

THE AMERICAN

APWU

# Postal Worker

July/August 2020



**2**  
**Million**  
**Tell Congress to Fund &**  
**Support the**  
**People's**  
**Post**  
**Office**



APWU National Executive Board Endorses Joe Biden for U.S. President. See page 8.





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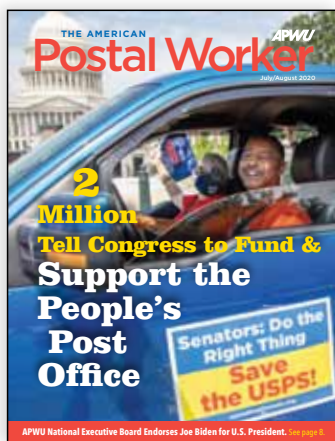
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Postal workers and supporters delivered the message to the Senate to Save the Post Office. Learn more on page 6.

Photo by Keith Mellnick

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PRESIDENT MARK DIMONDSTEIN

# Forging a “New Normal”

The super-rich never miss their opportunities in times of crises. From early March through April, the total wealth of billionaires in the United States boomed, increasing by \$308 billion with Amazon’s Jeff Bezos personally accumulating an extra \$25 billion from the pandemic!

For the rest of us, the last few months have been hard. The COVID-19 pandemic has changed our lives. It has deeply affected our health and safety, our workplaces, the well-being of our families, coworkers and communities, and the way we interact with each other. Its economic impact on the working people of the world has been devastating. In the U.S., over 45 million people are newly unemployed. Sixty million people have lost health insurance coverage. The pandemic’s economic toll may cause the USPS to run out of money, jeopardizing our jobs, retirements and our mission to serve the people.

We all yearn to get back to “normal” – taking that planned vacation; hanging out with neighbors and family; working without worry about COVID; seeing kids back in the classrooms; shopping; hugging our grand-kids; and attending weddings.

LET’S MAKE SURE THIS TRAGIC CRISIS IS NOT USED TO FURTHER ENRICH THE WEALTHY AT THE EXPENSE OF WORKING PEOPLE. INSTEAD LET IT BE AN OPPORTUNITY TO BUILD A BETTER AND MORE JUST SOCIETY FOR THE “99%”.

But before rushing back to the “old normal” let’s take stock of a system that has failed most working people. Galloping income inequality in the U.S. has resulted in just three billionaires accumulating the same wealth as the bottom 50% of the entire country, some 160 million people! The minimum wage remains a poverty-level \$7.25 per hour. Millions of people are forced to choose between medicine and food. Many are forced to work even when sick. Climate change threatens life on earth. Corporate union busting results in a unionization rate of 10 percent. “Free Trade” agreements have destroyed manufacturing jobs. College education is financially out of reach. Child care expenses for working families eat up whole weekly paychecks. The country’s infrastructure of dams,

bridges, and roads is crumbling while endless wars suck up trillions of tax dollars. The government has failed the people in the pandemic. Police forces are militarized. People of color, particularly African-Americans, are harassed and murdered based on the color of their skin, often by those sworn to “serve and protect.” And the two main political parties are dominated by Wall Street, corporate money and the interests of the top 1 percent.

If we conclude that the system has indeed failed us, we can either accept this state of affairs, or we can work together to build a new world. Let’s “Imagine” (as the Beatles song says) a “new normal” where all workers have living wages and a union, healthcare is a human right, and all have paid sick leave and decent vacations. A country where elder care is based on dignity, education takes precedence over prisons, Black Lives Matter, and our water and air are clean.

Let’s make sure this tragic crisis is not used to further enrich the wealthy at the expense of working people. Instead let it be an opportunity to build a better and more just society for the “99%.” We should be encouraged that many essential workers, even without unions, have stood up to protect their health and safety on the job. We should be encouraged that protests for racial justice and equality still fill our streets. We should be encouraged that our history is replete with positive change, labor and civil rights alike, won through struggle. We should be encouraged that the people overwhelmingly support saving the public Postal Service.

Let’s not just “imagine” a “new normal.”

Taking inspiration from the words of our labor anthem “Solidarity Forever,” let’s unite with working folks from all walks of life and win our future of “justice for all”:

*In Our Hands is Placed a Power*

*Greater than their hoarded gold*

*Greater than the might of armies magnified a  
thousand-fold,*

*We can bring to birth a new world from the ashes of the old*

*For the Union makes us strong! ■*



# New Advertisements Salute Postal Workers, Call on Congress for Emergency Relief



Actor and Activist Danny Glover



Image from "Save the Postal Service - Because it's Yours!"

