

THE AMERICAN

APWU

Postal Worker

January/February 2020

Message Delivered



See page 5



6

11



CONTENTS

FEATURES

- 5** Over 400,000 People Demand a Postmaster General Who Supports the Public Postal Service
- 9** “The People’s Postal Service: No One Gets Left Off the List” Holiday Ad
- 10** **A GRAND ALLIANCE**
Postmaster General Petition Demonstrates Power of Alliance
- 11** APWU Organizing Victory!
- 13** The Just Transition: Q&A with the Labor Network for Sustainability’s Mike Cavanaugh

- 15** Secretary-Treasurer Elizabeth Powell Honored with UFCW Minority Coalition’s Addie Wyatt Award
- 15** Microbusinesses Strongly Prefer the Public Postal Service
- 18** Members in Action
- 19** CATs Showed Up Across the Country
- 20** **CAMPAIGN FOR POSTAL BANKING**
Twenty Questions for 2020
- 21** A Look Back
- 27** From the Field
- 28** Veterans Day Op-ed: One Way to Honor Vets? Protect the Postal Service
- 29** Solidarity in Finland Leads to Victory in Postal Strike
- 30** Labor News
- 39** Leave Chart



ABOUT THE COVER

Together with Grand Alliance allies, APWU delivered a message to the Postal Board of Governors to select a PMG who would serve the people of this country. Boxes of 400,000 petition signatures were delivered on Jan. 6. Read more about the drive on pages 5-10.

COLUMNS

- 4** PRESIDENT
Starting Strong, Looking Ahead
- 12** VICE PRESIDENT
Let us Rise in 2020!
- 14** SECRETARY-TREASURER
Documentation Check Lists
- 16** INDUSTRIAL RELATIONS
Attacks on the Working Class
- 26** NORTHEAST REGIONAL COORDINATOR
Ready to Go

DIVISIONS

- 22** CLERK DIVISION
Conversation with the Clerk Membership:
Accountability
- 23** MAINTENANCE DIVISION
Improper Article 12 Notification
- 24** MOTOR VEHICLE SERVICE DIVISION
FMCSA - DOT Disputes Resolved
- 25** SUPPORT SERVICES DIVISION
November 27 Declared Public Post Office
Day in Minnesota

DEPARTMENTS

- 32** LEGISLATIVE & POLITICAL
APWU Members Instrumental in Achieving
Legislative Milestone
- 33** ORGANIZATION
Is There is a Union Meeting - *Who cares?*
- 34** HOMEFRONT
Blue Water, Public Law 116-23 in Effect
- 35** HUMAN RELATIONS
What's Up Doc?
- 36** RESEARCH & EDUCATION
Dealing with Difficult People
- 37** RETIREES
Medicare and You
- 38** HEALTH PLAN
Let's Get Started!

The American Postal Worker

(ISSN 0044-7811) is published bimonthly by the American Postal Workers
Union, AFL-CIO 1300 L Street NW, Washington, DC, 20005

www.apwu.org

Periodicals postage paid at Washington, DC and additional mailing offices
POSTMASTER: Send address changes to
THE AMERICAN POSTAL WORKER, 1300 L Street NW, Washington, DC, 20005

| | |
|----------------------|--|
| Mark Dimondstein | President - Editor |
| Debby Szeredy | Executive Vice President |
| Elizabeth Powell | Secretary-Treasurer |
| Vance Zimmerman | Industrial Relations Director |
| Lamont Brooks | Clerk Division Director |
| Idowu Balogun | Maintenance Division Director |
| Michael O. Foster | Motor Vehicle Service Division Director |
| Steve Brooks | Support Services Division Director |
| Sharyn M. Stone | Central Region Coordinator |
| AJ Jones | Eastern Region Coordinator |
| Tiffany Foster | Northeast Region Coordinator |
| Kennith L. Beasley | Southern Region Coordinator |
| Omar M. Gonzalez | Western Region Coordinator |
| Judy Beard | Legislative & Political Director - Assoc. Editor |
| Anna Smith | Organization Director |
| Joyce B. Robinson | Research & Education Director |
| Sue Carney | Human Relations Director |
| Sarah Jane Rodriguez | Health Plan Director |
| Nancy E. Olumekor | Retirees Department Director |
| Sam Lisenbe | Clerk Division Assistant Director |
| Lynn Pallas-Barber | Clerk Division Assistant Director |
| Jimmie Waldon | Maintenance Division Assistant Director |
| Terry B. Martinez | Maintenance Division Assistant Director |
| Javier Piñeres | Motor Vehicle Division Assistant Director |

CLERK DIVISION NATIONAL BUSINESS AGENTS

| | |
|------------------------|--------------------------|
| Robert D. Kessler | Michael Sullivan |
| Shirley J. Taylor | Bernard C. Timmerman |
| Peter Coradi | Rachel Walthall |
| Stephen Lukosus | Liz Swigert |
| William Mellen | James Stevenson |
| Tom O'Brien | Sonia E. Canchola |
| Pamela Richardson | Brian Dunsmore |
| Billy Woods | Daniel F. Skemp |
| Brian Dunn | Vince Tarducci |
| Frank Rigiero | Vicki L. Carios |
| Linda J. Turney | Michael William Funk Jr. |
| Robert Romanowski | Jim DeMauro |
| John Jackson | Diann Scurlark |
| Jack Crawford | Doris Orr-Richardson |
| Chuck Locke | Charles Tillman |
| Martin J. Mater | Pamela Smith |
| Devendra 'D' Rathore | Ashley Cargill |
| Stella 'Joann' Gerhart | Eric Van Dyke |
| Mike Schmid | |

MAINTENANCE DIVISION NATIONAL BUSINESS AGENTS

| | |
|-----------------------|---------------|
| John Gearhard | Craig Fisher |
| Jeffrey S. Beaton | Dave Sarnacki |
| Curtis Walker | Hector Baez |
| Louis M. Kingsley Jr. | Jason Treier |
| Carlos Paz | |

MOTOR VEHICLE SERVICE DIVISION NATIONAL BUSINESS AGENTS

| | |
|-----------------|----------------|
| Dyrike Shaw | Bruce Amey |
| Joseph LaCapria | Jerome Pittman |
| Kenneth Prinz | William Wright |

SUPPORT SERVICES DIVISION NATIONAL BUSINESS AGENT

Judy McCann

OTHER NATIONAL BUSINESS AGENTS

| | |
|-------------------|-----------------|
| Daniel Soto | Rufina Pagaduan |
| James M. Patarini | |

PRODUCED BY THE APWU COMMUNICATIONS DEPARTMENT

| | |
|-------------------|-------------------------|
| Emily Harris | Communications Director |
| GO! Creative, LLC | Design and Layout |



PRESIDENT MARK DIMONDSTEIN

Starting Strong, Looking Ahead

Happy New Year! It was a great way to end last year when 250 non-supervisory postal workers at the Human Resource Shared Services Center in NC overwhelmingly voted to join the APWU. Welcome to our union family!

Challenging and exciting times lie ahead for postal workers and our union. Some highlights:

We soon expect the “Interest Arbitration” Award setting the terms of the new union contract covering 194,000 workers. We cannot predict the outcome. Yet, based on our strong and well-prepared case, terrific witnesses and the rank & file contract campaign, I am cautiously optimistic that the award will include retroactive pay raises and COLAs and that we will prevail in our collective quest for a good contract. Important local negotiations will follow the issuing of the Award.

The overriding challenge and opportunity this year (and beyond) is the intensifying battle to save our public Postal Service, our jobs and our union. The forces of privatization are powerful, serious and organized. The White House Office of Management and Budget (OMB) has called for selling the public Post Office to private financial interests. The President’s Postal Task Force proposes an end our collective bargaining rights and a reduction in universal mail services to everyone.

With a new PMG on the horizon, we may well have a postal leader hostile to its very mission. The recent APWU-initiated petition to the Board of Governors from “A Grand Alliance to Save Our Public Postal Service” advocating for the appointment of a PMG dedicated to its public mission is right on time.

Our vital legislative efforts to repeal the onerous pre-funding mandate of future retiree health care costs are gaining strength in the new year. We expect bipartisan supported H.R. 2382, with over 300 House cosponsors, to pass and a companion bill is now moving through the Senate (S. 2965).

We have before us the crucial 2020 presidential and other important federal and state elections. While it is important to elect pro-postal, pro-worker candidates, I am a firm believer that the “lesser of two evil” politics of our corporate dominated two-party system is

rigged in favor of Wall Street sharks and the billionaires. Just look at the fact that Amazon and FedEx paid no income taxes while the minimum wage stands at \$7.25/hour. While we are fully engaged in electoral politics, we should also be building political parties of our own, so our political representatives are truly accountable to the workers and the 99%.

As mail habits and customs change, we must continue the fight to expand financial and other services, including vote by mail. Our very future depends on it.

At all levels of the union, the fight against the boss will continue to rage in our daily struggles to enforce our contract and rights, and force management to provide safe working conditions and end harassment.

THE OVERRIDING CHALLENGE AND OPPORTUNITY THIS YEAR (AND BEYOND) IS THE INTENSIFYING BATTLE TO SAVE OUR PUBLIC POSTAL SERVICE, OUR JOBS AND OUR UNION. THE FORCES OF PRIVATIZATION ARE POWERFUL, SERIOUS AND ORGANIZED.

2020 will include three major APWU events: Commemoration of the 50th Anniversary of the Great Postal Strike when those before us courageously engaged in an unlawful strike and won, laying the basis for the decent life many postal workers have today; celebrating the upcoming 50th year founding of our fine union; and the 25th Biennial National Convention where thousands of union delegates will chart our course for the future.

Let’s enter the New Year with renewed optimism. Take heart from the growing worker rebellions and victories of the last few years in education, auto, retail, communications, hotel, etc. Our *Stop Staples* fight proved when determined and united, we win. The strength of the union depends on all of us. When we are involved and united with each other – from the workroom floor to the halls of Congress and the streets, among our APWU crafts, with other postal unions, with the labor movement, with the people, our many allies and those facing similar struggles around the world – we can and will win! ■

Over 400,000 People Demand a Postmaster General Who Supports the Public Postal Service

Petitions Delivered to Postal Board of Governors on Jan. 6

On Jan. 6, APWU national officers, fellow union members, organizers and activists, many from organizations in A Grand Alliance to Save Our Public Postal Service (Grand Alliance), gathered at USPS Headquarters to demand the Postal Board of Governors preserve the public Postal Service.

The rally concluded a hugely successful petition drive launched after current Postmaster General Megan Brennan announced in October that she would retire on Jan. 31, 2020.

Over 400,000 people signed the petition supporting A Grand Alliance's demand that the Postal Board of Governors appoint a Postmaster General who will stand up for quality, universal service and the continued public ownership of the USPS. The Board of Governors has the responsibility of appointing the next Postmaster General.

"We're going in with a simple demand," President Mark

The Administration's goals are clear

In August 2019, the Senate confirmed three Presidential appointees to the Postal Board of Governors, giving the Board a quorum for the first time since 2014 and the ability to appoint a new Postmaster General. With Board members all selected by a White House already clear on its goal to sell off the Postal Service to the highest bidder, there is serious concern that they will select a Postmaster General who will continue the march towards privatization.

Dimondstein said at the rally.

"We need a leader of this organization – a new Postmaster General – who believes [in], who will uphold, and who will fight for the public mission of the United States Postal Service...We demand a vibrant, public Postal Service for generations to come!"

Standing together against privatization

APWU Secretary-Treasurer Elizabeth Powell emceed the rally, opening the event with a powerful statement of purpose: "Today, we have more than 400,000 signatures to the Board of Governors demanding that they appoint a Postmaster General that will defend universal service and the public United States Postal Service."

Speakers at the rally condemned the White House for their explicit attacks on the public Postal Service, demanding the administration stop its push for privatization.

"We all know what privatization means. It means they want to cut your wages; they want to take away your benefits; they want to destroy the great reliability of this agency. They want people to make profit off of us. We're not going to let that happen," said AFL-CIO President Richard Trumka.

Social Security Works President Nancy Altman compared the attacks on the USPS to the ▶

President Mark Dimondstein speaking to the crowd before the petition was delivered.

(l-r) Former APWU Kentucky State President Michael Macho, APWU Legislative & Political Director Judy Beard, and APWU MVS Craft Director Michael O. Foster





The crowd of almost 100 during the petition delivery was made up of APWU national officers, members, and staff joined by other union leaders and members and allied organization activists (APWU Retiree Director Nancy Olumekor is pictured in the center joining in chants).



APWU President Dimondstein, AFL-CIO President Richard Trumka, and Social Security Works President Nancy Altman with delegation bringing the boxes of petitions to the Postal Board of Governors.

ongoing attempts to cut Social Security. "The American people are with us," Altman said. "They know across the ideology that the Postal Service is vital to this country, that Social Security is vital to this country."

"We recognize that it is our U.S. Postal Service that opened up more jobs and provided more opportunities for more Americans from various backgrounds...than any other organization or any other industry in our country," said NAACP Washington Bureau Director Hilary Shelton. He spoke about how the fight against privatization is "central to the issues of civil rights protections for all Americans and American families."

Melanie Campbell, President and CEO of the National Coalition on Black Civic Participation, emphasized the importance of the continued struggle against privatization. "We're in for the fight of our lives... to make sure that our Postal Service remains the people's Postal Service," Campbell said.

Center for Community Change Board Chair Arlene Holt Baker roused the crowd by directing her comments at the Board of Governors: "Keep your hands off this treasure. Whoever you appoint must be committed to ensuring that [the USPS] is not privatized," Holt Baker said. "Together with community and workers, we will be heard: no privatization!"

Tampa, FL Retiree Chapter President Dave Bernstein (left) and wife Phyllis Bernstein gather petition signatures at the West FL Central Labor Council Christmas Party on Dec. 3, 2019.



