA Workers Vote to Unionize

**O**n June 18 and 19, 186 workers at IKEA distribution centers in Joliet and Minooka, IL voted to join the International Association of Machinists and Aerospace Workers (IAM). By voting 'yes,' the workers have become the fifth group of IKEA workers to unionize with the Machinists, joining facility workers in Danville, VA, Perryville, MD, Westhampton, NJ, and Savannah, GA.

The vote comes as IKEA completes its transfer from a temporary distribution center in Minooka to the state-of-the-art 1.25 million square foot facility in Joliet. In May 2018, the workers voted 'no' on the union, but according to IAM organizer Dennis Mendenhall, felt mistreated in the process of transferring between facilities. Workers held another vote on unionization almost immediately following the legally mandated one-year 'cooling off period,' and this time voted 'yes' for the union.

In the lead-up to the vote, IAM union members from the other unionized IKEA facilities across the country wrote a letter of support to their fellow workers, urging them to vote 'yes.' "Strong IAM contracts we have negotiated are not just words on paper," the letter read. "[They have] given us respect and fair treatment on the job." ■

## The International Labour Organization Adopts Treaty Improving Worker Protections Against Violence, Harassment



International Labour Organization

ILO Delegates celebrate the treaty's adoption on June 21

On June 21, the International Labour Organization (ILO) took a historic vote, adopting a treaty to combat workplace violence and harassment. Human Rights Watch reports that the agreement is the first international workplace standard put in place regarding violence and harassment. The agreement comes after a tireless, two-year campaign, mostly spearheaded by women speaking out against abuse they faced at work.

The treaty is comprised of two parts – a Convention and a Recommendation – both voted on separately. The Convention – the part of the treaty that is legally binding for member countries that ratify it – passed overwhelmingly, with 439 votes in favor, 7 against, and 30 abstentions. The Convention defines violence and harassment as “behaviors, practices, or threats that aim at, result in, or are likely to result in physical, psychological, sexual or economic harm.”

The Convention mandates a zero-tolerance policy for workplaces in member states. Member states must develop national laws prohibiting workplace violence, and require employers to have workplace policies addressing violence and harassment.

Importantly, the Convention does not just apply to current employees – it also covers applicants, job-seekers, trainees, interns and volunteers.

UNI Global Union, the global union-federation of which APWU is an affiliated member, was a key driving force in the adoption of the Convention.

The Recommendation – the non-binding guidelines for implementing the Convention – also passed by a large margin. Within the Recommendation is a “Core Principle” that all member states should guarantee workers the right to collectively bargain. Collective bargaining, the Recommendation says, is an effective “means of preventing and addressing violence and harassment.”

“The new standards recognize the right of everyone to a world of work free from violence and harassment,” said ILO Director-General Guy Ryder. “The next step is to put these protections into practice, so that we create a better, safer, decent, working environment for women and men.”

The Convention will enter into force one year after at least two states have ratified it. ■

## NLRB Charges Boeing With Labor Law Violations

On Aug. 19, regional National Labor Relations Board (NLRB) directors gave organized labor a win in its long fight to organize workers in the right-to-work South, finding merit to charges that Boeing illegally fired workers for their union support.

After initially losing a vote to organize all 2,000 workers at Boeing’s North Charleston, SC plant in 2017, the International Association of Machinists and Aerospace Workers (IAM) won an election last year to represent a smaller group of technicians at the facility. Boeing has refused to recognize the union, accusing workers of “gerrymandering” an election to guarantee a positive outcome.

Following the successful vote, Boeing fired six pro-union workers in retaliation. Three of the workers were flight-line inspectors fired on grounds that they had failed to notice engine damage from a bird strike, but Boeing never provided any evidence that a bird strike had occurred, according to Charleston’s *Post and Courier*.

Boeing’s conduct towards its workers is nothing new for South Carolina – only 2.7 percent of workers in the state are unionized, tied with North Carolina for the fewest in the country.

The regional NLRB officials found merit in five of the six retaliatory termination charges, according to *Bloomberg*. They also found merit on the charge that the company failed to bargain with the union before imposing discipline.

While the ruling is a victory for the union, the fight is far from over. The case will now move to an administrative law judge, who will issue a ruling. Should the judge rule in IAM’s favor, Boeing is expected to appeal the ruling to the federal NLRB.



## Workers Strike During Amazon's Prime Day in Minnesota and Germany

On July 15, the first day of the two-day Amazon Prime Day event, workers at Amazon's Shakopee, MN fulfillment center took a historic step in the worker-led fight against the company. For the first time, workers engaged in a work stoppage at a US facility during a peak shopping time.