In response to the urgent financial crisis facing the Postal Service, the APWU launched multiple advertisements to rally public support around Saving the Post Office. The first advertisement, a 30-second video titled "Save the Postal Service – Because It's Yours!", was released on May 21. The video salutes the work of postal workers and asks the public to tell Congress to save the Postal Service.

The ad has been seen by over a million people online and motivated thousands to call their Senators. It also played on television while Senators were home for the July 4 recess.

The APWU encourages every member to watch the video, call their Senators, and share the ad with coworkers, family and neighbors. The ad is available on [apwu.org](http://apwu.org), and you can also view by scanning the QR code with your phone.

## Radio Spots

On June 3, the APWU also released a series of radio ads. The first radio ad, titled "Essential," focuses on the critical role postal workers are playing during the COVID-19 pandemic, and the effects the pandemic is having on the Postal Service's finances. It ends with a call to listeners to contact Congress and tell them to save the Postal Service. This ad aired nationally.

In addition, the APWU released a radio public service announcement, narrated by actor and activist Danny Glover. Glover, the son of postal workers, shares his own story in the ad, bringing a personal touch to the crisis facing the Postal Service. Above is his message:

*"It's hard to think of an institution more central to American life than the U.S. Postal Service, maybe that's why it's so easy to take it for granted."*

*"I'm Danny Glover, and both my parents were postal workers; and during the holiday season, so was I."*

*"My parents went to work knowing that what they did in our community was essential, and that's still true today."*

*"The coronavirus has impacted the Postal Service like any other business, finances are tight; but postal workers are still risking their own health on the front lines."*

*"Nothing would have kept my mom and dad from their jobs because it's more than a job."*

*"Mail keeps America open – for business, for community, and for family."*

*"Join me in expressing gratitude to the men and women of the U.S. Postal Service."*

You can listen to both ads on [apwu.org](http://apwu.org), or by scanning the QR codes below on your phone. ■

## Watch and Listen Now!



Scan to watch television advertisement



Scan to listen to both radio advertisements



Dallas, TX

# Two Million Signatures Dozens of APWU Locals Join in Day

On June 23, over two million petition signatures demanding urgent postal funding were delivered to Congress. APWU members and postal supporters joined in a National Day of Action to Save the Post Office with car caravans, rallies, coordinated mailbox letter drops, and letter-writing events.



Washington, DC

Due to a drop in revenue caused by the COVID-19 pandemic, the Postal Service will run out of cash without financial assistance from Congress.

On May 15, the House of Representatives passed initial legislation that had provisions to fund the Postal Service, including the emergency funding of \$25 billion for lost revenue due to COVID-19.

The issue is now in the hands of the Senate. In order for this to become law the Senate must also pass legislation

that includes financial relief for the Postal Service, and then the President must sign it. Should the Postal Service run out of cash, millions could go without delivery of life-saving prescription medication, Social Security checks, absentee ballots, and other vital services.

As the petition signatures were delivered in Washington, D.C., APWU members brought the demand for postal funding to dozens of other cities, including New York City; Philadelphia; Detroit; Houston; San Antonio; Cleveland; Denver; Oklahoma City; Seattle; Minneapolis; St. Paul, MN; Kalamazoo, MI; Portland, OR; Clarksburg, WV; Merrillville, IN; Gary, IN; Miami, FL; Sacramento, CA; Des Moines, IA; Roseville, CA; Saint Charles, MO; Portland, ME; Raleigh, NC; Ann Arbor, MI; Ypsilanti, MI and Toledo, OH.

The events were successful in gaining media attention from local newspapers and news channels, and sent the message about the urgent need for postal funding from dense urban cities to rural communities.

Philadelphia PA Area Local President Nick Casselli highlighted the White House's hypocrisy in declaring postal workers essential while refusing to properly fund the Postal Service in any stimulus legislation. "We're disrespected by [President] Trump and the government," President Casselli told *WHYY*, the city's public radio station. "We have to write our Senators. We've got to write to our governors and congressmen."