Following the rally, APWU President Mark Dimondstein led a delegation inside the USPS Headquarters to deliver the petitions to Postmaster General Brennan, who accepted on behalf of the Board of Governors.

APWU Pushed Petition

The APWU-led *US Mail Not for Sale* campaign worked with the Grand Alliance to mobilize a response immediately when Brennan announced her retirement in October. President Dimondstein kicked off the Grand Alliance petition at the late October APWU All-Craft Conference in Las Vegas.

The petition was spread in person, by mail, and online, with APWU members, other postal workers, and community allies joining the *US Mail Not for Sale* campaign.

As part of the petition drive, the APWU released a new video advertisement during the holiday season, spreading the word to millions of viewers that "No One Gets Left Off the List." The APWU also placed a print advertisement in the *Washington Post* on Jan. 6 and in *The Hill* on Jan. 7, reaching over 1 million people (see page 8 for ad).

The APWU's work successfully increased public awareness of the White House's plan to privatize the

Message Delivered

Social Security
Works President
Nancy Altman

A new date for Brennan's retirement has not been announced. Updates on the Board of Governors and the Postmaster General appointment will be published on apwu.org and in a future issue of *The American Postal Worker*. ■

NAACP Washington Bureau
Director Hilary Shelton

APWU Secretary-Treasurer Elizabeth Powell and AFL-CIO President Richard Trumka

Postmaster General Megan Brennan (left) meeting with the delegation, Nancy Altman, Hilary Shelton, Richard Trumka, and President and CEO of the National Coalition on Black Civic Participation Melanie Campbell. Not pictured is President Dimondstein, who is behind the camera.

Petition Text

Stop the Postal Sell-off: Say NO to a privatizer as the Postmaster General

"We, the undersigned, believe in a public Postal Service committed to providing quality service to everyone, no matter who they are or where they live, at reasonable and uniform rates. Our United States Postal Service is an essential part of the fabric of the country and a source of good, living wage jobs for our communities. We call on you to appoint a Postmaster General who is fully committed to universal service and the public ownership of the Postal Service."

In defense of Public Postal Service,
APWU and Grand Alliance run major Ad in *Washington Post*

THE UNITED STATES POSTAL SERVICE

Belongs to All of Us.

The next Postmaster General will be hired this month by the Postal Board of Governors.

Today hundreds of thousands have petitioned the Board to choose a Postmaster General who is “fully committed to universal service and the public ownership of the Postal Service” and will oppose efforts to sell the public Postal Service to private interests.

Today's Postal Service:

- Is the **highest rated** and **most trusted** federal agency*
- **Guarantees daily delivery** to all 157 million U.S. addresses and is key to the success of e-commerce
- Offers **low, uniform rates** to all, no matter where we live
- Provides over 500,000 dignified, **family-sustaining jobs**

**The next Postmaster General
must protect and expand
the *public* Postal Service.**

The U.S. Mail. Keep It. It's Yours.
usmailnotforsale.org



A message from the American Postal Workers Union and the 84 national organizations of A Grand Alliance to Save Our Public Postal Service

*Reported by Pew Research Center and Gallup

Advertisement also printed in *The Hill*, a popular publication for Congress and other Washington, D.C. 'decision makers.'

"The People's Postal Service: No One Gets Left Off the List" Holiday Ad

The APWU initiated and led *U.S. Mail Not for Sale* campaign launched another professionally produced advertisement in support of the public Postal Service. The actors were volunteers, including our own Nate Walker, President of the SC State APWU.

With the same comical but serious tone as the previous three ads produced since the White House OMB advocated for selling and privatizing the USPS, the ad focused on the similarities between a baker who makes Holiday cookies and ships them to friends and family, and postal workers who also have a "recipe" for getting all the holiday mail to who it needs to go to.

There also was a focus on the next Postmaster General, and how that selection by the Board of Governors could have a big effect on the public Postal Service.

The narrator stated:

*Kate has a special recipe,
And so do postal workers.
Hers has been in the family for generations.
The U.S. Postal Service is right there in the Constitution.
She measures, we meter;*



President of SC State APWU Nate Walker (left)

She sifts, we sort.

But one ingredient is exactly the same:

No one gets left off the list.

The next Postmaster General should protect universal home delivery,

And keep public ownership of the U.S. Mail.

No one else guarantees reasonable rates and delivery to every address on Kate's list.

The people's Postal Service. Keep it. It's yours.

The advertisement swept through Facebook, hitting over 5 million

newsfeeds. It also played on television during the "feel-good" holiday line up on stations like Food Network and Lifetime, to raise general public awareness.

The ad created even more buzz when media outlets like *Fortune* reported on it after its release.

If you haven't seen the video yet, go to bit.ly/2FyMgr9, scan the QR code, or go to the APWU's Facebook page – *APWUNational*.



JOIN OUR FIGHT Against the Sale of the People's Post Office



2020 is set to be a year of significant challenges for postal workers. With continued pressure to privatize from the White House and Treasury Department on the USPS, the public Postal Service is in serious jeopardy.

Postal workers are prepared to stop any efforts by the Postmaster General to sell off postal services to private corporations.

If you have not yet, please join the *US Mail Not for Sale* campaign. Go to usmailnotforsale.org and learn more about the APWU-led campaign. Sign up for email and text alerts. Go to the campaign's Facebook and Twitter pages – *USMailnotforSale*.

Just like the *Stop Staples* dirty deal, together postal workers can overcome any attempts to sell off and lesson our valuable services to the people of this country.

Postmaster General Petition Demonstrates Power of Alliance

The collection and presentation of more than 400,000 petitions to the Postal Service Board of Governors regarding their appointment of the next Postmaster General was an impressive feat. But it didn't happen on its own and it certainly wasn't the work of any single person or organization. Instead it was a prime example of the collective power of the Grand Alliance, working in concert to defend the public United States Postal Service from the threat of privatization.

One of the keys to the success of the Board of Governors petition is that it was taken up as a priority by so many different member organizations in the Grand Alliance. Attendees at the APWU All-Craft Conference were the first to act, signing paper petitions in Las Vegas and returning more after taking copies home to their workplaces and their local unions.

**AS OUR STRUGGLE TO DEFEND AND
EXPAND OUR VITAL PUBLIC POSTAL
SERVICE CONTINUES, WE'LL NEED TO
DEEPEN OUR RELATIONSHIP WITH ALLIES
AND KEEP BUILDING A MOVEMENT.**

The APWU later led the charge in driving out the petitions to members, mailing blank petitions and fact sheets to every member and making the petition drive a key story on the union's website and social media channels. Postal workers from other crafts also engaged through their unions' social media accounts and email lists.

Other unions, including the Communications Workers of America, the National Nurses United, and the Association of Flight Attendants shared the petition with their members in one way or another. The national AFL-CIO urged all union members to sign on, giving State Federations and Central Labor Councils a number of briefings and calls to action regarding the petition drive.

Even the activist and actor Danny Glover, the son of postal workers and the celebrity face of the Grand Alliance, joined in. Glover shared the petition and his personal stories about what postal employment and union membership meant to his family to more than 1.2 million Twitter followers.

"Whether it was in workplaces, in union halls, in the streets, on social media, or around the family table at the holidays, hundreds of thousands of people were talking about the need to stand up for our public Postal Service," said APWU President Mark Dimondstein. "That so many allies stood in solidarity with us during this busy time of year is a testament to the broad support the public Postal Service and postal workers have. Collectively we've made our voices heard!"

A Grand Alliance has brought together a broad coalition of national organizations and activists, united around the common belief that the people of the country deserve great public postal services. While the coalition stands up for the family-sustaining jobs postal employment brings, its focus has always been on the democratic right of the people to vibrant and essential public services. That's one of the key reasons the Alliance generally, and this petition in particular, appealed to such a broad base of organizations from consumer groups to civil rights groups and labor allies.

Social Security Works was among the most active of the organizations that circulated the petitions among their members. Their efforts delivered tens of thousands of signatures and for Social Security Works activists, there's a clear connection between the issues of Social Security and postal privatization.

"This petition drive united postal workers and our interests with the members of the Grand Alliance and the people of the country," President Dimondstein said. "As our struggle to defend and expand our vital public Postal Service continues, we'll need to deepen our relationship with allies and keep building a movement. That's what solidarity is all about." ■

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.

APWU Organizing VICTORY!

Welcome to the APWU Family, USPS Human Resources Shared Service Workers!



HRSSC delegation with President Dimondstein and APWU organizer Rich Shelley (second from right) in front of APWU Headquarters, before meeting with Postmaster General Brennan

On Tuesday Dec. 17, a large group of non-supervisory USPS Shared Services Personnel Processing Specialists at the USPS Human Resources Shared Services Center (HRSSC) in Greensboro, NC voted to join the APWU! The margin of victory was an overwhelming 161-47!

The vote was the culmination of a six-month organizing campaign initiated by employees at the HRSSC. The employees are fed up with their current “pay for performance” system, but until now they lacked their union to bargain with postal management for needed change.

“We were just tired of the way we were treated, as far as work environment, not getting raises for two or three years in a row,” said Susie Sheppard, an employee at the facility. “The last time, they told us that they weren’t giving anybody raises, and then we found out that some people got raises. That took everybody over the edge, and we decided to contact APWU.”

The decision to contact APWU over a different union was a “no brainer,” said Sheppard. “APWU didn’t have to prove themselves because they have a good track record. The APWU already has a long-standing relationship with the Postal Service, so we thought that would be a good fit for us.”

The employees’ internal organizing committee worked tirelessly to educate co-workers, sign union cards, hold meetings, distribute flyers and do everything needed to win collective bargaining rights. Their efforts included a delegation of six employees who took their own time and traveled to Washington, DC to join President Mark Dimondstein in a meeting with Postmaster General Megan Brennan, to ensure their rights to organize were fully respected.

“The APWU enthusiastically welcomes the HRSSC Specialists into our union family and we have already issued the new local union its charter,” said President Mark Dimondstein. “We salute the determined work of the organizing committee and the guidance of APWU national organizer Rich Shelley in bringing this campaign to victory. In addition, I commend the Postal Service for respecting the legal right of the employees to unionize without interference.”

“We’re looking forward to a long and fruitful relationship [with APWU],” said Ed Swaim, a new HRSSC APWU member. “What’s really been a pleasure on our end is to see our employees come together toward a common goal.”

The APWU leadership looks forward to working with these newly-organized postal employees to achieve a union contract that respects and rewards the important work they perform. It is a victory for all postal workers that these employees understand and appreciate the collective strength of workers joining together in the APWU. ■

USPS Shared Services Personnel Processing Specialists at the Human Resource Shared Services Center (HRSSC) in Greensboro, NC after the organizing vote.





Let us Rise in 2020!

EXECUTIVE VICE PRESIDENT DEBBY SZEREDY

I hope you were able to have a few moments to share some holiday time with family and friends. Hopefully your time at work involved standing strong and sticking together with your sisters and brothers of your union.

Our priorities this year include getting a better Collective Bargaining Agreement (CBA) from Arbitrator Goldberg, stopping further privatization of our Postal Service and bringing back the many jobs the Postal Service has taken from workers. Ten years of short staffing has taken a toll on our members.

WE HAVE TO RISE UP TO PROTECT OUR WORKING AND LIVING ENVIRONMENT.

We need to start preparing to rise up with people power. That includes all our members, family, friends, neighbors, community organizations, and our political representatives. We have to rise up to protect our working and living environment.

At the 2019 All-Craft Conference, we had our first APWU Union Climate Change Session, where we gave attendees a survey to find out what our members thought about the effects of climate change on postal workers and the responsibilities of the USPS. Our living and working environment must be turned around soon.

It was very clear from the survey that weather, air quality, and unsafe working conditions affect us on and off the job:

- 62 percent of those surveyed (291) felt climate change has increased in frequency and intensity.
- 33 percent felt that climate change interrupted jobs, wages, or benefits.
- 54 percent have had their home or household expenses affected.
- 87 percent felt that the USPS has failed at communicating the impact of climate change on the Postal Service and/or your work location.
- 69 percent believe that climate change will affect our children and grandchildren personally.

- 71 percent have family members who have been affected by extreme weather, and 30 percent of members have experienced health issues due to extreme weather and exposure to bad air quality.
- 83 percent think it is better for the union to engage in the fight against climate change destruction.

We received so many ideas as to what the union should be doing to combat climate change, including negotiating how the Postal Service should help reduce the carbon footprint and invest in cleaner energy and provide a safer work environment. Members added comments they wanted to make and added to what we may have missed.

Many thanks to those who participated. We also have 114 members who wanted to be a part of the APWU's fight against climate change. Any members interested in signing on please contact my office at 202-842-4250.

WE RECEIVED SO MANY IDEAS AS TO WHAT THE UNION SHOULD BE DOING TO COMBAT CLIMATE CHANGE, INCLUDING NEGOTIATING HOW THE POSTAL SERVICE SHOULD HELP REDUCE THE CARBON FOOTPRINT AND INVEST IN CLEANER ENERGY AND PROVIDE A SAFER WORK ENVIRONMENT.

The latest activities in Washington, D.C. have been "Fire Drill Fridays." At these events, celebrities and activists have joined together each Friday at the Capitol building to rally and voluntarily submit to civil disobedience arrests in order to send an urgent message to Congress to move forward on Green New Deal legislation.

As 15-year old climate activist Greta Thunberg has said, "act like our house is on fire – because it is." Dec. 13, 2019's Fire Drill theme was "**Jobs, Communities and a Just Transition Can't Wait.**" Actress Sally Field was arrested, and some APWU members were in attendance. ■

Q&A

with the Labor Network for Sustainability's **MIKE CAVANAUGH**

Mike Cavanaugh

With carbon emissions continuing to rise, activists and organizers have pushed forward a "Green New Deal" to combat climate change and transition away from fossil fuels by 2030. Mike Cavanaugh, Senior Strategic Advisor and Organizer in the Labor Network for Sustainability, has been an active labor organizer since 1973 – including 19 years at the national AFL-CIO, the last five of which he served as Executive Assistant to Executive Vice President Tefere Gebre. Cavanaugh stopped by APWU headquarters to discuss how the Green New Deal affects workers and union members, the stakes of climate change, and a "just transition." The interview below has been condensed and edited for space and clarity.