The 2:00 pm walkout, attended by an estimated 100 people, was the largest organized action yet from the Shakopee fulfillment center workers. In November 2018, the workers made headlines for bringing Amazon to the negotiating table for the first time in the US. In that instance, the company relented to worker demands requiring a Somali-speaking manager on-site and quarterly meetings between management and workers. A large portion of the fulfillment center's workforce comes from the East African immigrant community in the Minneapolis-area suburb.

On the same day, nearly 2,000 Amazon workers in Germany engaged in a work stoppage. The company's workers have engaged in frequent strikes in the country for over five years, but thus far Amazon has refused to come to the bargaining table.

Working conditions at Amazon are brutal for fulfillment center workers. "The Amazon experience is horrible," Hibaq Mohamed, a worker at the Shakopee facility who helped lead the walkout, told *The Verge*. "We are like a machine, like robots. The rate keeps increasing and increasing and increasing."

## NEW LAW GRANTS NY FARMWORKERS UNIONIZATION RIGHTS, OVERTIME PAY

On January 1, 2020, the Farm Laborers Fair Labor Practices Act goes into effect in the state of New York. The act, signed into law by NY Governor Andrew Cuomo on July 17, reverses an 80-year provision barring farmworkers from unionizing in the state.

The bill also guarantees farmworkers overtime pay after working 60 hours in a week, as well as the right to take a full day off per seven-day week.

"There are 80-100,000 farmworkers that are the backbone of New York's multi-billion-dollar agricultural industry," said NY State Senator Jessica Ramos, the bill's sponsor. "Today we are correcting a historic injustice, a remnant of Jim Crow era laws, to affirm that those farmworkers must be granted rights just as any other worker in New York." ■



Amazon fulfillment center workers before the walkout in Minnesota.

Mohamed told *The Verge* that when she began her job three years ago, she faced a stock rate of 120 items per hour. The rate is now around 280 items per hour, with only one error allowed per 2,200 items. Workers are given warnings if their productivity slips below the required rate, and after four warnings, they are fired.

At the walkout, many people gave speeches in solidarity, including a pilot at an airline contracted by Amazon, two Minnesota State House Representatives, and an Amazon tech worker from the company's headquarters in Seattle. ■

## Taiwanese Flight Attendants Reach Agreement After Record Strike

Flight attendants at Taiwanese airline EVA Air concluded the longest strike in the history of the country's airline industry on July 10, coming to an agreement with the company after a 17-day work stoppage.

*Labor Notes* reports that an all-female union emerged from the strike with a win on their demand for bonuses on both short and transoceanic flights, as well as the right to take overnight rests between legs of flights to Tokyo and Beijing. Flight attendants also gained representation on EVA's board and employee review committees.

The flight attendants, now unionized in the Taoyuan Flight Attendants Union (TFAU), held out in the face of unrelenting anti-union tactics from the airline, including threats to sue the union for striking and retaliation against individual workers.

Unions are generally weak in Taiwan, and hold limited public support. However, the flight attendants' strike was successful because they were able to cultivate significant popular support, especially from young people. An estimated 1,000 people rallied in support of the workers on July 2 outside the Presidential Office Building in Taipei.

The strike forced the cancellation of 2,250 flights and cost the company an estimated 3.24 billion NT (about \$104 million), according to *Labor Notes* (EVA reported only a profit of 9.16 billion NT [\$291.4 million] in 2018).





President Dimondstein speaking to the Texas AFL-CIO convention on July 25

# Texas AFL-CIO Passes Resolution to Support the Public Postal Service

On July 26, the Texas AFL-CIO adopted the resolution *Fight to Save the Postal Service* at their 60th Constitutional Convention. The resolution was introduced by Texas Postal Worker Union President Carlton Williams and two NALC delegates.

President Mark Dimondstein, the keynote speaker at the convention, discussed the struggles facing postal and other federal workers across the country and the path forward:

*"Where our members work and proudly serve in the public sector, the public good is being undermined and workers demonized by corporate powers that want their hands on the public till. Public education is being defunded and sabotaged. VA medical services are cutback leading to dangerous results. Social Security neighborhood offices are being closed. Social Security and Medicare are in*

*the constant cross hairs of budget cuts. Everything that stands for the public good is under attack aimed at privatization. Privatization transfers wealth from public ownership and decently paid union workers to the profits of companies paying non-union, non-living wages...*