San Francisco Local President Cindy Datangel emphasized the need to fight back against the White House's use of the crisis to further its privatization agenda. "There's been a long fight in terms of forces that want to privatize the Postal Service, which would really be a big blow to the community that we serve," Datangel told *San Francisco Public Press*. "We serve so many people – the poor, the elderly, the disabled – so we really need to keep the Postal Service as a service instead of a profit-geared business."

You can view photos from events around the country at APWU's Flickr page, [@APWUNational](#).

## MoveOn Joins APWU for Live Event during National Day of Action

As locals rallied around the country, APWU National and MoveOn held a virtual live event with President Dimondstein and MoveOn Executive Director Rahna Epting, hosted by Social Security Works PAC President, TV personality and famed "Sha Na Na" musician Jon "Bowzer" Bauman.

The discussion centered on the need for an emergency appropriation from Congress in order to offset the revenue losses caused by the COVID-19 crisis, as well as the importance of the Postal Service to all communities – especially rural.

"Postal workers are very proud of our mission, and even in difficult and dangerous times have been out serving the people. Postal workers have been heroes," said President Dimondstein. "It hasn't been easy, but we've been there and we

Kalamazoo, MI





# Delivered to Congress of Action to #SavethePostOffice

want to make sure that we continue to be there for generations.”

“Inaction is not an option – that part is clear. This is about COVID relief,” Epting said. “USPS does not normally need us to help them – this is a unique situation, a historic crisis that needs a historic response.”

“The Postal Service must go – and we want it to go – to every address, no matter who we are or where we live, for the same, uniform price,” President Dimondstein said.

The event also featured video statements of support from postal allies and labor leaders, including AFL-CIO President Richard Trumka, National Postal Mail Handlers Union President Paul Hogrogian, National Association of Letter Carriers President Fredric Rolando, AFSCME President Lee Saunders, Alliance for Retired Americans Executive Director Rich Fiesta and Jobs With Justice Executive Director Erica Smiley.

There were so many messages of support that not all of them were able to make it into the hour-long program. Additional messages, from NAACP Washington Bureau Director Hilary Shelton, AFT President Randi Weingarten, National Coalition on Black Civic Participation Melanie Campbell, Public Citizen President Robert Weissman and staff from Take on Wall Street are included in the revised video on [apwu.org](http://apwu.org)

Bauman pointed out that like Social Security and Medicare “the Post



top left: Philadelphia, PA



top right: APWU delivers 2 million signatures to Congress. Legislative & Political Director Judy Beard carries box (right) with APWU staff.

Office cuts across party lines," and "are vastly popular programs all over the country, with members of all political parties... Pressure on Congress really does work. Call your member and make sure your voice is heard."

The APWU Live event is available to view on [apwu.org](http://apwu.org), as well as APWU's YouTube page, [apwucommunications](http://apwucommunications). ■



Sacramento, CA



Denver, CO



Des Moines, IA



New York, NY



# APWU Executive Board Endorses Joe Biden for President



"Joe Biden at McKinley Elementary School" by Phil Roeder is used under a CC-BY2.0 license. Available at bit.ly/2NEUWQP.

*In June, the APWU National Executive Board voted to endorse Joe Biden for President of the United States. Below is the Executive Board's full statement on the endorsement, originally published on apwu.org on June 9:*

**T**he American Postal Workers Union's National Executive Board has voted to endorse Joe Biden for President of the United States. In their decision, the Board recognized his record of advancing the cause of unions, his support for the public Postal Service, postal workers, and his opposition to postal privatization.

As our country has confronted the pandemic, postal workers have heroically highlighted once again the importance of an affordable, universal and public Postal Service. Even as we have ensured that essential medicines, supplies and mail reached every address, serving the people at a time of incredible need, the Postal Service faces the prospect of closure. Without an immediate infusion of cash from Congress and the White House, the Postal Service will likely run out of money by fall due to COVID-related revenue losses.

Joe Biden recognized the stakes of this moment in a recent letter to the National Executive Board when he stated, "This crisis makes clear: the USPS doesn't just perform the

integral task of offering mailing and shipping services in accordance with its Universal Service Obligation, it is also often the social and economic lifeline to rural and lower-income communities across the nation. Our support for the Postal Service must match the commitment that its workers bring to serving our communities... I will continue to protect the Postal Service from all attempts at privatization."