What is the Labor Network for Sustainability?

The Labor Network for Sustainability was an idea that [Founding President] Joe Uehlein had to focus our attention and energies on this critical issue of connecting labor to the climate movement and just as importantly, connecting the climate movement to labor. It's really important that there be a labor perspective and a labor voice within the climate movement. One of our goals as the Labor Network for Sustainability is to help shape the Green New Deal, to be at the table to help make it what we need it to be for workers.

What is the Green New Deal?

The Green New Deal is a concept, and a framework that has been brought

forward by a broad range of members of Congress, for a solution to dealing with climate change and income inequality by putting forth a bold mobilization like the New Deal of the 1930s. It is an all hands on deck, massive mobilization for addressing the climate crisis and the inequality crisis. The Green New Deal will create millions of new jobs building the climate-safe economy and many of them will be in the high-wage manufacturing and construction sectors.

The idea behind it is to see that we are transitioning off of fossil fuels and decarbonizing the economy as quickly as possible with the urgency that's required by the science – a 50 percent reduction by 2030 and by 2050, we must be completely carbon free.

One of the elements of the Green New Deal is the "just transition" for workers. Can you explain what that means?

The transition from a fossil fuel economy to a renewable energy economy is happening. The real question is whether it can happen fast enough to avoid the worst effects of a climate disaster, and whether its going to happen with us or happen to us. So people who live and work in communities that are dependent upon the fossil fuel economy have to be considered, protected, and involved in that transition. We have to address the economic underpinnings and transition people from working in the fossil fuel economy to a renewable energy economy. We need to see to it that the jobs that are created are union jobs, so that the wage and benefit standards that people have now are not diminished in the transition, but are enhanced, along with workers rights and protections to form unions and bargain collectively.



What can postal workers do in the fight against climate change?

Postal workers can present information at meetings and at conventions, and become a member of the Labor Network for Sustainability. We hold webinars once a month on different topics that we invite people to join, where people share what they're doing in different states and communities. Locally, individuals can be active in your community around this fight, raising it up within labor bodies and Central Labor Councils.

This has got to be a labor issue that we take a position on, educate our members on, and hold our organizations accountable as we push for the transition. Union members need to know the high costs of doing nothing in terms of our economy and environment. We're now spending billions of dollars tackling the effects of climate change, from wildfires to storm surges, rising sea levels and more. We cannot deny the reality of what's happening – the situation is getting worse, not better. We can't simply say that there's nothing we can do individually. There's no escaping this, and this is everybody's responsibility. Labor needs to lead. ■



Documentation Check Lists

SECRETARY-TREASURER LIZ POWELL

After having completed at a minimum a yearly financial review or local audit of the financial records and inventory, beginning the new year with LMRDA compliance measures intact is the key to a successful local. January is the time to begin getting the local's documents in order in preparation to meet important deadlines.

The primary financial officers of the local and state unions – the president and treasurer – have important legal and fiduciary responsibilities, but frequently when they assume office, they have no prior experience handling local or state finances. Implementing a local check list will assist in keeping important dates in the forefront and ensure timely submissions of Internal Revenue Service (IRS) and Department of Labor (DOL) legal requirements.

Reminder! March 30 is the deadline for local LM 2, LM 3 and LM 4 reports and May 15 is the deadline for filing IRS 990 reports for locals who end their fiscal year on December 31, 2019. They must be filed electronically – **NO EXCEPTIONS!**

Please make sure to include the following “Due By Dates” when drafting your local check list:

Due By Dates for 2020!

| | |
|---------------------|--|
| January 31st | W-2's and 1099's |
| March 30th | LM 2, LM 3 or LM 4 (Mandatory electronic filing) *File within 90 days after the end of the local fiscal year * |
| May 15th | 990, 990-EZ or 990-N (Electronic filing) *File by the 5 month and 15th day after the end of the local fiscal year* |

Local Check List

- “In Case of Emergency” envelope in place
- Back up procedures for computer financial files and scanning financial records for backup

- Record retention policy (written) for financial records/e-board and meeting minutes
- Separate file for money/standing motions
- Determine where you have kept your past LM and IRS reports
- Review membership list and DCO
- Determine when your last inventory of union property was, and how are you disposing of old union property
- Determine what is your bond, and is your bond sufficient to cover your liquid assets
- Create a scheduling calendar if you don't already have one
- Achieve membership goals

Group Union Liability Insurance Policies

During the October 2019 Secretary-Treasurer Conference, information was provided pertaining to Group Union Liability Insurance Policies. In addition to existing bond coverage, locals may want to consider additional liability coverage that specifically covers liabilities for circumstances involving the following:

- Duty of Fair Representation
- Financial Management of the Union
- Personal Injury Liability
- Employment Practices Liability
- Individual Labor Leader Coverage

The group program is designed to combine several local unions onto one policy that shares the liability limits. The group program does not have to be grouped with locals from the same state and the group policies will have a sub-limit for each local, so one large claim will not deplete the available coverage to the other locals. To obtain additional information about the Group Union Liability Insurance Policies, contact the Secretary-Treasurer's Department.

The Secretary-Treasurer's Training Conference will be held in St. Louis, MO on March 7-9, 2020 at the Marriott St. Louis Grand. Information regarding topics covered and online registration can be found on apwu.org. ■

Secretary-Treasurer Elizabeth Powell Honored with UFCW Minority Coalition's Addie Wyatt Award

On Nov. 23, 2019, the United Food and Commercial Workers (UFCW) Minority Coalition held its 21st Annual Ball. At the event, APWU Secretary-Treasurer Elizabeth "Liz" Powell was awarded the Coalition's Addie Wyatt Award, established by the Coalition of Black Trade Unionists in 1987 to recognize a woman who is active in CBTU, her union, her community, politics and other organizations.

Rev. Addie Wyatt (1924-2012), the award's namesake, was elected to local union office in 1953, as the vice president of United Packinghouse Workers of America Local 56. The following year, she became the first female president of the local, and went on to serve as the first female African American international vice president of the UFCW from 1979 until her retirement in 1984. Along the way, Wyatt helped found multiple labor and social justice organizations, including the CBTU, The Coalition of Labor Union Women (CLUW), and the National Organization of Women (NOW).

The UFCW Minority Coalition's Annual Ball is the major fundraising event for the Coalition's charity, Faces of



(l-r) UFCW Minority Coalition President Don Cash, UFCW International Vice President Robin Williams, APWU Secretary-Treasurer Elizabeth "Liz" Powell, UFCW Local No. 888 President and Minority Coalition Secretary-Treasurer Max Bruny

Our Children, an organization that promotes sickle cell disease education and research. Secretary-Treasurer Powell was presented the Addie Wyatt Award by Don Cash, the UFCW Minority Coalition President, and Robin Williams, UFCW International Vice President. ■

Microbusinesses Strongly Prefer the Public Postal Service

In the United States, firms with fewer than 10 employees make up 75 percent of all employers. With the rise of e-commerce, these microbusinesses are continually in need of mail and package delivery to connect their products with customers. According to a new report from the Office of Inspector General, there is a clear favorite provider of these services: the public Postal Service.

The Sept. 4 report, titled *From Home Office to Post Office: Improving Microbusiness Engagement with the U.S. Postal Service*, found that 70 percent of microbusinesses surveyed said they had used the Postal Service in the prior six months. The USPS is the most popular carrier for a majority of microbusinesses – 56 percent said they ship with the Postal Service most frequently, compared with only 20 percent frequently shipped with private mailers.

An important figure in the report is the strong reliance of microbusinesses on USPS brick and mortar locations; those surveyed indicated a clear preference for in-person clerks over online options for help with mailing issues. In total, 66 percent gave a somewhat or very positive rating to their experiences at postal retail locations.

However, though the Postal Service has strong satisfaction ratings from microbusinesses, the OIG found that USPS must improve awareness of additional products and services to retain its partnerships with these customers, especially as private mailers grow their investment to capture a stronger share of the small and microbusiness market. A majority of those surveyed indicated they were unaware of such services including Package Pickup and Every Door Direct Mail.



Attacks on the Working Class

INDUSTRIAL RELATIONS DIRECTOR VANCE ZIMMERMAN

I hope you all had a great Holiday Season. Your dedication and hard work bring smiles and happiness throughout the holidays to people worldwide. Thank you for your hard work.

In 2020, we will face new challenges. First, a new Postmaster General (PMG) will be named. The USPS Board of Governors will select the next PMG. This is significant because the Board of Governors is appointed by the President of the United States. The governors that have been appointed are not the friendliest to postal workers or even the public Postal Service. The next PMG may not be supportive of the labor force. He/she may be a privatizer looking to hand the USPS over to the private sector.

It is not just the selection of a new PMG that should concern us. When you look at what has happened over the last few years, you can see that our government's leaders do not have the best interests of the American working class at heart.

Looking at many actions over the last three years confirm this theory. The *Tax Cuts and Jobs Act* of 2017 significantly cut the taxes of the very wealthy. It also permanently cut the taxes of businesses and corporations. The working class saw losses in mortgage interest, property taxes, and many other personal deductions after the law passed. This led to actual income tax increases for many working-class Americans.

Deregulation has been hailed as making it easier to do business in America. There has been deregulation in the Occupational Safety and Health Administration (OSHA). The Department of Labor rolled back the rules on overtime pay working-class people were entitled to, causing 2.8 million workers to lose their overtime pay. In December, the Department of Transportation codified new rules on their regulations by including language mandating to "where feasible, foster greater private-sector cooperation in enforcement." If you look at the Boeing 737-MAX groundings you can see what happens when "greater private-sector cooperation" is used for safety regulation enforcement.

The United States Supreme Court is another place where the working class has been attacked. The *Janus* ruling

ended the practice of many unions of collecting "agency fees" from non-members who refused to join the union but still required representation. The court also ruled against the working class in its *Lamps Plus* case that disallowed workers from class-action arbitrations to settle disputes with their employers. The court ruled that each individual worker must separately exercise the arbitration clause. Instead of one arbitration case where costs would be shared, workers will have to foot the bill for their own separate arbitration cases (class action arbitration is allowed in our contract, so this does not affect APWU represented employees).

Finally, you can look at the National Labor Relations Board (NLRB). This agency is tasked with protecting worker rights. However, the president-appointed board has instead reversed rulings that supported workers in management's favor. The NLRB now aggressively pursues charges made against unions and does little when charges are filed against employers.

ELECTIONS HAVE CONSEQUENCES. IN 2020, WE HAVE THE CHANCE TO GO TO THE POLLS IN LOCAL, STATE, AND NATIONAL ELECTIONS. THE PEOPLE WE CHOOSE AS OUR GOVERNMENT LEADERS DIRECTLY IMPACTS OUR JOBS, WAGES, HOURS AND WORKING CONDITIONS. EVERY SINGLE ONE OF US WHO IS ELIGIBLE SHOULD BE A REGISTERED VOTER AND MUST VOTE THIS YEAR.

My point is that elections have consequences. In 2020, we have the chance to go to the polls in local, state, and national elections. The people we choose as our government leaders directly impacts our jobs, wages, hours and working conditions. Every single one of us who is eligible should be a registered voter and must vote this year. We need to select candidates that are working-class friendly and have our best interests at heart. If we don't, we will continue to face consequences that harm all of us.

Solidarity! ■

Know Your Contractual and Legal Rights

Collective Bargaining Agreement

Article 14: Safety and Health:

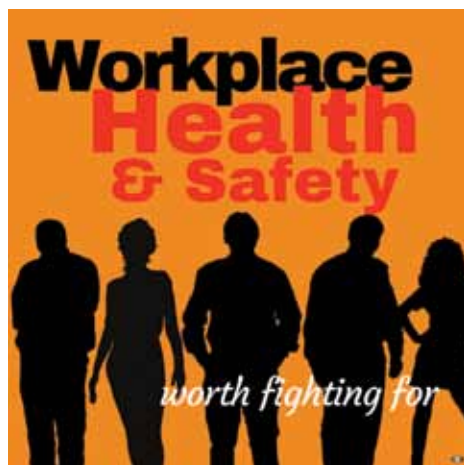
“It is the responsibility of management to provide safe working conditions in all present and future installations and to develop a safe working force.”



POSTAL HANDBOOK EL 814:

Postal Employees Guide to Safety

“The Postal Service is committed to providing its employees and customers with a safe and healthy environment and complying with applicable safety laws and regulations.”



POSTAL HANDBOOK EL 801:

Supervisors Safety Handbook

The Occupational Safety and Health Act requires employers to provide a safe and healthful workplace free of recognized hazards and to follow Occupational Safety and Health Administration (OSHA) standards. Employers' responsibilities also include providing training, medical examinations, and record keeping.

EMPLOYEE & LABOR RELATIONS MANUAL (ELM) – CHAPTER 8

Safety, Health, and Environment

“The safety philosophy of the Postal Service is stated below:

a. Any occupational injury or illness can be prevented. This goal is realistic, not theoretical. Supervisors and managers have primary responsibility for the wellbeing of employees and must fully accept this principle.”

The Mission of OSHA (Occupational Safety & Health Administration)

OSHA's mission is to “Assure so far as possible every working man and woman in the Nation safe and healthful working conditions.”



JOIN THE FIGHT FOR SAFE JOBS!

MEMBERS IN ACTION

APWU AUXILIARY MEMBERS RAISE MONEY FOR FISHER HOUSE AT ALL-CRAFT CONFERENCE

APWU Auxiliary Members raised over \$10,000 for Fisher House at the All-Craft Conference in Las Vegas!