*With [the] solidarity from the National AFL-CIO and so many of you and your unions, we waged the successful Stop Staples fight against a dirty deal of privatizing retail post offices by placing them into Staples stores. Indeed, the U.S. Mail is Not for Sale! With all of your solidarity and united with the public, we will not only defeat postal privatization but win expanded services such as postal banking and vote by mail. Our movement, our time!...*

*Brothers and sisters, yes, we have powerful and organized adversaries. But guess what? There is a whole lot more of us than them... When we learn to unite and fight, when we dismiss the divide-and-conquer schemes of corporate America... we will actually realize our power, and that we can and will win!"*



President Dimondstein with San Antonio Alamo Area Local members

The Texas AFL-CIO is one of the largest state federations in the country. Close to 400 convention delegates represented dozens of unions including NALC, CWA, AFSCME, and UNITE HERE.

President Dimondstein, as he often does when traveling to conferences, took the opportunity to go to the workroom floor in San Antonio to meet and listen to the concerns of our members.

To read the *Fight to Save the Postal Service* resolution passed by the Texas AFL-CIO, visit [texasaflcio.org/2019-adopted-resolutions/fight-save-postal-service](http://texasaflcio.org/2019-adopted-resolutions/fight-save-postal-service). ■

## Give COPAMatically Today!

COPA is the APWU's Committee on Political Action. It was created to raise voluntary contributions from members to support the campaigns of pro-worker candidates and referendums. By supporting campaigns and candidates we believe in, we advance our goals and standing in the political arena.

Thanks to the generous, voluntary contributions of many active, retired and auxiliary members, the we are a force to be reckoned with.

The challenges we face during each election cycle are great, and we must increase our COPA fund to help elect candidates who support a

vibrant public Postal Service – as well as support the goals of working people. Every COPA contribution made, no matter the amount, is vital. We must educate our elected officials on the importance of maintaining postal services accountable to the American people.

Contributing COPAMatically – via payroll deduction, OPM annuity, EFT or reoccurring credit card – is an easy way to support candidates who defend good jobs, benefits and retirement. If you would like to receive a sign-up form, please call 202-842-4211 or message [mwiley@apwu.org](mailto:mwiley@apwu.org) to be sent your form.

# Success During Summer Session



Judy Beard, Director

## H.R. 2382 Obtains Majority of Cosponsors

*The USPS Fairness Act*, H.R. 2382, reached a bi-partisan majority of cosponsors on Aug. 16. If signed into law, H.R. 2382 would repeal the mandate requiring the Postal Service to prefund its retiree health care benefits 75 years in advance – an unfair burden that is responsible for 100 percent of the Postal Service's net losses since 2013. This critical milestone was achieved because of a successful, call-in day of action by APWU members. (See page 10 for a full report.)

Our collective action proved that we are a political force and Congress cannot ignore us. Thank you to everyone who made the call and helped us reach all 435 Representatives!

Although we obtained a majority, the work does not stop there. With new rules in the House of Representatives, legislation that reaches 290 or more cosponsors can be scheduled directly for a floor vote. APWU members should continue their outreach.

## New Members Appointed to Postal Board of Governors and Postal Regulatory Commission

The Senate confirmed three appointees to the Board of Governors in August before adjourning for the summer recess. Ron Bloom, Roman Martinez IV, and John Barger will join current Governors David Williams and Robert Duncan.

President Dimondstein and I had a meeting with White House officials in February of 2018 when there were no Governors serving on the Board. The discussion focused on the need for nominating Governors and the necessity of a functioning Board. We have also had ongoing engagement with key Senators, highlighting that appointees they confirm should value the public Postal Service, its workers, and the communities it serves. With these appointments, the Postal Board of Governors has finally reached a quorum, something that has not happened since December of 2014. The Board of Governors has the responsibility to direct and control expenditures, review USPS practices, and ensure USPS meets its statutory obligations.

Register today for the APWU Legislative Conference at [apwu.org/events/legislative-political-conference](https://apwu.org/events/legislative-political-conference). Regional Caucuses at this Conference will take a deep-dive into key races in their region as well as APWU's mobilization efforts for the 2020 election.

Additionally, the Senate approved the nominations of Ann Fisher and Ashley Poling to the Postal Regulatory Commission (PRC). The Postal Regulatory Commission, established under the 1970 Postal Reorganization Act, is an independent agency that provides regulatory oversight to the Postal Service. The Act also dictated that the Postal Service should be self-funded, by relying on the sale of postage and products. The PRC engages with postal stakeholders in their process of determining and setting rates.