## A Stark Choice

In 2018, the White House issued two reports which laid out plans to raise mail and package prices while cutting service, to do away with our hard-won collective bargaining rights achieved in the heroic and Great Postal Strike of 1970, and even the outright sale of the people's Postal Service to private corporations. Recently, the White House went so far as to threaten to veto a major COVID-19 stimulus package if it included support for the Postal Service, even though both the House and Senate had reached a bipartisan compromise to ensure funding. The White House and the Treasury Department are advancing their plans to sacrifice the Postal Service on the altar of private profit, using the crisis of the pandemic to carry out their destructive policies. President Trump has labeled the public Postal Service "a joke," an insult to every postal worker and customer.

In addition, President Trump's policies are hostile to unions and workers' rights, oppose living wages and a healthy environment, undermine veteran benefits, threaten the vital programs of Social Security and Medicare and openly incite dangerous racial, ethnic and religious bigotry and division when the working class needs unity and solidarity more than ever to advance our common interests.

"The Executive Board fully recognizes and respects that our fellow members hold a wide array of political views and that their choices in this election will be a matter of personal conscience. However, the contrast in this presidential race is clear for postal workers," said President Mark Dimondstein. "Donald Trump's policies have made it abundantly clear that he is a serious threat to our decent postal jobs, our unions and to the right of the people to a public Postal Service. Joe Biden has committed to support the Postal Service and its dedicated postal workers. Our union will continue to help build the movement to defend the public Postal Service and win a more just society."

The APWU National Executive Board believes that Joe Biden is the best choice in the upcoming presidential election. Former Vice-President Biden remains committed to helping end the assault on the Postal Service and our job security, will work with the APWU to secure the robust, vibrant, public Postal Service the people of our country deserve, and will help defend our rights to good, family-sustaining union jobs. As such, the National Executive Board committed to make every effort to educate and engage our members to elect Joe Biden as the next President of the United States and encourages members to be fully engaged in the 2020 presidential election. ■



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# Louis DeJoy is the 75th Postmaster General of the United States Postal Service

*On May 6, the Postal Board of Governors announced its selection of Louis DeJoy as the new Postmaster General of the USPS. DeJoy assumed the role on June 15. Additionally, following the retirement of Deputy Postmaster General Ronald Stroman and resignation of Vice Chairman David Williams, the Senate confirmed two new members of the Board of Governors on June 18. Those new members – Lee Moak and William Zollars – join Robert Duncan, John Barger, Ron Bloom, and Roman Martinez IV on the Board.*

*Below is a statement from President Dimondstein on May 7, following the announcement of DeJoy as the new Postmaster General:*

**F**ifty years ago, postal workers waged a heroic nationwide strike to win better pay, benefits and the right to collective bargaining. This strike also recreated the United States Postal Service as an independent agency, designed to be free from the political patronage and cronyism that had plagued the old Post Office Department.

The APWU is deeply concerned with the appointment process to make Mr. Louis DeJoy, a multi-million-dollar major donor to President Trump, the next Postmaster General and whether the Administration has returned to the days of political interference and patronage.

Since gaining its independence in 1970, the Postal Service's commitment to quality universal service to all the people of this country, at uniform and reasonable rates, has made the United States Postal Service the world's most affordable and reliable postal service and the country's most trusted and highest rated government agency.

Mr. DeJoy has a choice as he assumes the reins of our national treasure, enshrined in the U.S. Constitution, which has overwhelming popular support equally among Republicans, Democrats and Independents from the most populated urban centers to the smallest rural towns.

He can choose to be a Postmaster General who implements the destructive plans of this White House: raising postal rates, cutting services, undermining stable union and family-sustaining jobs, and selling the public Postal Service to corporations for their private profit.

And if that is his choice, Mr. DeJoy will be met with stiff resistance from postal workers and the people of this country.

Or Mr. DeJoy can prove true to his stated commitment to the public Postal Service, its employees and our mission binding the country together through universal service to all. If so, he will be a welcome addition to the postal family and our proud tradition of public service.