PUERTO RICO AREA LOCAL MEMBERS AND OFFICERS TEAM UP FOR GRIEVANCE WORK

Puerto Rico Area Local President Juan Carlos Gonzalez (standing) coordinates a team working through grievances on Nov. 4.



APWU Communications Department Wins Three ILCA Awards

The APWU Communications Department took home three International Labor Communications Association (ILCA) Awards, given during the ILCA Convention on Nov. 15. ILCA Awards are given to labor communicators who "represent the best work in labor communications and promote the highest standards of labor journalism."



1st Place, Visual Communications – Best Photo Essay or Gallery, National/International, for "Thousands Proclaim the 'U.S. Mail is Not for Sale,'" published Nov/Dec 2018

2nd Place, Writing – Best Labor History Story, National/International for "Memphis Sanitation Workers' Strike Anniversary: 50 Years Later, Unity of Labor and Civil Rights Lives On," published Jan/Feb 2018

3rd place, Visual Communications – Best Design, Magazine (Print), National/International, for *The American Postal Worker*

EARTHQUAKES STRIKE PUERTO RICO

As this issue went to press, a series of devastating earthquakes struck in Puerto Rico.

Please go to apwu.org for information on how to help brothers and sisters affected.

CATs Showed Up Across the Country

As we await the decision from the Arbitration Panel for our new union contract with the USPS, the National Contract Campaign Committee wanted to show some of the best Gear Day pictures from the 2018 *Fighting Today for a Better Tomorrow* campaign.

Thank you to all the Contract Action Team members for your work during this process. Check back next issue for more information about the CATs' next life! ■



Saint Louis Gateway District Area Local

Central Jersey Area Local

Detroit District Area Local

Big Island Area Local (HI)

Springfield Mass Area Local

New York Metro Area Postal Union

Miami Area Local (FL)

Bakersfield Area Local (CA)



Twenty Questions for 2020

1 What is postal banking?

It's the provision of basic financial services through the USPS, ranging from check cashing to savings accounts, to offering small-dollar loans.

2 Is this a new idea?

No! The U.S. had a Postal Savings System from 1911-1967.

3 How did that work?

Really well! At its peak, the Postal Savings System held billions of dollars in assets and its government-backed deposits were credited with alleviating the sting of the Great Depression for many account holders.

4 What's the Campaign for Postal Banking all about?

The campaign is a coalition of groups, including the APWU, who are leading the fight to expand financial services offered by the USPS.

5 Isn't the post office losing money?

No! 92 percent of the Postal Service's losses since 2007 can be attributed to the unjustifiable burden Congress placed on the USPS in 2006 to prefund future retiree health benefits. If the USPS were allowed to act like any other company or agency, it would have been in the black in 6 of the past 7 years.

6 I've got a bank account, who needs to bank at the post office?

Millions of Americans lack adequate access to regular financial services.

7 Could the Postal Service really even help?

Yes! More than 17,000 post offices are located in ZIP codes where there is only one or no bank branch location.

8 Is the Postal Service allowed to do this?

Under the latest law governing the Postal Service, the USPS has broad authority to offer "postal products." Postal management could begin with paycheck cashing, ATMs in postal lobbies, bill payment and electronic money transfers without a change in law.

9 How come so many places don't have bank branches?

More than 8,000 bank branches closed in the wake of the 2008 financial crisis. The trend has continued post-recovery; in 2019 more than another 1,000 bank branches closed.

10 What about banking online?

While more people are doing their banking online or with smartphones, 25 percent of the country still live in households that are unbanked or underbanked and don't have access to online banking.

11 What does it mean to be unbanked or underbanked?

People without bank branches in their communities, or access to other forms of banking.

12 What is payday lending?

An operation or business where people pay a significant percentage of their paycheck just to get access to cash. Many pay as much as 10

percent of their income in fees, charges and interest just to access their own money, take out small loans or pay their bills.

13 Would postal banking even work?

More than a billion people in 139 countries around the world have accounts with a postal bank.

14 Surely those must be developing countries where there aren't well-established banks?

Not so! In Switzerland, a developed country with a large banking industry, more than 70 percent of the country relies on a postal bank.

15 Could postal banking help the Postal Service?

Yes. In countries with well-established postal financial systems, like France and Italy, financial products can account for nearly half of all postal revenues.

16 Are postal workers ready for the work?

Yes! Postal workers are well-skilled and dedicated to providing services the public needs.

17 Would people come to a postal bank?

Studies have shown that the USPS is among the most trusted institutions in the country. We think that's key to the future success of expanded postal financial services.

18 What is the campaign doing to make this happen?

We're organizing with postal workers and communities across the country to call on postal management to start pilot projects now!

19 What can I do to help advance the cause?

Sign the petition to postal management at campaignforpostalbanking.org.

20 What's next for the campaign in 2020?

We'll keep organizing, mobilizing and educating until we've won! ■

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.

A LOOK BACK

We take a brief look at some key points in labor history that happened during January-February.

Feb. 23, 1864: Kate Mullany leads the all-women Collar Laundry Union's strike

After her father died, Irish immigrant Kate Mullany was forced to go to work at the Troy, NY laundry at the age of 19. Together with her fellow workers, all female, Mullany worked 12 to 14 hours a day for around \$3 per week, handling scalding hot machines and harmful bleaches. If a worker damaged one of the collars, their wages would be reduced. Mullany, her family's primary breadwinner, organized her fellow laundresses into the country's first all-female union in early February 1864. Only weeks after organizing the union, Mullany led over two hundred other workers on strike, demanding a 25 percent wage increase.

The laundry operators refused to meet their workers' demands, and the workers held firm in the snowy, freezing streets of Troy. Five days later, the owners relented.

Mullany's efforts did not go unrecognized – in 1868, she was appointed as a national secretary of the National Labor Union, making her the first woman to hold a national labor position. She would go on to continue her struggle to better the working lives of women and men, leading further work stoppages and establishing strong connections between workers across trades.

Jan. 17, 1962: President Kennedy signs Executive Order 10988

While private sector workers had gained the right to join unions and collectively bargain under the Wagner Act of 1935, the same protections were not granted to workers in the public sector. However, when President John F. Kennedy signed Executive Order 10988, "Employee-Management Cooperation in the Federal Service," on Jan. 17, 1962, public workers began gaining more power in the workplace.

The order guaranteed the right of public sector workers to join unions, engage in collective bargaining, and mandated that "that no

interference, restraint, coercion or discrimination is practiced within such agency to encourage or discourage membership in any employee organization."

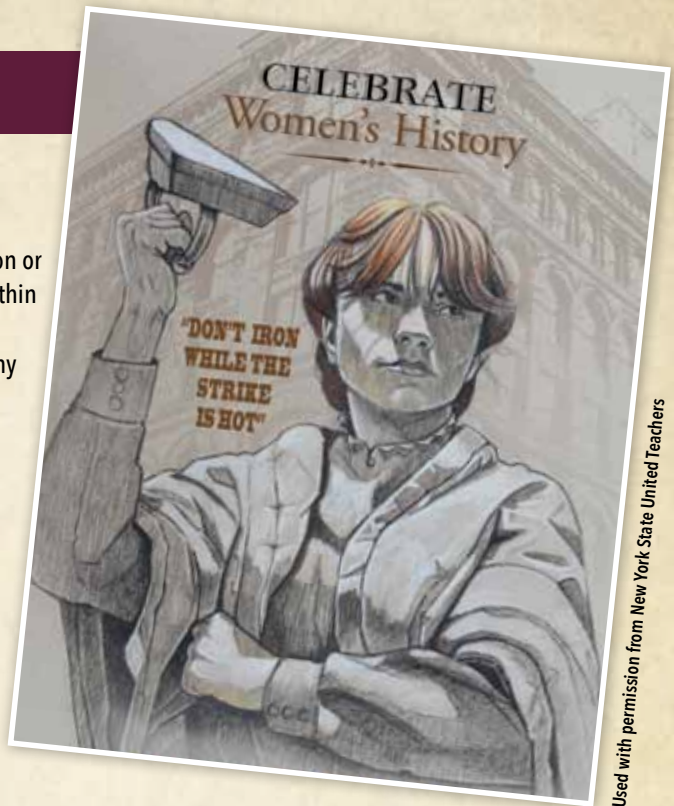
The Executive Order was an important first step in improving the standing of public sector workers in the United States, but it wasn't until the Great Postal Strike of 1970 that postal workers truly gained an equal seat at the bargaining table, with the ability to bargain over wages and benefits.

Feb. 7, 1894: The Battle of Cripple Creek, CO begins

After an economic downturn in 1883 caused the price of silver to plummet, a large number of miners attempted to gain employment in the more stable gold mines. In response to the labor surplus, gold mine owners in Colorado colluded to increase the workday from eight to ten hours without a raise in pay.

In response, miners organized in the Western Federation of Miners (WFM) began striking on Feb. 7, 1894, demanding a return to the eight-hour day. Tensions escalated over the next two months, with mine owners hiring strike breakers and paying the county sheriff to form an illegal army of 1,200 deputies. The deputies soon became violent, firing on striking miners gathered on top of Bull Hill, a steep bluff in the Cripple Creek area.

In response, Colorado Governor Davis Waite made an unprecedented decision, sending a militia to Cripple Creek to defend the strikers. The militia broke up and disarmed the illegal army of deputies, and Waite entered negotiations as a "benevolent neutral." Shortly after, the union won a major victory as the mine owners gave in, returning to an eight-hour day with no reduction in wages. ■



Collar Laundry Union leader
Kate Mullany

Used with permission from New York State United Teachers

MORE DATES IN LABOR HISTORY

Jan. 5, 1869

The Colored National Labor Union (CLNU) holds the first convention of black workers in the United States. Members of the union included pioneering trade unionist Isaac Myers and abolitionist Frederick Douglass, who was elected president in 1872.

Feb. 16, 1926

Ben Gold, militant leader of the Fur and Leather Workers Union, leads 12,000 furriers, mostly Jewish and Italian women, on strike in New York City. The 17-week strike ended in a 10 percent raise and a 40-hour, five-day work week.





Conversation with the Clerk Membership: Accountability

Assistant Director Lynn Pallas-Barber, Director Lamont Brooks and Assistant Director Sam Lisenbe

On behalf of the APWU Clerk Division national officers, I would like to express our gratitude in electing us as your APWU Clerk Division Directors. No one individual can face this challenge and succeed alone. We must all unite as a cohesive team, from the members on the floor, to the local and national officers of the APWU.

WE MUST STRIVE TO BE THE BEST WORKER WE CAN BE AND TO PROVIDE THE BEST CUSTOMER SERVICE WE CAN PROVIDE.

We all must hold each other accountable, and that includes you, the members on the floor. You are the foundation and the lifeline of the APWU. It is important that every member represents the Postal Service in a manner that will sustain the agency and the union. We must strive to be the best worker we can be and to provide the best customer service we can provide. We have an obligation to do our part as well as an obligation to hold the Postal Service accountable for giving us the tools, resources, and proper staffing to do our job to provide outstanding service to our customers. A part of that process is for the Postal service to abide by the negotiated USPS/APWU Collective Bargaining Agreement (CBA).

DBCS Staffing MOU

The parties agreed to the normal staffing of two Mail Processing Clerks on the DBCS at all times. The exceptions described in the JCIM Q&As must not be considered an alternative to the scheduling of two Mail Processing Clerks on the DBCS. During the exception periods described in the JCIM Q&As, the parties further agree the second Mail Processing Clerk may perform allied duties as assigned in the OCR-BCS-DBCS area.

This settlement agreement addresses minimum staffing, and is not intended to impact those offices where there have been agreements and past practices involving more than two clerks per machine (due to unique rotations or other local factors).

Don't get caught up in fool's gold. The Postal Service would rather pay extra money to settle these violations in the short term, with the intention to justify the later abol-

ishment of duty assignments and the eventual excessing of clerk employees with their ill-conceived and flawed F-1 Scheduler.

As members, you can do your part to protect your interests by insisting on the minimum staffing of two employees on a machine, by filing grievances when they fail to properly staff the machines. These monetary settlements will not sustain you and your job security. The APWU national union and NBAs will do our part to fight for proper machine staffing and your job protection.

Supervisors Performing Clerk Bargaining Unit Work

Everyone has a part in protecting bargaining unit work. We can't allow supervisors to perform work that is rightfully yours. Most of the work that is being performed on the Advanced Computing Environment (ACE) computers is not managerial or supervisory work. Letter carriers deliver and collect mail. Under the many Clerk Work MOUs and Jobs MOUs dating back to the 2010 Collective Bargaining Agreement, this work should have been returned to the clerk craft or reassigned to the clerk craft.

EVERYONE HAS A PART IN PROTECTING BARGAINING UNIT WORK. WE CAN'T ALLOW SUPERVISORS TO PERFORM WORK THAT IS RIGHTFULLY YOURS.

It is this work that will allow you to gain sufficient weekly hours to be converted from a PTF clerk to a full-time clerk. A PTF clerk in a small office is only guaranteed two (2) hours of work per pay period. A full-time clerk in a NTFT duty assignment is guaranteed thirty (30) hours per week and sixty (60) hours per pay period. Postmasters in Level-18 offices are violating the 15-hour weekly limitation by underreporting hours and clerks are not notifying their union. This is falsification. Please reach out to your local union by providing them with statements and documentation to determine whether your local can file grievances to protect your work and job.

The Clerk Division will be sending out quarterly updates to the APWU local/state unions starting in 2020. ■

Improper Article 12 Notification



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

We have received information from all parts of the country regarding letters proposing excessing in the Maintenance Craft. Affected occupational groups include Electronic Technicians, MPE Mechanics, Maintenance Mechanics, Maintenance Support Clerks, Custodians, etc. Some of these proposals are for excessing outside of the installation. The rationale given by the USPS in one of the letters was:

The excessing is necessary as a result of the MS-1 Handbook Revisions resulting from national arbitration cases Q10T-4Q-C 14171644 and Q10T-4Q-C 16481407 settlement agreement regarding MS-1 Handbook Revisions. Further, the staffing changes referenced in the settlement regarding Handbook MS-1, TL-5, and TL6 Revisions and Related Maintenance Management Orders signed by the parties on August 8, 2019.