We have started meeting with new members of the PRC and Board of Governors to educate them on the key APWU issues they will be working on that affect postal workers and the public. ■

## APWU Tells the DNC the U.S. Mail is Not for Sale

With 2020 elections approaching, APWU members are actively reminding key officials of the importance of the Postal Service, the need to keep it out of the hands of privatizers, and the path forward to keeping it financially stable.

A group of California retiree members joined with Legislative & Political Director Judy Beard to take this message to the Democratic National Committee (DNC) Seniors Council meeting asking for help to stop the sale of the Postal Service.



Judy Beard with APWU retirees at the DNC Seniors Council





Anna Smith, Director

# On the Oregon Trail

**N**otice I didn't say "organizing" trail although in this instance it is one and the same. I am just back from a trip to the Beaver State during which I took the highways and byways to talk union to postal workers.

## Back on The Trail

The statewide blitz was both exhausting and exciting. I would like to see all the states conduct one – including the states with vast territory. After inviting all the locals in the state to participate, possible "hot spots" to target were mapped out with the thought of stopping to visit as many post offices on the way as possible.

A three-day training was conducted at the beginning of the tour. The focus of the training was giving local leaders the tools and confidence to not only bring new members into our family, but how to have motivating conversations with our existing members about getting more involved in all aspects of their locals.

Afterward, tiny offices, medium sized offices and large installations were all visited. Some of these offices had not seen a union representative in years. That is sad and too common. Even without normal union contact, most postal workers were positive and friendly.

## It Can't All Be Candy

There were instances employees complained about their treatment or about workroom floor issues. And guess what. That is where having union officers that could get on those issue right there and then came in handy. Those employees got to see the union in action, on the spot. It was great.

No one was pressured to join, only spoken to about the benefits of the union and what the APWU does. During this trip the APWU gained some brothers and sisters! We became family.

I want this program to also be about keeping in contact with these rarely touched members and letting them know it wasn't just a one-day visit. I am currently brainstorming different ways we can achieve that at the National level.

## Organizing is About People

Organizing isn't just about signing someone up for the dues. Organizing is about people! Just think about the



Director Anna Smith and Oregon Postal Workers Union President Linda O'Donnell signing up a new member

words "to organize" and you will see the people element. You organize your home (well most of us do) to make you and your family's homelife better. You organize your workplace to make you and your coworkers shift better. You organize your time to try to fit in what must be done. You organize your life to advance and prosper.

As we all know, getting organized takes effort and is a constant struggle. But we do it!

So it is when we organize for the union. We organize to band together and stand up to the boss. We organize to negotiate better working conditions. We organize to lend support to one another. We organize to survive! The bottom line is we organize for each other! ■



Director Smith on the workroom floor speaking to a member





Joyce B. Robinson, Director

# Burnout: Signs, Symptoms, and Prevention

**B**urnout is a state of emotional and physical exhaustion caused by excessive and prolonged stress. People affected feel hopeless, powerless, emotionally exhausted, unable to cope, tired and down, and do not have enough energy. The unhappiness burnout causes can threaten your job, your relationships and your health.

### How can you tell if you are experiencing burnout?

If the burnout expresses itself as irritability, you might find yourself always snapping at people. If the burnout manifests itself as depression, you might want to sleep all the time or always be “too tired” to socialize. You might turn to escapist behaviors such as drinking, drugs, partying, or shopping binges to try to escape from your negative feelings.

### What is the difference between stress and burnout?

A person is normally aware of being under a lot of stress, but rarely notice burnout. Stress involves physical and psychological pressures. Stressed people normally feel better when everything is under control. When burnout occurs, they feel empty, devoid of motivation, and do not see any hope of positive change in their situations.

Most burnout has to do with the workplace. Many of us have days when we are bored with what we do at work: when our co-workers seem bull-headed; when dragging ourselves into work seems like a waste of energy, and when nothing we do appears to make a difference. However, when every day is a bad day, you are flirting with burnout.

### What Causes Burnout?

The causes of burnout can be either work related or personal demands, such as:

- Working too much, without enough time for socializing or relaxing;
- Lack of close, supportive relationships;

- Taking on too many responsibilities, without help;
- Setting unrealistic goals for yourself;
- Not getting enough sleep;
- Working under strict rules;
- Boredom from doing work that never changes or doesn't challenge you, and
- Feeling trapped, for economic reasons, to stay on a job that you hate.