**THROUGH MANY POSTMASTERS GENERAL AND ADMINISTRATIONS, THE OBJECTIVES OF THE AMERICAN POSTAL WORKERS UNION AND PROUD POSTAL WORKERS HAVE REMAINED STEADFAST, AS THEY DO TODAY: DECENT JOBS, SAFE WORKING CONDITIONS, JOB SECURITY, SOCIAL JUSTICE, AND AN ENHANCED AND VIBRANT PUBLIC POSTAL SERVICE FOR GENERATIONS TO COME.**

In this extraordinary time of the pandemic crisis, reliable, affordable and universal postal services are needed more than ever. The Postal Board of Governors made a unanimous request to Congress for immediate and direct financial assistance to the Postal Service. We hope that Mr. DeJoy will join in this essential request for emergency assistance to replace revenue lost due to the economic impact of the pandemic and to ensure continued public postal services.

When outgoing Postmaster General Megan Brennan announced her retirement, the APWU joined with other national organizations in petitioning the Postal Board of Governors to select a replacement "who is fully committed to universal service and the public ownership of the Postal Service." The people deserve nothing less.

Through many Postmasters General and Administrations, the objectives of the American Postal Workers Union and proud postal workers have remained steadfast, as they do today: decent jobs, safe working conditions, job security, social justice, and an enhanced and vibrant public Postal Service for generations to come. ■

# MEMBERS



## IOWA POSTAL WORKERS AND DETROIT DISTRICT AREA LOCAL HOLD CARAVAN EVENTS TO DEMAND POSTAL FUNDING



Detroit photos by Jim West

(Top and Right) Detroit District Area Locals caravanning on May 21. (Below) Waterloo Local and Iowa Postal Workers Union members rallying before their June 7 caravan to demand urgent postal funding.



## SEN. ED MARKEY (D-MA) JOINS CENTRAL MASSACHUSETTS AREA LOCAL TO THANK POSTAL WORKERS

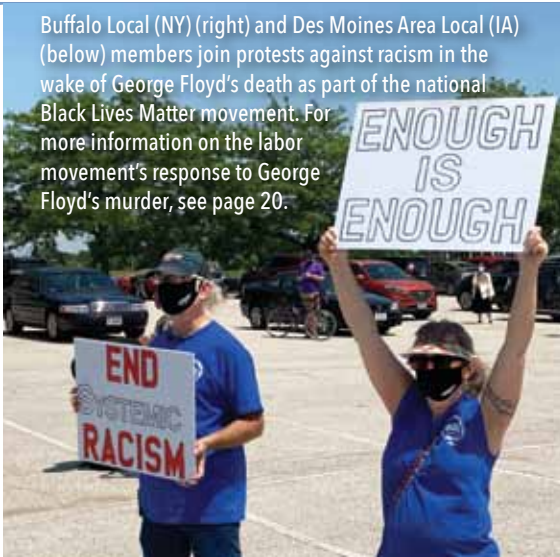


Sen. Ed Markey (D-MA, left) joining Central Massachusetts Area Local members at the Central Massachusetts Processing and Distribution on May 19 to thank postal workers for their essential work on the front lines of the COVID-19 crisis.



# IN ACTION

Buffalo Local (NY) (right) and Des Moines Area Local (IA) (below) members join protests against racism in the wake of George Floyd's death as part of the national Black Lives Matter movement. For more information on the labor movement's response to George Floyd's murder, see page 20.



**BUFFALO LOCAL AND DES MOINES AREA LOCAL (IA) MEMBERS PROTEST FOR RACIAL JUSTICE AFTER GEORGE FLOYD'S DEATH**

## **DALLAS AREA LOCAL MEMBERS RECOGNIZED FOR HEROIC WORK ON FRONT LINES**



Dallas Area Local members exercise social distancing under a "Heroes Work Here" sign at the Dallas Distribution Center on June 17.

## **NORTHEAST FLORIDA AREA LOCAL MEMBERS ORGANIZE TO FEED OUT OF WORK UNION MEMBERS**

Northeast Florida Area Local leaders joined fellow North Florida Central Labor Council members to feed out-of-work union members in the area on June 12.





# Let Us Rise Up Against Deeply Rooted Racism!

EXECUTIVE VICE PRESIDENT DEBBY SZEREDY

Our fights against COVID-19, deeply rooted racism in our institutions, organizations, and communities, and our fight to save the USPS as a public service are all struggles to be built upon. Our economy is about production for the sake of profit. Our American Dream can only happen if we vote on November 3.

COVID-19 is decimating Black, Native American, immigrant, essential worker, poor, homeless, and prisoner populations, as well as those with disabilities and seniors in nursing homes. The rich and privileged are safe and sound, dictators with cash and ownership.