NOT TRUE!

The Postal Service is required to provide a copy of valid staffing package(s), impact reports and sound justification for said proposed excessing.

Here are the required Article 12 steps from the Collective Bargaining Agreement:

1. Maintenance Craft Discussions Per Article 38.3.K (Excessing)

When the USPS proposes to involuntarily reassign APWU Maintenance Craft employees out of the installation in accordance with Article 12.5.C.5.b, the USPS and the Maintenance Craft agree to meet at the national level to address certain issues related to and arising from the excessing. These meetings will occur only when a proposed excessing event in an impacted installation involves multiple occupational groups within the APWU Maintenance Craft or when more than half of any existing occupational group within the APWU Maintenance Craft is proposed to be involuntarily reassigned.

2. Area/Regional Notification (Article 12, Section 5)

The union at the area/regional level will be given notice when technological, mechanization or operational changes impact the bargaining unit no less than 90 days

in advance – six months in advance whenever possible. This notice shall be in the form of an Impact/Work Hour Report. Involuntary reassignment of employees outside their craft/installation requires an area/regional labor-management meeting. It's in the interest of both parties to meet as soon as possible and to develop an ongoing flow of communication to ensure that the principles of Article 12 Reassignment are met. The first area/regional labor-management meeting must be held no less than 90 days prior to the involuntary reassignment.

3. Proposed Excessing

Field managers and/or supervisors should not discuss with bargaining unit employees proposed excessing outside the craft or installation until the area/regional parties have held their discussions. This should prevent employees from receiving erroneous information from management or the union, and control the appropriate flow of information.

A local in receipt of an Article 12 proposed notification must be prepared to challenge the validity of the new staffing package by requesting supporting data, emails, rationale, all submitted, denied and approved packages, etc.

Do not hesitate to contact your Maintenance NBA and Regional Coordinator for assistance. Your National Maintenance Resident Officers, Regional Coordinators and Maintenance Business Agents are working together with your local officers to combat this new assault on our craft. ■

A step in the right direction

In March 2019, I wrote an article called "Custodian Team Cleaning (CTC): Doomed to Fail" that raised several concerns regarding TL 5 equipment, chemicals and allocated cleaning-time standards. Subsequently, the USPS reached out to the union for a meeting. We discussed over two hundred emails from Maintenance employees across the country regarding CTC product shortcomings, and agreed to jointly visit post offices for observations. On Oct. 16, 2019, we visited the Kansas City Processing Plant. The visit was productive. The USPS is currently testing cordless backpack vacuums and reevaluating the current cleaning chemicals, tools, allocated time and more. We will keep you posted. This is a step in the right direction.

FMCSA – DOT Disputes Resolved



Assistant Director Javier Piñeres and Director Michael Foster

The APWU and Postal Service's history regarding the Service's decision to follow Federal Motor Carrier Safety Administration (FMCSA) Department of Transportation (DOT) regulations dates back to 1995.

Despite policy stating that DOT physicals would be scheduled by postal management, occur on the clock at a Medical Unit or Contract Medical Facility, and be paid for by the USPS, issues surfaced from the field concerning payment and scheduling of the different tests required to certify PVS driver eligibility to operate a commercial motor vehicle.

Additional problems surfaced when USPS area doctors and local transportation managers started implementing unilateral changes to the FMCSA regulations for CDL employees.

Consequently, the APWU filed several Step 4 National Disputes.

On Oct. 23, 2019, the parties entered into a Step 4 Settlement Agreement with respect to the Postal Service's administration of the DOT and FMCSA policy regarding annual physicals for employees holding a commercial driver's license (CDL) as a requirement of their position.

The following are notable excerpts from the Settlement:

The Postal Service will follow Department of Transportation (DOT) and Federal Motor Carrier Safety Administration (FMCSA) regulations regarding the administration of CDLs. Postal employees whose position requires a CDL must maintain their medical certification in accordance with DOT and the FMCSA...

When required, medical exams related to an employee's CDL will be scheduled with a DOT/FMCSA certified examiner at no cost to the employee. Any additional medical testing and/or exams, required to determine an employee's suitability in connection with a DOT/FMCSA medical exam, will be paid for by the Postal Service until an initial determination is made. If the employee is found medically unfit, the employee will be responsible for the cost of any treatment and/or medical test or appointments he/she obtains, including medical information used to dispute the determination. If the employee is found medically fit by the certified examiner there is no further review necessary.

An employee may appeal an adverse result of a certifying examination as outlined in the Joint Contract Interpretation Manual (JCIM), Article 39.

The FMCSA does not require the medical examiner to provide a copy of the medical examination report to the employer, therefore employees will not be required to sign a release for medical records...

An employee's Social Security Number will not be required during employees DOT/FMCSA medical exam process.

Schedule Examiner Vehicle Runs (SEVR) is Bargaining Unit Work

In Case No. Q10V-4Q-C 15292655 Arbitrator Das upheld that there is no dispute between the parties over the fact that SEVR work is bargaining unit work, which the Employer may not assign to non-bargaining unit personnel. Accordingly, it violates the National Agreement for the USPS to permit supervisors in the field to shift SEVR work to non-bargaining unit personnel.

During pre-arbitration discussions, the APWU and the USPS entered into a Step 4 Settlement Agreement. The following are notable excerpts:

In the national arbitration case Q-10V-4Q-C 15292655, the Postal Service confirmed that, "...Schedule Examiner work is bargaining unit work, and that supervisors (and EAS employees) cannot perform bargaining unit work unless one of the exceptions provided for in Article 1.6 applies..."

Accordingly, the parties agree that the Schedule Examiner Vehicle Runs position is a best qualified position within the Motor Vehicle Craft bargaining unit whose primary duties and responsibilities are listed in the Positions Description and Qualification Standards. It is appropriate to post these duty assignments for bid when they become vacant when there is sufficient work hours to justify a full-time assignment. In the event that local management determines that there are insufficient work hours to justify a full-time duty assignment, these duties must still be performed by bargaining unit employees of the MVS Craft.

To view the entire Step 4 Settlement Agreements, please visit apwu.org.

November 27 Declared Public Post Office Day in Minnesota



Director Steve Brooks

On Nov. 19, Minnesota Governor Tim Walz (D) signed a proclamation declaring Nov. 27, 2019 to be Public Post Office Day in the North Star State. Governor Walz's declaration came after members and local officers spent time lobbying the Governor's office to secure the declaration. A number of local members and officers also rallied in Minneapolis on Tax Day, informing members of the public that the Postal Service operates on no tax dollars.

Below is the Minnesota proclamation in full:

WHEREAS: The U.S. Postal Service traces its start to an act of the Second Continental Congress on July 26, 1775, which established the "United States Post Office" and named Benjamin Franklin as the first Postmaster General; and

WHEREAS: The Postal Reorganization Act of 1970 – a direct result of the 1970 strike - states that "The United States Postal Service shall be operated as a basic and fundamental service provided to the people by the Government of the United States, authorized by the Constitution, created by an Act of Congress and supported by the people"; and

WHEREAS: The U.S. Postal Service is the governmental agency that interacts with the most citizens of Minnesota daily through mail delivery to all residents; and

WHEREAS: The U.S. Postal Service provides quality jobs to Minnesotans; and

WHEREAS: The holiday season from Thanksgiving to New Years is traditionally the busiest time of the year for letters, cards, and package deliveries in Minnesota, across the country, and overseas.

NOW, THEREFORE, I, TIM WALZ, Governor of Minnesota, do hereby proclaim Wednesday, November 27, 2019, as: PUBLIC POST OFFICE DAY in the State of Minnesota.

Walz was not the only Governor to proclaim a Post Office Day – Michigan Governor Gretchen Whitmer (D) proclaimed Nov. 27, 2019 to be Post Office Day as well.

I thank all the members who contributed to this effort for their hard work and dedication. We must continue to fight against privatization at the local and state level as well as nationally and gather as many allies in support of the public Postal Service as possible.

The proclamation comes at a critical time for the Postal Service. With Postmaster General Megan Brennan retiring soon, the Board of Governors will be naming her replacement. On Jan. 6, we delivered over 400,000 petitions to the Board asking them to protect the public Postal Service and appoint a Postmaster General who will not sell off the Postal Service to private corporations. This is an incredible number that shows just how many people – postal workers, family, friends, allies, and others – we have on our side.

THE PROCLAMATION COMES AT A CRITICAL TIME FOR THE POSTAL SERVICE. WITH POSTMASTER GENERAL MEGAN BRENNAN RETIRING ON SOON, THE BOARD OF GOVERNORS WILL BE NAMING HER REPLACEMENT. ON JAN. 6, WE DELIVERED OVER 300,000 PETITIONS TO THE BOARD ASKING THEM TO PROTECT THE PUBLIC POSTAL SERVICE AND APPOINT A POSTMASTER GENERAL WHO WILL NOT SELL OFF THE POSTAL SERVICE TO PRIVATE CORPORATIONS.

As the USPS Fairness Act makes its way through Congress, it is important to remember that the fight is not over, and we must continue to strongly advocate for the public Postal Service. I encourage everyone to continue calling their representatives, lobbying their offices, and continuing to push back against the forces of privatization.

For more information on the fight against privatization and the petition, visit apwu.org. ■



Tiffany Foster, Northeast Regional Coordinator

Ready to Go

Happy New Year from the officers in the Northeast Region. I wish you good health, peace and happiness. I want to take this opportunity to thank all of the members who participated this year's APWU National Election.

I would also like to express my gratitude to those who voted for me. I do not take your vote, support, trust and the responsibilities associated with this position lightly.

Congratulations to all the re-elected and newly elected APWU National Officers. I want to recognize Ron Suslak, our outgoing Northeast Region Coordinator, for all his work in the region and his continued support during my transition period.

A special appreciation goes out to our recently retired Northeast Region Coordinator John H. Dirzius for allowing me to tap into his wealth of knowledge and for being a resource to me during my beginning stages in the position.

I cannot leave out the NBAs and the locals in the Northeast Region. Thank you for welcoming me with open arms. I am excited for what the future holds for our region.

Maya Angelou said, "I have great respect for the past. If you don't know where you've come from, you don't know where you're going."

I am standing on the shoulders of giants and following in their footsteps. Moe Biller, Elizabeth "Liz" Powell, John H. Dirzius and Ron Suslak, all respected and strong leaders who led the Northeast Region as our coordinators. Each one of these trailblazers made a mark on the position and left a legacy for me to follow. I cannot duplicate or imitate them and I won't try. In addition to the foundation they have laid, I will bring my talents and gifts to the Northeast Region to continue the stellar representation our region is accustomed to.

With your support and involvement, the Northeast Region will continue to rock!

It's the **U** and **I** in
UNION
that makes us
STRONG

It is time to move on. The theme of the 2019 APWU Installation of Officers was "Moving Forward Together." This is what we now must do. One team. One dream. We are stronger as one than we are as many. Abraham Lincoln said, "A house divided against itself cannot stand." This is a true statement. The fight for our jobs, good wages, benefits and good service requires us all to work as one.

As your coordinator, I will be available and accessible to you. The long-standing practice of sharing information will continue. We will fight as one, because we will be one.

Reversions, here we go again!

Management has once again ramped up its unjustified attacks on our jobs. Reversions in the clerk craft are out of control. The reduction in staffing not only has a negative impact on the employees, but the communities we serve as well.

Management says the reversions are necessary because the "workload doesn't justify the need" or "the station or section is over its earned/authorized complement." This means nothing. Earned Hours and Earned Complement are not contractually sound positions. It is not in our contract and arbitrators have described the idea of "Earned" as "Legal Fiction."

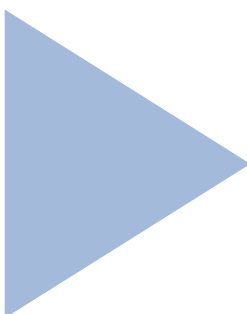
The reduction of clerk craft duty assignments creates long lines that frustrate customers and employees alike. But most importantly, the lack of staffing casts a negative image of the Postal Service in the customer's eyes and turns them away.

All parties within the APWU are working together to combat this attack and we need your help. You are on the work room floor and see the violations. Your statements are essential in this struggle to protect and preserve our jobs. We must work collectively to create a Postal Service that benefits everyone - the employees and the public. This battle will not be easy, but we can do it. I'm ready. Are you? ■



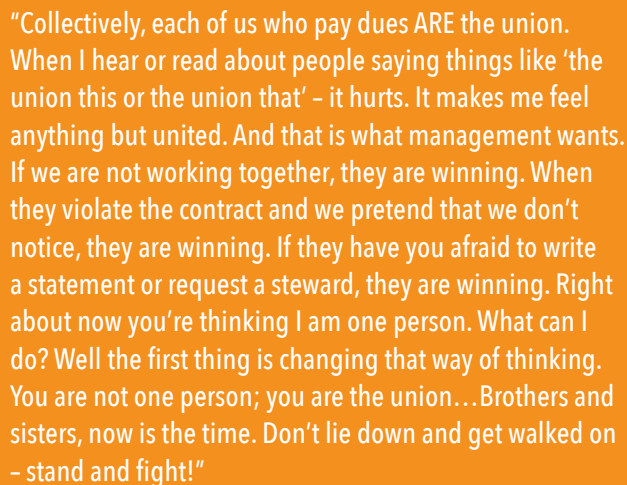
FROM the FIELD

Below are quotes from various APWU local and state publications throughout the country. All the publications listed are part of the Postal Press Association (PPA). For more information on the PPA, visit apwupostalpress.org or email ppa@apwupostalpress.org.