### Preventing burnout

Ensuring that you are in good physical health aids in preventing burnout. In addition, you should:

- **Know your limits:** Be realistic about how much of your time and yourself you can give, set limits, and communicate those limits to family members, and others.
- **Connect with a cause or a community group:** Joining a religious, social, or support group can give you a place to talk to like-minded people about how to deal with daily stress.
- **Limit your contact with negative people:** Spending time with negative-minded people who do nothing but complain will only drag down your mood and outlook.
- **Practice healthy communication:** Express your feelings to friends and family members who will listen, understand, and not judge.
- **Cultivate positive relationships:** Poor relationships and isolation can contribute to burnout, but positive relationships can help prevent or reduce its onset.
- **Learn to relax and blow off steam:** Exercise, play cards, go to a movie or out to eat with a friend.

In summary, recognizing your limited control of any given situation, and taking care of yourself emotionally and physically, can help you to avoid burnout. If you or someone you know is experiencing serious mental or physical symptoms, it is suggested that a physician, psychologist, or other mental health professional be consulted immediately. ■

*Editor's Note: Article heavily taken from “Preventing Burnout Signs, Symptoms, and Strategies to Avoid It” by Melinda Smith, M.A., Jeanne Segal, Ph.D., Lawrence Robinson, and Robert Segal, M.A. To read the full article, visit [helpguide.org](http://helpguide.org).*



# Return to Work Responsibility



Sue Carney, Director

To help injured employees return to suitable employment, the Postal Service may request medical progress reports. Form CA-17 is generally used for this purpose but is not required. Preexisting disabilities, work-related or otherwise, are factored into job offers and therefore should be included.

These reports may be requested at reasonable intervals – generally every 30 days for employees with temporary medical restrictions unless otherwise indicated by the physician, and annually once disabilities are deemed permanent. An earlier request is permitted when a change in condition is suspected.

Employees should refrain from seeking ‘permanent’ declarations to avoid more frequent medical reporting. Employees with permanent disabilities may be subjected to the Office of Workers’ Compensation Programs (OWCP) vocational rehabilitation program, which rarely has a favorable outcome.

**EMPLOYEES SHOULD REFRAIN FROM SEEKING ‘PERMANENT’ DECLARATIONS TO AVOID MORE FREQUENT MEDICAL REPORTING.**

The USPS is permitted to contact the physician directly, but only in writing and only in reference to work limitations and possible job assignments. The employee and OWCP should be copied, and be sent a copy of the physician’s response upon receipt. Telephone contact and personal visits are not permitted for any reason except fraud investigations.

Claimants should forewarn physicians about these rules and request they be alerted when communications are received and consulted prior to responding. The doctor and office staff should also be advised that OWCP makes all claim and bill payment decisions and should be informed that USPS frequently oversteps its authority in an effort to sidestep Department of Labor privacy rules.

It is preferable for the employee to return to their bid provided they are able to perform the core essential duties of their position, with or without reasonable accommodations. When this is possible, their job is not considered a modified assignment. When this is not possible, the

Postal Service must then make every effort to find medically suitable work within the employee’s work limitation tolerance with minimal disruption to the employee. (ELM 546.142 a. 1-4). This is a daily obligation (USPS must make every effort).

Job offers should identify whether the assignment is temporary or permanent, and must include a description of the duties, specify all physical requirements, and indicate any special workload demands or unusual working conditions, the job location, effective date of the position, date the employee must accept or refuse the offer and the position’s pay rate. Job offers may be made verbally but must be provided in writing within 2 business days. (ELM 545.32)

Employees are responsible to have their treating physician review any job offer to determine if they can perform the assignment. (ELM 545.33 b., c.). As a result, any mandate that requires an employee to accept or refuse a job offer immediately is a contract violation.

Refusals do not immediately put compensation benefits at risk. OWCP conducts suitability determinations on all refused offers, but not on offers accepted under duress. If an employee is already collecting wage loss benefits, they will continue to do so during the process. However, if an employee has been working and is sent home in response to a refusal, a recurrence claim (CA2a) should be filed for “employer withdrawal of medically suitable work”, a claim for continuation of pay, or if ineligible, wage loss compensation (CA7) should also be filed, and a grievance should be initiated.

OWCP grants 30 days by letter for claimants to explain and document why an offer is unsuitable. Do not miss the deadline. Upon receipt, OWCP makes a final determination. If considered suitable and the employee fails to report to a temporary assignment, compensation is suspended until the offer no longer exists. To reinstate compensation, notify the USPS in writing of your willingness to now accept that specific offer. Failure to respond or an unfavorable response should be communicated to OWCP and benefits should be reinstated. When the offer is permanent, compensation benefits are permanently terminated. ■

# Spouses Serving in the Shadows

U.S. servicemembers who experience traumatic events during military service are commonly diagnosed with post-traumatic stress disorder (PTSD) or complex PTSD. The conditions can be debilitating if left untreated and can reach far beyond the individual sufferer, negatively impacting friends, family and caregivers. *For the purpose of this article the term PTSD will be used to cover both conditions.*

The Department of Veterans Affairs reports that 11–20 percent of our combat veterans, depending on their service era, are currently diagnosed with PTSD; as many as 30 percent have had PTSD at some point in their lifetime. According to the National Institutes of Health, a shocking 21.6 percent of our military spouses also qualify for a PTSD diagnosis.