Police budgets are bloated and racist police officers historically get away with their murderous actions. Neighborhoods and workplaces are still segregated, job discrimination still abounds, and we have under-resourced school opportunities for our children.

Four out of five Americans that have jobs – including those with two or three jobs – live paycheck to paycheck and do not have the ability to cover a \$400 emergency expense. We have over forty million really poor people. Millionaires stash their wealth by buying up empty apartments, yet our homeless and mentally disabled sleep on the streets. Hurricane Katrina and other natural disasters, including 2019's Hurricane Maria, revealed America's lack of care for its people most in need. Native Americans live with oil pipelines on desolate reservations left to fend for themselves. Immigrant children are caged and separated from family. Prisons are death traps for minorities and our youth. This is not the American Dream!

**SINCE 1970, THE POSTAL SERVICE HAS PROVIDED GOOD PAYING JOBS FOR VETERANS, THE POOR, MINORITIES, IMMIGRANTS, AND THOSE WITH DISABILITIES – 4 IN 10 ARE MINORITY EMPLOYEES.**

The Postal Service is mandated by the constitution as a service for the people. Postal unions fought and won the contracts that make it a model government employer: hiring veterans, minorities, women and people with disabilities. There are now 600,000 employees in the workplace with living wage jobs (mostly full-time), no-layoff

protections, benefits, a pension and continued minority hiring practices.

Since 1970, the Postal Service has provided good paying jobs for veterans, the poor, minorities, immigrants, and those with disabilities – 4 in 10 are minority employees. There are almost 100,000 veterans employed by the Postal Service. Could you imagine if every corporation, small and large businesses did the same kind of hiring?

Destroying the Postal Service would deny the opportunity for many minority workers to have a chance for a living wage union job. The rich have control, and continue to push racist, anti-union policies. The large companies pay low wages, bust unions, provide unsafe working conditions and environmentally pollute our country. They will continue as long as they can get away with it.

We can rise up against this. We can vote by mail to safely secure our paper ballots and make sure they are counted and tracked. We can vote for likeminded people that are dedicated to making the American Dream real. We must become active and involved with our unions, our communities, and make the American Dream real for all people. We must grow the labor movement so all employees have a contract that provides rights by law and gives workers a voice and power at the workplace.

Take action now to remake our society. We are looking for postal workers that want to help encourage voters to request and obtain absentee mail ballots for the November 3 General Election. You can help make a difference by taking part in the "Democracy Champions Training" program of the Democracy Initiative. Contact me if interested.

We need you now, Rise Up! ■





# What Would the Green Response to COVID-19 Look Like?

The COVID-19 pandemic has caused widespread economic distress, with over 45 million unemployment claims as of June 18. As the country heads toward a recession, the federal response has thus far been woefully inadequate. Though the *CARES Act* is the largest stimulus bill ever signed, unsurprisingly, its \$500 billion in payouts to large corporations have not stopped tens of millions of people from losing their jobs. Even after the pandemic, economists say jobs will not simply re-appear once the economy “re-opens.”

In response to the dire short and long-term jobs outlook, climate scholars

public health infrastructure, guaranteeing federal jobs to all workers displaced, and employing millions to transform our energy, transportation, and food systems toward renewable energies that stabilize both our economy and our climate.”

One of the major tenets of the Green New Deal is the Federal Jobs Guarantee that would provide a good paying job to any person who wants one. However, the ability to employ people on demand on the national or state level does not currently exist. In order to create this infrastructure, scholars suggest creating jobs programs to answer the short-term pub-

and deliver meals to the sick, elderly, and vulnerable, and provide other essential services on an emergency basis,” said Jeremy Brecher, the Labor Network for Sustainability Research and Policy Director.

“That initial emergency response should become the basis of a Green Work Program (GWP) designed to provide work for all who need it in the aftermath of the coronavirus. The GWP should be expanded and made permanent as part of the broader Green New Deal plan to address climate change and inequality,” Brecher continued.

Post-pandemic, the jobs program could be used to place formerly out-of-work people in “shovel-ready” jobs – those that are already available, but need funding and labor, such as coastline restoration, urban gardening, and tree planting. Should the nation properly fund a transition away from fossil fuels, more jobs would become available in building out new electric grids and retro-fitting buildings.