"I've said this before; don't sit around complaining about what your local isn't doing. Get involved and attend your local monthly membership meeting. Be a part of the process. That is the only way we are going to grow and indeed be a union united in one accord. Together we are strong, divided we are weak, and management knows it. That is why they try to keep us at odds with one another. It should never be a member against another member, but members against management always. APWU members should always have each others' backs, always. Let's go into 2020 with a new attitude: an attitude of teamwork and camaraderie; an attitude of love and compassion for one another and a goal to make the APWU the best union ever. And together WE CAN DO IT."

– James Parker Jr., North Carolina Council APWU Motor Vehicle Craft Director,
The Tarheel Postal Worker

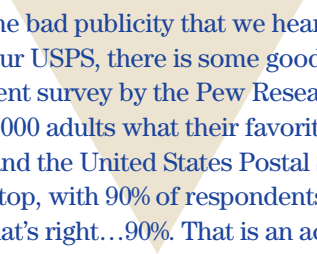


"Collectively, each of us who pay dues ARE the union. When I hear or read about people saying things like 'the union this or the union that' – it hurts. It makes me feel anything but united. And that is what management wants. If we are not working together, they are winning. When they violate the contract and we pretend that we don't notice, they are winning. If they have you afraid to write a statement or request a steward, they are winning. Right about now you're thinking I am one person. What can I do? Well the first thing is changing that way of thinking. You are not one person; you are the union...Brothers and sisters, now is the time. Don't lie down and get walked on – stand and fight!"

– Travis West, Washington APWU District One Representative, *Evergreen State Postal Worker*

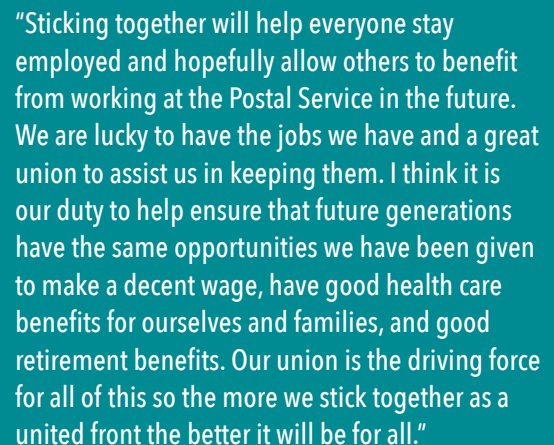
"Drug companies claim they need to raise prices in order to conduct research, etc.; however, the CEOs of drug companies keep getting higher and higher salaries and bonuses, and very little research is done. Insulin has the same formula as when it was initially created, however the price has increased a thousand-fold. People, including children, die every day because they cannot afford prescription drugs. Many states are taking action to lower drug prices but the federal government must take steps to make it possible for Medicare to negotiate prices for prescription drugs. Controls must be put into place to stop the greed and profiteering of drug companies."

– Lola Reed Langford, St. Paul (MN) Area Local Retirees Chapter President, *Postmark*



"With all of the bad publicity that we hear and read concerning our USPS, there is some good news to report. A recent survey by the Pew Research Center asked over 2,000 adults what their favorite federal agency was and the United States Postal Service came out on top, with 90% of respondents rating us favorable. That's right...90%. That is an achievement to get 90% of people to agree on anything but there's no dispute that we offer the best delivery service in the world. As USPS employees, our problem is we can't get management to acknowledge how great a job we do. When 90% of people say they love the Postal Service, they're saying they love the job we do."

– Paul McKenna, APWU of Wisconsin President,
The Badger Bulletin



"Sticking together will help everyone stay employed and hopefully allow others to benefit from working at the Postal Service in the future. We are lucky to have the jobs we have and a great union to assist us in keeping them. I think it is our duty to help ensure that future generations have the same opportunities we have been given to make a decent wage, have good health care benefits for ourselves and families, and good retirement benefits. Our union is the driving force for all of this so the more we stick together as a united front the better it will be for all."

– Kimberly Saucedo, Manasota (FL) Local Maintenance Steward, *Manasota 342 Review*

One Way to Honor Vets?

Protect the Postal Service

This opinion-editorial (op-ed) by Detroit District Area Local President Keith Combs, reprinted below, was published in 15 local news publications across the country.

If you're looking for a way to honor veterans, here's one: protect the U.S. Postal Service.

I'm a veteran from a family of veterans. After serving in the Marine Corps, I got a good-paying postal job that put me on a solid path to financial security. Now I lead the Detroit District Area Local for the American Postal Workers Union. Our 1,500 members include many veterans, some of whom I served with myself.

Across the country, nearly 113,000 veterans now serve as postal workers. With former military members accounting for over 18 percent of our workforce, the Postal Service employs vets at three times their share of the national workforce.

Why? For one thing, military values like hard work, showing up on time, and taking pride in your work set you up perfectly for postal jobs.

For another, USPS gives veterans like myself preferential hiring treatment. Disabled vets, like many I work with in Detroit, get special consideration too. And once they get here, they get generous medical leave and benefits, including wounded warriors leave, among other hard-earned benefits won by our union.

Unfortunately, these secure jobs for veterans are now under attack.

A White House report has called for selling off the public mail service to private, for-profit corporations. And a Trump administration task force has called for slashing postal jobs and services for customers.

In particular, they want to eliminate our collective bargaining rights, which would jeopardize all those benefits we've won for veterans and other employees. They also want to cut delivery days, close local post offices, and raise prices, which would hurt customers.

This cost-cutting could also threaten another valuable benefit for service members: deeply discounted ship-

ping rates on packages they get overseas. Currently, shipping to U.S. military bases in other countries costs the same as a domestic shipment, and USPS offers cost-free packing supplies to the folks who send these care packages.

Instead of slashing and burning the USPS, we need to be expanding and strengthening it.

One idea is to let post offices expand into low-cost financial services. Veterans are four times more likely than the national average to use payday lenders for short-term loans, which typically charge exorbitant interest rates.

But if post offices could offer affordable and reliable check cashing, ATM, bill payment, and money transfer services, we could generate all kinds of new revenue – while protecting vets and their communities from predatory lenders.

From discounting care packages to employing disabled veterans, our Postal Service plays an important part in the lives of our service members. USPS does good by Americans who've dedicated a portion of their lives to armed service, and by the millions of Americans who rely on them.

I hope you'll join me in applauding these veterans – and the Postal Service. Let's build the USPS up, not tear it down. ■



Solidarity in Finland Leads to Victory in Postal Strike

In August 2019, the Finnish government announced it would change the salary structure of 700 of its packaging and e-commerce workers, effectively slashing wages by 30 to 50 percent.

After months of little progress in negotiations with the government, the Finnish Post and Logistics Union (PAU) called a strike against Posti, the government's mail provider, and nearly 10,000 of the mail operator's workers walked out in solidarity on Nov. 11. The work stoppage halted all paper mail delivery in the country, as postal workers held the line in support of their 700 brother and sister union members.

After two weeks of the strike with the Finnish government still refusing to offer an acceptable resolution to restore affected employees' wages, Finnish workers from other industries struck in solidarity with the postal workers. National airline Finnair was forced to cancel almost 300 flights when the country's airport workers' union joined the strike. Additionally, the Finnish Seafarers' Union threatened to stop all passenger and cargo vessels, according to Reuters.

The strong solidarity from workers in other industries across Finland was shared by the general public, with polling from magazine *Maaseudun Tulevaisuus* showing over 60 percent of Finnish people siding with the postal workers, even as their mail delivery was completely stopped.

The solidarity strikes and public support was overwhelming, and led to a resounding victory for the postal workers. On Nov. 27, the government announced it would not re-classify the 700 workers and would keep them under their current collective bargaining agreement, protecting their wages until at least 2022. The fallout for the government officials approving the initial scheme began swiftly. On Nov. 29, Sirpa Paatero, Finland's minister in charge of state-owned companies, resigned followed by Prime Minister Antti Rinne who resigned on Nov. 31.

Rinne was replaced by 34-year old Sanna Marin, who became the world's youngest Prime Minister. After taking office, Marin quickly began advocating for a shorter work week in the country.

This major victory in Finland – achieved by a movement in support of only 700 workers – should be an inspiration for our own fight in the U.S.

“All this high drama in Finland comes as postal workers are under similar attacks in the United States. A postal task force commissioned by President Trump issued a report last year supporting a variety of cuts that mirror the suggestion by Posti management, including scapegoating unions, restricting collective bargaining rights, and reducing pay,” Brian Wakamo, a research analyst at the Institute for Policy Studies, wrote in an op-ed for *inequality.org*.

“As in Finland, the U.S. public is also strongly supportive of the United States Postal Service. It is consistently rated as the most popular government agency,” Wakamo says. “But if Americans want to ensure that the postal service continues to not only survive, but also thrive, they need to do more to defend it.”

“In this wonderful display of unity, militancy and solidarity, the Finnish workers showed the power of the working class,” summed up President Mark Dimondstein. “Not only did they win the just demands of the postal strike, but their struggle, with the support of the people, brought down the entire anti-worker government, which was then replaced by one which was more pro-worker.” ■



Postal workers protesting at the Finnish Parliament House in Helsinki on Nov. 21, 2019



ATU Local 689 members during the ongoing strike against Transdev

ATU Local 689

Amalgamated Transit Union Strikes Lead to Victory Against Privatization

On Oct. 24, over 120 members of Amalgamated Transit Union (ATU) Local 689, workers at the Cinder Bed Road Metrobus Garage in Lorton, VA, began a strike against Transdev, the private French corporation contracted by the Washington Metropolitan Area Transit Authority (WMATA) to run the facility. The work stoppage shut down or reduced service on WMATA's Metrobus routes used by around 8,500 riders each day.

More than 500 Fairfax Connector bus drivers represented by ATU Local 1764 began their own strike against Transdev on Dec. 5, shutting down bus service for another 30,000 in Northern Virginia.

The Cinder Bed garage and the Fairfax Connector routes are two of multiple operations contracted out to private corporations in the region since 2017, in an effort to cut labor costs and benefits. Other planned privatizations included Phase 2 of WMATA's Silver Line expansion, a project to connect the subway to Dulles International Airport.

The workers at outsourced operations drive public buses for public transit authorities, yet only receive wages at half the hourly rate of in-house employees, also receiving drastically worse health care and retirement plans.

On Dec. 9, Fairfax Connector drivers ended their work stoppage, returning to the bargaining table after Transdev committed to negotiate in good faith. On Dec. 13, after nearly two months with Cinder Bed workers on the picket line, ATU Local 689 and WMATA management came to an agreement to take effect when the current contract between ATU Local 689 and WMATA expires on June 30, 2020. **The four-year agreement bars further privatization** of the WMATA system, including the Silver Line expansion.

The agreement also mandates that management bring already-

outsourced services back in-house, including the Cinder Bed garage. By 2021, Cinder Bed workers will become full WMATA employees, and receive the same wages and benefits as their fellow in-house workers.

As this issue goes to press, workers at the garage remain on strike. Though they have won a commitment from WMATA to take over the garage within four years, workers remain steadfast in their demand for equal pay for equal work while they remain under Transdev management. Updates on the work stoppage will be published on apwu.org. ■

Southern Poverty Law Center Workers Vote to Unionize

Founded in 1971, The Southern Poverty Law Center (SPLC) is one of the most prestigious and influential civil rights organizations in the country, with a long history of important investigative and legal work. However, when SPLC workers announced their intent to unionize with the Baltimore-Washington NewsGuild in November, management refused to voluntarily recognize the union and hired a union-busting law firm. Workers held firm, and in an NLRB election held in December won their union by a vote of 142-45.

SPLC workers' victory is a positive development in a year of major upheaval at the nonprofit. Co-founder and chief trial lawyer Morris Dees was fired following allegations of sexual harassment and discrimination, and President Richard Cohen resigned in March. Now, workers have the power to change the culture of the organization from the work floor up.

The new bargaining unit encompasses staffers at 11 SPLC offices in five states (Alabama, Florida, Georgia, Louisiana, and Mississippi) and Washington, D.C.

"At its core, this was a racial justice movement," said Danielle Davis, an attorney in the New Orleans office. "That was part of the reason we won by such an overwhelming number. We believe in racial justice. We believe in gender equity. We believe in equal access for people who are differently abled."

"Labor organizing is a tool by which we can ensure equity and inclusion in our workplace," Davis said.

Miners Secure Pensions and Retirement Health Care



Courtesy of the UMWA

UMWA members and supporters at a Keep the Promise rally in Columbus, OH in July 2018

For the past decade, tens of thousands of United Mine Workers of America (UMWA) members have rallied and lobbied members of Congress to protect the miners' pension fund that, if not addressed, would have reached financial insolvency by 2022. UMWA members held dozens of rallies and peaceful, civil disobedience demonstrations across the country, as well as several hundred meetings with members of both houses of Congress, to raise awareness and pressure coal companies and Congress to "Keep the Promise" of retirement health care and pensions to almost 100,000 retired miners.

On Dec. 17, 2019, leaders in both houses of Congress came to an agreement on a new federal spending bill including the Bipartisan American Miners Act, transferring funds to make sure the pension plan will not run out of money. The legislation also secured health care for over 14,000 miners. The bill, as part of the end-of-year federal spending bill, was signed into law on Dec. 20.

The UMWA pension fund has been one of the country's hardest hit retirement funds over the previous decade. The 2008 financial crisis eliminated a large amount of already-accrued retirement savings, and in the ten years that followed, the

number of workers paying into the fund sharply declined as the country became increasingly reliant on natural gas instead of coal. Many of the largest coal companies declared Chapter 11 bankruptcy in 2010-2020, using bankruptcy court to shed their responsibilities to their retired workers.