RESEARCHERS HAVE FOUND THAT  
BURDEN AND STRESS LEVELS  
EXPERIENCED BY THE SPOUSE ARE  
CONNECTED TO THE SEVERITY OF THE  
VETERAN'S PTSD SYMPTOMS.

Spouses often develop PTSD from being terrified for long periods about their partner's well-being during deployments, which can be compounded by graphic media coverage and combat imagery seen in movies and television; from repeatedly listening to their partner's stories or feelings of inability to escape trauma relived by their partner.

Spouses are also susceptible to vicarious or secondary PTSD, caregiver burden and compassion fatigue. A person with chronic PTSD can require constant care. Spouses often assume the role of caregiver and are frequently faced with a number of stressors including financial strain, managing symptoms, dealing with crises, the loss of friends or a lack of intimacy.

They become hypervigilant to triggers and incessantly work to avoid or remove them. They work diligently to control situations to stall addictive behaviors and temper emotions. They deal with the effects of insomnia, anxiety and depression. They are on constant alert for signs of suicidal behavior, and always assessing situations to determine the best course of action - whether to coax or push them, or leave them alone. They can even become targets of misplaced anger and rage, and can be subjected

to verbal, mental or physical abuse. It is exhausting and unnerving, and eventually leads to resentment, a sense of burden, fatigue and the manifestation of vicarious PTSD.

Unfortunately, despite the value of these caregivers, there has been little to no research beyond the study of incident rates. There has been virtually no focus on what methods best address caregiver stress and no recognition or effort made by the Department of Defense or the Department of Veterans Affairs health care systems to provide caregivers with the treatment, resources and support they need.

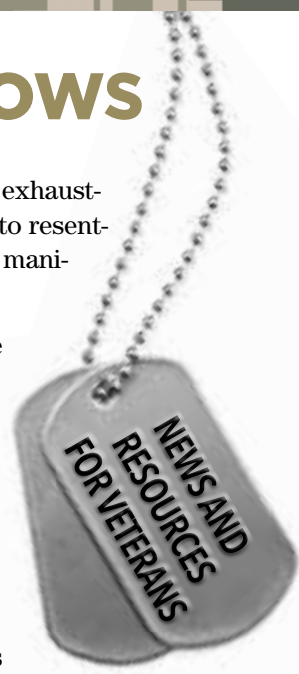
However, researchers have found that burden and stress levels experienced by the spouse are connected to the severity of the veteran's PTSD symptoms. As symptoms worsen, caregiver distress increases and risk of violent behavior becomes more prevalent. Studies show intense or frequent stress can have damaging psychological consequences and places caregiving spouses in greater jeopardy of developing PTSD, somatic disease, clinical depression, panic disorder and suicidality.

Spouses who develop PTSD or other consequential conditions from caring for a loved one with PTSD can benefit from seeking treatment from their private health care provider or a civilian mental health professional. Depending on the situation, individual, family or couples counseling can be helpful. There are also medications and a variety of individual therapies that have proven to reduce PTSD symptoms including cognitive processing therapy, prolonged exposure therapy, eye movement desensitization reprocessing, and stress inoculation training. Support groups can also be a useful outlet and a place to learn how to better cope with their loved one's PTSD from individuals who have endured similar challenges.

Spouses, family and friends are primary sources of support to their respective veteran or military member. It is important as caregivers that they take time, without guilt, to recharge their batteries and seek assistance to ensure their personal health and mental well-being is being cared for.

Thank you for your service and sacrifice. ■

— Human Relations Department





# USPS Retiree Quarterly Newsletter: "Hit" or "Miss"



Nancy Olumekor, Director

The USPS Retiree Quarterly Newsletter Spring 2019 issue, the first mailed to all USPS retirees, was both a "Hit" and a "Miss." The "Hit" was that we now know that the USPS can reach out to all USPS retirees by mail at their current addresses (unless retiree says not to contact). The "Miss" was that the first issue included disturbing misinformation regarding Medicare Advantage Plans (MAP) and Federal Employee Health Benefits Plans (FEHB).

The USPS Retiree Quarterly Newsletter did not include the bold warning to **SUSPEND your FEHB coverage, do NOT cancel your FEHB coverage, if you decide to enroll in a Medicare Advantage Plan.**

When FEHB coverage is suspended to enroll in MAP, retirees can always re-enroll in a FEHB plan. However, if a FEHB plan is cancelled to enroll in MAP, retirees are **out of FEHB forever**. If a retiree decided to switch back to traditional Medicare Part B from MAP and have cancelled their FEHB plan, there will be no FEHB plan available to cover those remaining balances of co-pays, deductible and other medical expenses not paid by Medicare Part B.

WHEN FEHB COVERAGE IS SUSPENDED TO ENROLL IN MAP, RETIREES CAN ALWAYS RE-ENROLL IN A FEHB PLAN. HOWEVER, IF A FEHB PLAN IS CANCELLED TO ENROLL IN MAP, RETIREES ARE OUT OF FEHB FOREVER.

### Medicare "DIS" Advantage Plan

Why is the USPS promoting MAP in newsletters and in webinars that do not feature all FEHB plans?

Could it be that the USPS is looking to use the retiree health benefits to generate savings by any means? When a retiree cancels their FEHB coverage and enrolls in Medicare Advantage Plan, that's one less premium for the USPS to pay in the future – because you can't come back to FEHB.

The USPS shared the above "bold warning" with those retirees who received their monthly USPS Retiree News-

letter to suspend instead of cancelling their FEHB plan when enrolling in MAP, but did not include the warning in the hard copy quarterly newsletter mailed to retirees. Why not? The answer given to APWU was that the information was covered in a webinar.

APWU reminded management that we are retired postal workers and many retirees prefer to receive hard-copies in their mailbox; many retirees are not tech-savvy and may not know how to participate in a webinar, or don't check their emails regularly (if they have email). We emphasized that the information in the hard-copy newsletter should be at least as comprehensive as the e-newsletter.

We don't know whether improvements will result from our discussion. Open Season is here. Our message to retirees is to approach any changes with **CAUTION**. Read, discuss with your family, and ask questions before you make any decisions affecting your health benefits. ■

### Tell Congress to Pass the Social Security Fairness Act

Now that the 116th Congress is back in session, we continue to work to ensure that this Congress passes *The Social Security Fairness Act* – H.R. 141 and S. 521 – to repeal the Windfall Elimination Provisions (WEP) and the Government Pension Offset (GPO).

The WEP/GPO are penalties imposed on CSRS annuitants, in 1983 and 1977 respectively, who worked more than one job and paid into CSRS as well as Social Security. The WEP adversely affected retirees who receive a CSRS pension and also qualify for Social Security benefits from other employment by denying an equitable benefit for those Social Security contributions.

The Congressional Research Service published a Social Security report indicating that as of December 2017, more than 1.8 million Social Security beneficiaries were affected by the WEP, which included 1,687,542 retirees. Reach out to both the House and the Senate on both sides of the aisle – by telephone, email, mail, or in person and ask them to support H.R. 141 and S. 521, *The Social Security Fairness Act*.



John Marcotte, Director

# Why the High Cost of Prescription Drugs?

Americans are not able to negotiate over the price of prescription drugs for several reasons. First, laws passed by Congress forbid the government from negotiating prescription drug prices for its citizens and make it illegal to import prescription drugs from other countries that do negotiate drug prices. Secondly, unlike most other goods and services, you cannot walk away and not buy the lifesaving drugs you need. That gives you zero negotiation power at the pharmacy.

**THIS HAS CREATED A SYSTEM THAT HAS MADE DRUG PRICES HIGHEST FOR THOSE WHO CAN AFFORD IT THE LEAST AND UNFAIR TO USE FOR ALL.**

This has created a system that has made drug prices highest for those who can afford it the least and unfair to use for all. The uninsured pay retail prices for drugs. The underinsured, out of financial necessity, tend to choose high deductible health insurance plans or those are all that their employer offer. High deductible plans force patients to pay the full cost of drugs until their considerable deductible is met. Those lucky enough to have quality health insurance still are paying for the huge mark-up on prescription drugs – if not in copays and deductibles, then in the large premium increases in their paychecks.

Several states have either passed or are passing legislation so they can purchase drugs from other countries for state employees in an attempt to stem the tide of rising prescription drug costs. I look forward to seeing if the courts side with the states and allow them to go outside the country to seek relief from the rising costs of prescription drugs.