"I want to thank the thousands of UMWA members who have written the letters, made the phone calls, gone to the rallies, and walked the halls of Congress to keep this issue front and center," said UMWA President Cecil Roberts. "We would not be at this point without their efforts." ■



UNITE HERE Local 11



UNITE HERE Local 11 Members Use Leverage from Presidential Debate to Win New Contract

On Dec. 13, 150 UNITE HERE Local 11 Members informed Democratic presidential candidates of their plans to picket before the debate scheduled at Loyola Marymount University (LMU) on Dec. 19. Local 11 had attempted to negotiate a new contract with Sodexo, LMU's contracted food service operator, for nine months. Workers demanded livable wages and affordable health insurance, but the company refused to bargain in good faith.

However, in response to the threat to greet candidates with a picket line, all seven debate participants announced their plans to boycott the event until a fair agreement was reached.

The use of leverage by Local 11 workers and the resulting show of solidarity from the candidates spurred the Democratic National Committee (DNC) and its chairman Tom Perez to bring Sodexo to the table and meet the workers' demands. The parties came to an agreement early on Dec. 17, with the membership ratifying the three-year contract later that day. The contract includes increased wages, lower health care costs, and stronger job security.

"I am thrilled that we were able to reach an agreement, and that the candidate debate can continue as scheduled," said Angela Fisher, prep cook at Loyola Marymount University. "I am homeless, and knowing that I will be making a better wage because of this new contract gives me the hope to put a roof over my head."

UNITE HERE Local 11 members in Los Angeles, CA



Judy Beard, Director

APWU Members Instrumental in Achieving Legislative Milestone

With the achievement of more than two thirds support for the *USPS Fairness Act* in the House (301 cosponsors to date), H.R. 2382 has been placed on the consensus calendar and is in line for a vote by the full House of Representatives.

This legislation would repeal the mandate that requires the Postal Service to prefund its retiree health care benefits 75 years in advance and is responsible for 100 percent of the financial losses since 2013.

Next Steps

The U.S. President signs legislation into law after it has been approved by both chambers. The *USPS Fairness Act* companion legislation is introduced – our work now continues in the Senate.

The phone calls, office visits, op-eds, letters to the editor, and social media outreach by APWU members was critical in reaching this level of bipartisan support. APWU members took the message to our elected officials, families and friends. We will stand together and finish this fight.

Last month, on Dec. 3, Senators Steve Daines (R-MT) and Bryan Schatz (D-HI) introduced Senate Bill 2965 (S. 2965). This companion bill has identical language to H.R. 2382. The introduction of this companion legisla-



President Mark Dimondstein and Legislative & Political Director Judy Beard meeting with Representative Peter DeFazio (D-OR-04) to discuss the scheduling of a floor vote on H.R. 2382

I AM ASKING OUR APWU MEMBERS TO CONTINUE CONTACTING YOUR REPRESENTATIVES AND ASK THEM TO REPEAL THE MANUFACTURED PREFUNDING PAYMENTS FORCED ON THE USPS IN THE 2006 POSTAL ACCOUNTABILITY AND ENHANCEMENT ACT. YOUR ASK AND EDUCATION IS NOW TO BE DIRECTED AT YOUR U.S. SENATORS. CALL 844-402-1001.

tion on the heels of our achievement in the House of Representatives sends a strong message of bipartisan support to the Senate.

I am asking our APWU members to continue contacting your representatives and ask them to repeal the manufactured prefunding payments forced on the USPS in the 2006 Postal Accountability and Enhancement Act. Your ask and education is now to be directed at your U.S. Senators.

APWU members can call our legislative hotline (844-402-1001) to be connected with their Senators. When you dial this number, you will hear a short message detailing the important information you should convey. We also strongly encourage you to schedule a meeting with your Senators while they are home during their first recess of 2020 from February 17-22.

As this issue goes to press, a call-in day of action will be announced soon. This is the day we will collectively call our Senators to either thank them for being a cosponsor on S. 2965 or encourage them to sign on.

The legislative priority one-pager with more information on S. 2965 can be found at apwu.org/usps-fairness-act. You should share this when you visit your Senators' offices. Be sure to make copies for your friends, family, and co-workers. ■

2020 Election Preparation

The first primaries/caucuses for the presidential election taking place in February are: Iowa (Feb. 3), New Hampshire (Feb. 11), Nevada (Feb. 22), and South Carolina (Feb. 29). Information regarding voter registration, primary/caucus dates, and other critical information on 2020 ballot initiatives/referendum can be found on the Legislative & Political Department webpage. This information is a must read!



Anna Smith, Director

Is There is a Union Meeting— *Who cares?*

Far too many local unions are not able to secure a quorum in order to carry out the functions of their membership meetings and fully represent the interests of the members. This problem is serious. Too many members **never** attended a meeting during their entire career.

Below are a few of the reasons for not participating usually heard:

- **“I don’t have the time.”** Most meetings are regulated to about 2.5 hours once a month, once a quarter, or some even have them only twice a year. Two and a half hours out of 730 hours in a month is not too much to ask when you consider what is required to occur at a union meeting.
- **“If they hold them on a different day I’d go.”** Most locals have fixed dates for meetings written in their bylaws. The APWU represents multiple crafts and more often than not members work on different tours. An effort should be made to rotate the meetings.
- **“All they do is fight.”** A membership meeting is usually the lawmaking authority in a local. Not the President, not the Executive Board, it is the membership that truly is supposed to ensure the membership is properly represented. There are Rules of Order that are supposed to ensure a democratic and orderly meeting.
- **“The meetings are boring!”** Most local bylaws have an “Order of Business” with required reports such as that of the President and the all-important Financial Report. Some of the locals have not updated their by-laws and still call unfinished business “old business.” However, almost all locals also have “new business” listed. Under this item many issues can be discussed, including what is the current problem important to the rank-and-file members.
- **“I don’t get how they talk.”** Too often regular attendees who are used to “parliamentary procedure” get too technical. The purpose of ‘Robert’s Rules of Order’ is to ensure questions are handled democratically. The Chair should not be dictator. The Chair’s main function is to get the business done in accordance with the local’s constitution

and by-laws and protect everyone’s right to participate. The rules can be used to try to undermine the will of the members present and the Chair has to prevent that.

NEXT TIME SOMEONE ASKS “IS THERE A UNION MEETING?” THE RESPONSE IS “YES THERE IS, CAN I PICK YOU UP TO GO TOGETHER?”

How Can We Improve Meetings?

How can a local ensure a sufficient number of members attend their meeting?

There is no magic wand, but here are some ideas:

- Welcome new attendees. Explain what happens at the meeting. If time is taken to make the meeting meaningful; they will likely return. Work at helping that member so that they realize meetings work! They will let others know and so interest will grow.
- Give members a sense of power and ownership of their union. We preach that members are union and too often do not include them in enough of the process. Make this an event where they can truly see their elected leaders in action on behalf of every member.
- Spruce up the agenda under new business. If there are controversial issues on the work floor make that a topic of new business. Let them vote on policy positions of the locals. Invite guest speakers.
- Announce the meeting well in advance and follow up with personal contacts with individual members. Don’t give up on them if they are a no show. Go back and ask them why they were not able to attend. If possible, rotate the meetings.

Space will not permit me to elaborate more but there are hundreds of ideas and projects. Form a committee to work on some.

Next time someone asks “Is there a Union Meeting?” the response is *“yes there is, can I pick you up to go together?”* ■

Blue Water, Public Law 116-23 in Effect

The Blue Water Navy (BWN) Vietnam Veterans Act of 2019, signed into law on June 25, 2019 went into effect on Jan. 1, 2020. The law presumes veterans who served as far as 12 nautical miles off the coast of Vietnam and Cambodia, or who served in the Korean Demilitarized Zone (DMZ), have been exposed to herbicides such as Agent Orange.

BWN veterans, many of whom are active and retired APWU members or our family members, may now be entitled to service-connected disability compensation from the Department of Veterans Affairs (VA). Their survivors may be eligible for Dependency and Indemnity Compensation (DIC) and burial – memorial benefits whether or not their veteran died prior to filing a claim, a claim was previously denied, or their claim was in process. The law also

provides benefits for children born with spina bifida whose parent was a veteran with verified herbicide exposure in Thailand.

To be entitled to VA benefits, veterans must have served between January 9, 1962 and May 7, 1975 within definitive demarcations, and have one or more of the specified

conditions related to presumed exposure as defined under section 3.309(e), Title 38 Code of Federal Regulations.

There are 14 diseases currently listed for Agent Orange. They include Amyloid light-chain (AL) amyloidosis; chloracne, or other acne form disease consistent with chloracne; all chronic B-cell leukemias including, but not limited to, hairy-cell leukemia and chronic lymphocytic leukemia; diabetes mellitus, Type 2; Hodgkin's lymphoma; multiple myeloma; Non-Hodgkin's lymphoma; peripheral neuropathy, early-onset; Porphyria cutanea tarda; prostate cancer; respiratory cancers (cancer of the lung, bronchus, larynx, or trachea); soft-tissue sarcoma other than osteosarcoma, chondrosarcoma, Kaposi's sarcoma, or mesothelioma; Ischemic heart disease, and Parkinson's disease. Veterans who suffer any one of these listed conditions, but who served outside of the designated boundaries and time periods may still apply for service connected benefits on a direct basis under 38 CFR 3.303, provided herbicide expo-

sure can be established and scientific or medical evidence shows that the claimed condition is causally associated with the exposure.

Veterans wishing to file an initial claim for disability compensation should submit VA Form 21-526EZ or VA Form 20-0995 for previously denied claims. Survivors applying for DIC or burial – memorial benefits should use VA Form 21P-534EZ.

When filing a claim, applicants should state they are filing for one of the conditions related to presumed herbicide exposure such as Agent Orange. If available, they should supply any evidence that supports service dates within the recognized offshore waters of Vietnam, Cambodia, or the DMZ. List names of vessel(s) if known. Medical evidence showing a diagnosis related to exposure to herbicide such as Agent Orange should be provided or the applicant can advise the VA where treatment was received.

Additionally, PL 116-23 made changes to the VA Home Loan Program. Home loans will not be limited to the Federal Housing Finance Agency Confirming Loan limits. No-down payment loans can be obtained, regardless of amount. Purple Heart recipients currently serving are exempted from funding fees. Loan limits for Native American veterans seeking to build or purchase a home on Federal Trust Land were removed. There is a slight, temporary increase in funding fees for veterans and service members for the next two years, while National Guard and Reservists received a slight, permanent decrease. Veterans with service-connected disabilities, some surviving spouses, and other potential borrowers are exempt and will not be impacted by the change.

Veterans and family members with questions regarding VA claims or loans can find guidance at www.va.gov, or seek assistance from a VA accredited Veterans Service Organization representative, attorney, claims agent or VA employee, or contact their VA regional office. A regional office facility locator can be found at www.benefits.va.gov/benefits/offices.asp. DIC applicants can visit www.va.gov/burials-memorials/dependency-indemnity-compensation to learn more.

Thank You for Your Service. ■

– Human Relations Department

What's Up Doc?



Sue Carney, Director

Postal employees who are injured on the job have the right to select their treating physician. Under the Federal Employees' Compensation Act (FECA), medical doctors, including specialists are considered qualified. Exceptions include individuals whose licenses have been revoked or suspended or who have been excluded from payment under FECA.

The Office of Workers' Compensation Programs (OWCP) only pays chiropractors for manual manipulation to correct subluxation of the spine when demonstrated by x-ray, and for physical therapy performed under the direction of a doctor. A psychologist may serve as the sole treating physician when the condition is wholly emotional in nature. They may treat physical conditions if permitted by state law and conduct testing, evaluation and other services under the direction of a doctor.

OWCP must consider all medical documentation. Only doctors, not physician assistants, nurse practitioners, physical therapists nor office staff should sign reports or disable employees from work. Stamped signatures are acceptable.

The USPS may require examination by a contract doctor, but the examination may not delay initial treatment by the employee's chosen physician. The employee has a right to refuse treatment and should not be required to sign any medical releases or guarantor forms, nor compelled to return for follow-up treatment. Upon the third visit, the contract doctor is considered the claimant's treating physician.

Contract doctors serve the employer. They are not the claimant's advocate and are not bound by patient-doctor confidentiality. They may share private information with the Postal Service. This includes contract vendors providing services under the USPS Medical Benefit Programs, i.e. physical therapy, transportation. Participation in these programs is voluntary and should be discouraged.

Treating Physicians Should Know

OWCP makes all decisions regarding claim approval, benefits and treatment, not the United States Postal

Service. Failure to respond to the USPS will not impact payment for their services. The USPS is only entitled to a claimant's medical restrictions and prognosis. When disabled because of a traumatic injury and claiming continuation of pay, they are entitled to a medical note within 10 days of when COP begins disabling the claimant for a specified period of time.

All other medical reports and claim documentation, except forms that require employing agency completion, should be sent directly to OWCP or more preferably given to the claimant for submission to OWCP. Claim information is private and protected by the Department of Labor Privacy Act Systems / GOVT-1. The fact that the USPS is the employer does not automatically entitle designated postal personnel to protected claim information no matter how benign their request may seem – communications are often misleading and frequently omit claimant rights.

The Postal Service is only permitted to contact a treating physician in writing and solely regarding medical restrictions and prognosis. Any other communication or content is a violation of the law. The USPS is required to copy claimants when communications are sent to physicians, and upon receipt of a response.

Doctors and claimants must cooperate with nurses assigned by OWCP but the nurse cannot interfere with or direct the course of treatment nor be party to exams or private discussions. They should know job offers must include all physical requirements of the duties; that their medical narrative must include rationale – not just an opinion; that the USPS Health and Resource Management Office and Headquarters Injury Compensation are not an extension of OWCP; and that a CA-16, when issued, authorizes their medical services and guarantees payment for up to 60 days, even when a referring doctor's name is listed on the form – a new form will not be issued.

In order to be paid doctors must be an enrolled provider. They can register at <https://owcp.med.dol.gov> via the 'FECA provider' web portal. Doctors with questions treating APWU members may contact Sue Carney at scarney@apwu.org or 202-368-1845. ■

Dealing with Difficult People



Joyce B. Robinson, Director

As postal employees, we are required to interact with co-workers, customers, supervisors and managers. We sometimes feel overwhelmed. To avoid saying the wrong thing at the wrong time. It might prove useful to learn how to “Deal with Difficult People.”

Recognizing Difficult People

There are several different types of difficult people. Below are some examples:

- **The Passive Communicators** – Never offer ideas or let you know where they stand.
- **The Know It-Alls** – Arrogant and usually have an opinion on every issue. When they are proven wrong, they become defensive.
- **The Dictators** – Bully and intimidate. They are constantly demanding and are brutally critical.
- **The ‘Yes’ People** – Agree to any commitment, yet rarely deliver. You cannot trust them to follow through.
- **The ‘No’ People** – Are quick to point out why something will not work. What’s worse, they are inflexible.
- **The Gripers** – Never have real grievances, but are constantly griping. They prefer complaining than finding solutions.
- **Get it Done People** – Focus on tasks. They pay attention and are detail orientated. When under pressure, they raise their voices and are direct and blunt.
- **Aggressive People** – Blame others for their mistakes and express anger in destructive ways. They are competitive, manipulative, create turmoil and walk around with a chip on their shoulder.
- **Don’t Take it Personally** – A difficult person’s words can be viewed as a personal attack on others. This is not the case; their reaction and behavior are not about anyone else, it’s strictly about them. Never take it personally, you end up becoming offended. This causes you to react and become defensive, causing additional conflict.
- **Just Walk Away** – Do not waste time by trying to change or convince a person who is unlikely to change his/her opinion. Be diplomatic and interact with them only when necessary.
- **Be Proactive** – By avoiding personalizing other people’s behaviors, we can perceive their expressions more objectively. People react the way they do because of their own issues and not because of anyone else.
- **Separate the Person from the Issue** – In every communication situation, there are two elements present: The relationship you have with the person, and the issue you are discussing. Focus on the issue.
- **Put the Focus on Them** – Most difficult people like to make others feel inadequate or uncomfortable and focus on “what done wrong,” instead of “solving the problem.” Avoid reacting defensively; this gives the aggressor more power. Change this dynamic by putting the focus back on the difficult person. Asking brief questions about what they expect of you.

We cannot change people but we can change the way that we react and respond to them. Listed are just a few suggestions that will aid you in “Dealing with Difficult People.” Putting these suggestions into practice will aid you in your everyday life. ■

Editor’s note: Resources include Pryor Learning Solutions, Inc.’s Dealing with Difficult People presentation and Psychology Today’s article “Ten Keys to Handling Unreasonable & Difficult People,” by Preston Ni.

Handling Unreasonable and Difficult People

Most of us encounter unreasonable people in our lives but we should never allow them to ruin our day. To the right are strategies to handling unreasonable and difficult people:

Medicare and You



Nancy Olumekor, Director

Medicare is health insurance for people 65 and older, people under 65 with certain disabilities, and people of any age with End-Stage Renal Disease.

What is Original Medicare?

Medicare Part A and Part B is referred to as “original” Medicare.

Medicare Part A is hospital insurance. It covers inpatient care in hospitals; it also includes coverage in critical access hospitals and skilled nursing facilities. It covers hospice care and home health care, though you must meet certain conditions to get these benefits. Medicare Part A is free for most people.

Medicare Part B is medical insurance. It covers medically necessary services like doctor’s visits, outpatient care, and other medical services that Part A doesn’t cover, such as lab work and durable medical equipment. Part B also covers many preventive services. Medicare Part B has a standard monthly premium for most people. The 2020 Part B premium is \$144.60. People with higher incomes may pay a higher premium.

Original Medicare has deductibles for inpatient hospital stays, medical coverage and coinsurance. Medicare usually pays 80 percent of the Medicare-approved amount for medically-necessary care. The coinsurance is usually 20 percent of the Medicare-approved amount. Original Medicare does not pay for prescription drugs, long-term care, routine dental services, routine vision care, and other services.

Most postal and federal retirees also keep their Federal Employees Health Benefit Plan (FEHB) which covers the co-pays and deductibles that Medicare Parts A and B doesn’t cover. Medicare Parts A and B along with your FEHB plan should keep most out-of-pocket medical costs down.

When Can You Enroll in Medicare Part A and Part B?

There are three (3) possible enrollment periods for Medicare A and B: the Initial Enrollment Period, General Enrollment Period and Special Enrollment Period.

Medicare Initial Enrollment Period (IEP)

If you get Social Security retirement or disability benefits before age 65, the Social Security Administration will automatically enroll you in Medicare Parts A and B the month you turn 65. You’ll get a “Welcome to Medicare” booklet and your Medicare card about 3 months before your 65th birthday.

If you aren’t getting Social Security benefits or Railroad Retirement benefits you will need to enroll in Medicare Parts A and B during your Initial Enrollment Period. This is the period during the seven months surrounding the month you turn 65, when you’re first eligible for Medicare. This period begins 3 months before the month you turn 65, it includes the month you turn 65 and ends 3 months after the month you turn 65.

Medicare General Enrollment Period (GEP)

The General Enrollment Period is the time period from January to March 31 of every year when you can enroll in Medicare Part B for the first time.

If you enroll during the General Enrollment Period your Medicare Part A and B coverage will begin on July 1. In most cases, you’ll have to pay a late enrollment penalty.

Medicare Special Enrollment Period (SEP)

If you are turning 65 or over 65 and you or your spouse is still working and covered by an employer or union group health plan through your or your spouse’s current or active employment, you can enroll in Medicare Part A and B during the Special Enrollment Period. There is usually no late enrollment penalty.

This is the eight (8) month period from the month you retire or the employer/union group health plan ends to enroll in Medicare Parts A and B. There are other circumstances that will allow you to enroll in Medicare Parts A and B during the Special Enrollment Period.

For additional information, contact the Social Security Administration at 1-800-772-1213 or visit your local Social Security office. You may also go online at [socialsecurity.gov](https://www.socialsecurity.gov). ■

Let's Get Started!



Sarah Jane Rodriguez, Director

Earning your vote as Health Plan Director is far and above one of the most exciting moments of my union career. Thanks to those that supported me; your confidence and trust mean so much. To those that did not, I will work diligently to gain your support over the next three years. Delivering affordable, quality health care will always be on the top of my priority list and I look forward to serving all of my APWU brothers and sisters, active and retired.

During my first 20 days onsite at the Health Plan, I have noticed that the staff leads from a long time of commitment and experience. We have over 1,000 years of experience in Glen Burnie, MD, at the Health Plan headquarters. Our purpose is connecting union members to what's important in their lives – health care. APWU Health Plan connects you and your family to reliable benefits at an affordable premium. **Together. Better Health.**

Technology brought an enormous and welcoming change to the health care industry. APWU Health Plan is at the front of the pack when it comes to innovation. Our members now have access to some of the best data and web tools available. As you begin your benefit year, I wanted to offer you some cost-saving solutions on care. The following are some of my favorite digital items that you have access to as an APWU Health Plan Member.

Try a virtual visit this year.

Save time and money. Save with a reduced co-pay for the High Option (\$15) and lower co-insurance dollars for the Consumer Driven Option. Virtual visits enable scheduled or on-demand visits on a computer, tablet, or mobile device between you and a doctor. Save time by seeing a doctor in the comfort of your home, workplace, or anywhere you may be. Virtual visits are perfect for providing you or a family member with quality care, without all the hassle of taking a trip to the doctor's office. As a new benefit for 2020, virtual visits are now available for mental health and substance use disorders in addition to medical care.

Register today so that when it's time for a visit, no registration is required. "Be Ready When Sick Happens." Virtual Visits are available anytime, 24/7/365 and

are options for fever, pink eye, bronchitis, seasonal flu, cough and cold, and sinus problems. Most visits take 10 to 15 minutes, and in some cases, your doctor can write a prescription, if needed, that you can pick up at your local pharmacy. Save time and money with virtual visits. Bring the doctor to you. See the following websites for details:

- High Option members: See www.AMWell.com or call 855-818-DOCS for medical care, and www.mdlive/APWU or call 888-430-4827 for mental health visits.
- Consumer Driven Option members: Log-in at www.myuhc.com to get started.



Get on-the-go-access to your plans.

Register for myAPWUHP for secure online access to your ID card and important claims details. Your member portal automatically transfers medical information from your claims and organizes it in a single secure location. From your computer, mobile device, or app, you can access Health Plan information such as claims status, deductible balance, co-pays and coverage and maximums. You can also print or show your ID card with the mobile app. You have two ways to access your information:

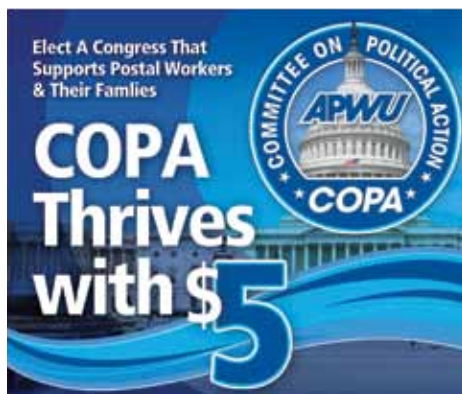
1. Register or log-in on the APWU Health Plan website. See the "Log-in" button located at the top, right corner of www.apwuhp.com.
2. Find our mobile apps in the Google and App store. Search "myapwuhp" for the High Option and "myuhc" for the Consumer Driven Option. ■

APWU 2020 LEAVE CHART

| BROUGHT FORWARD | | PAY PERIOD BEGINS | | | | | | | EARNED THIS PERIOD | | | | | | | USED THIS PERIOD | | | BALANCE | |
|-----------------|------|-------------------|----------------------------|----------------------------|------|-------------------------|-------------------------|----------------------|--------------------|-----|----------------------|------|-----|-------|--------------------------------|------------------|------|-------------|---------|------|
| ANNUAL | SICK | SAT | SUN | MON | TUES | WED | THURS | FRI | SAT | SUN | MON | TUES | WED | THURS | FRI | ANNUAL | SICK | THIS PERIOD | ANNUAL | SICK |
| | | | | | | | | | | | | | | | | | | | | |
| | | Jan. 4, 2020 | | | | | | | | | | | | | | | | | | |
| | | Jan. 18 | | JAN. 20 MILK Day | | | | | | | | | | | | | | | | |
| | | Feb. 1 | | | | | | | | | | | | | | | | | | |
| | | Feb. 15 | | FEB. 17 President's Day | | | | | | | | | | | | | | | | |
| | | Feb. 29 | | | | | | | | | | | | | | | | | | |
| | | March 14 | | | | | | | | | | | | | | | | | | |
| | | March 28 | | | | | | | | | | | | | | | | | | |
| | | Apr. 11 | | | | | | | | | | | | | | | | | | |
| | | Apr. 25 | | | | | | | | | | | | | | | | | | |
| | | May 9 | | | | | | | | | | | | | | | | | | |
| | | May 23 | | MAY 25 Memorial Day | | | | | | | | | | | | | | | | |
| | | June 6 | | | | | | | | | | | | | | | | | | |
| | | June 20 | | | | | | | | | | | | | | | | | | |
| | | July 4 | JULY 4 Independence Day | | | | | | | | | | | | | | | | | |
| | | July 18 | | | | | | | | | | | | | | | | | | |
| | | Aug. 1 | | | | | | | | | | | | | | | | | | |
| | | Aug. 15 | | | | | | | | | | | | | | | | | | |
| | | Aug. 29 | | | | | | | | | SEPT. 7 Labor Day | | | | | | | | | |
| | | Sept. 12 | | | | | | | | | | | | | | | | | | |
| | | Sept. 26 | | | | | | | | | | | | | | | | | | |
| | | Oct. 10 | | OCT. 12 Columbus Day | | | | | | | | | | | | | | | | |
| | | Oct. 24 | | | | | | | | | | | | | | | | | | |
| | | Nov. 7 | | | | NOV. 11 Veterans Day | | | | | | | | | | | | | | |
| | | Nov. 21 | | | | | NOV. 26 Thanksgiving | | | | | | | | | | | | | |
| | | Dec. 5 | | | | | | | | | | | | | | | | | | |
| | | Dec. 19 | | | | | | DEC. 25 Christmas | | | | | | | New Year's Day JAN. 1, 2021 | | | | | |

Leave year Begins: PP 02-2020 Jan. 4, 2020 Leave year Ends: PP 01-2021 Jan. 1, 2021

Become a COPA Contributor Today!



With the recent attacks on the Postal Service and looming threat of privatization, contributing to COPA is more important than ever. APWU active and retired members are encouraged to join us in our fight by volunteering to become a COPA contributor today!

There are several, convenient ways to contribute to COPA that can be found by visiting the COPA page on the APWU website, apwu.org/copa. You can participate in our new, *COPA Thrives With \$5* campaign or join the previous campaign of *Ten to Win*. Any amount you can contribute is welcome! No amount is too big or too small.

COPA is the APWU's non-partisan Committee on Political Action created to raise voluntary, political contributions. COPA strengthens our voice on Capitol Hill by allowing us to advance our legislative priorities through supporting elected officials and candidates who are committed to maintaining a strong, public Postal Service and who will promote policies that benefit working people.

This COPA solicitation is paid for by the American Postal Workers Union, 1300 L Street, NW NW, Washington, DC 20005, (202) 842-4200; it is not authorized by any candidate or candidate's committee.

Contributions or gifts to COPA are not deductible as charitable contributions for federal income tax purposes. COPA will use the contributions it receives for political purposes, including making contributions to candidates for federal, state and local offices, and addressing political issues of public importance. Contributions to COPA are voluntary. The amount given or the refusal to give will not benefit or disadvantage the person being solicited. Federal law requires political action committees to report the name, mailing address, occupation, and employer for each individual whose contributions aggregate in excess of \$200 in a calendar year.