### Medicare Advantage Plans

Medicare Advantage plans have been in the news recently and not for good reasons. There have been news stories of Medicare Advantage plans overcharging Medicare for services not provided to seniors. This issue is important to postal workers as the USPS has mailed newsletters to our retirees touting the availability of Medicare Advantage plans in lieu of FEHB health insurance and traditional Medicare Part B.

Switching to a Medicare Advantage plan is an option our members have and as each person's health care needs and finances are unique, it is a personal choice. Therefore, I will not offer any advice on this subject, but as the information that was provided to our members was lacking, I will relay some facts from the Medicare.gov website.

Medicare Advantage plans are a type of Medicare health plan offered by a private company that contracts with Medicare. Medicare Advantage plans provide all of your Part A and Part B benefits. Medicare Advantage plans include:

- Health Maintenance Organizations
- Preferred Provider Organizations
- Private Fee-for-Service Plans
- Special Needs Plans
- Medicare Medical Savings Account Plans

If you are enrolled in a Medicare Advantage plan:

- Most Medicare services are covered through the plan
- Medicare services are not paid for by Original Medicare

Most Medicare Advantage Plans offer prescription drug coverage.

**MEDICARE ADVANTAGE PLANS HAVE BEEN IN THE NEWS RECENTLY AND NOT FOR GOOD REASONS.**

The network, area covered, drug coverage and costs may be different with Medicare Advantage plans than what our members are used to with FEHB coverage and traditional Medicare. I urge our members to get all the information when making this decision. This is of paramount importance: make sure, if you do make this decision, that you elect to suspend your FEHB coverage and NOT cancel your FEHB coverage as the form is very confusing. ■

# 2019 APWU SCHOLARSHIP

**T**he APWU proudly presents the winners of three scholarship programs: the E.C. Hallbeck Memorial Scholarship, the Vocational Scholarship and the Best Essay Award for 2019.

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

program. The Vocational Scholarship winners will receive up to \$3,000 (\$1,000 each year) for three years of study in a trade, technical, industrial or vocational school. The Best Essay winner will receive a one-time award of \$2,000.

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

## HALLBECK WINNERS

**Stephen Santoro**, son of **Joann Santoro**, of the Long Island Area Local



**Vivian Phan**, daughter of **Diep Tran**, of the Fort Worth Area Local



**Hannah Schorr**, daughter of **Leonard Schorr**, of the Clarksburg WV Area Local



**Shane Shananaquet**, son of **Stella Shananaquet**, of the Jackson Area Local (MI)

**Alan Nguyen**, son of **Danh Nguyen**, of the California Area Local



**Edward Chanhee Lee**, son of **Edward Sangcheol Lee**, of the Northern Virginia Area Local



**Nicole Setow**, daughter of **Kim Chu**, of the Boston Metro Area Local



**Faith George**, daughter of **Christina George**, of the Evanston Local (IL)

**Alexandra Colón**, daughter of **Ricardo Colón**, of the Albuquerque Local



**Adrian Wong**, son of **Hing Wong**, of the Dallas Area Local





# WINNERS

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



## VOCATIONAL WINNERS



**Jessica Zaborowski**, daughter of **Christine Zaborowski**, of the Philadelphia BMC Local



**Joselyn Clark**, daughter of **Tawny Morris**, of the Iowa Postal Workers Union



## BEST ESSAY WINNER



**Amy Chitkoksoong**, daughter of **Suthep Chitkoksoong**, of the Aurora Local (CO)



## Free College Program

The **Union Plus Free College Program** offers working families an accessible, debt-free and convenient higher education opportunity. You, your spouse, children, financial dependents and grandchildren, can all benefit from this exciting program.

Learn more at  
[unionplus.org](http://unionplus.org)





# Stick with the Union!

Show your solidarity with your APWU sisters and brothers across the country and wear **“Good Contract NOW”** stickers on the workroom floor!



Interest arbitration started September 4, and now it is more important than ever to show management we are united! The union is fighting in arbitration to secure fair wage increases, protect COLAs, retain the no-layoff clause, secure more career jobs, address workplace harassment, and much more.

We are fighting against regressive proposals from the Postal Service, including no raises, decreasing the career workforce, cutting benefits, replacing PTFs with PSEs, and increased subcontracting.

**Each active member received three Good Contract NOW stickers from APWU National to wear during the month of September.**

Help showcase our solidarity! Take a selfie or group picture with your coworkers while wearing the sticker and email it to [nccc@apwu.org](mailto:nccc@apwu.org). Post it on social media with **#APWUUnited**.



**\*\*Wristbands are being mailed out to local and state unions for APWU members who have uniform restrictions.\*\***