However, while the COVID-19 pandemic presents the opportunity to get people back to work towards a new green economy, government leaders have thus far lacked the political will to do so. APWU members are encouraged to join the Labor Network for Sustainability and organize at work and in the community to advocate for a Green New Deal.

For more information on how to get involved in the fight against climate change, email Vice President Debby Szeredy at [dszeredy@apwu.org](mailto:dszeredy@apwu.org). ■

*Resources: Labor Network for Sustainability*

APWU MEMBERS ARE ENCOURAGED TO JOIN THE LABOR NETWORK FOR SUSTAINABILITY AND ORGANIZE AT WORK AND IN THE COMMUNITY TO ADVOCATE FOR A GREEN NEW DEAL.

and organizations are arguing that the Green New Deal – the shift of the country’s economy from fossil fuels towards renewable energy – is the policy we need to get people back to work. It is an opportunity to employ millions in the building of a new green infrastructure.

“It’s hard to imagine a more compelling case for a Green New Deal, the only economic stimulus package that meets the urgency of this moment,” the Sunrise Movement says in their statement on COVID-19, endorsed by the Labor Network for Sustainability. “Instead of responding the same way they did in 2008, with corporate bailouts that left millions unemployed and homeless, the government should be investing massively in

public health demands of the COVID-19 crisis. The programs to get people to work could then be expanded as part of a national jobs guarantee in the shift to renewable energy.

“We need to put people who are being laid off as a result of the coronavirus pandemic to work wherever they can be safely deployed to help strengthen public health programs, tutor homebound students, prepare





SECRETARY-TREASURER LIZ POWELL

# Conducting Union Business During COVID-19

**A**s we navigate working through the various circumstances COVID-19 has placed upon all of us, finding and utilizing acceptable resources that will permit local and state presidents to conduct union business is important. To assist local and state presidents in continuing with union business, the Secretary-Treasurer's Department held Zoom Meeting trainings for state and local officers.

The training showed how to utilize Zoom as a resource to facilitate local union meetings, conventions and elections, and assist officers in fulfilling constitutional provisions and LMRDA requirements. The Zoom Meeting training covered how to plan your meetings and the various features available to use during your Zoom meetings. State and local presidents also received governance requirements for Zoom meetings and a participant guide to use as a reference. Zoom is not new technology. However, what has brought the use of Zoom to the forefront is the constraints COVID-19 has placed upon the ability for officials and members to attend union meetings, conventions and conduct elections.

I have requested states who postponed conventions to notify my office of any dates they have rescheduled conventions to, to avoid any potential conflicts and allow for the election of delegates prior to the National Convention. In spite of the many inconveniences this pandemic may have caused, it is important for our officers and members to stay safe and well.

## Now What?

The Postal Service has been suffering from financial hardships created in part by modern technology and an unrelenting focus on privatization since the 2006 congressional mandate placed on the Postal Service that requires the USPS to prefund retiree health benefits. This bipartisan vote was partly designed to financially break and chip away at services of the oldest, and highest rated public institution that our customers trust and rely on to deliver their basic needs. Postal workers must unite and demand relief, especially with the impact of COVID-19, which has financially devastated the USPS.

The time to become concerned about our welfare as workers is not after a pandemic or a divisive appoint-

ment in the position of Postmaster General, but before it happens. Our alarm, however, should not just be for *our* jobs and *our* potential loss of benefits, but for all working-class people.

I BELIEVE THAT THE ROLE OF APWU MEMBERS SHOULD BE TO JOIN WITH OTHER GROUPS AND UNIONS THAT ARE CONFRONTING INJUSTICE HEAD ON.

I believe that the role of APWU members should be to join with other groups and unions that are confronting injustice head on. There is a need for education and communication to understand our interest as postal workers, not only to enlighten and motivate current members, but to also broaden our base by bringing in new activists.

Wake up postal workers, we have social injustice and economic injustice to contend with that directly affects APWU members, whether we like it or not! ■

## APWU Executive Board Reschedules the National Convention for October 2021

The National Executive Board has made the decision to reschedule the 2020 APWU National Convention to Monday, October 4, 2021 through Thursday, October 7, 2021.

The National Convention will be held at the Bally's Las Vegas (3645 S Las Vegas Blvd, Las Vegas, NV 89109) and adjoining Paris Las Vegas (3655 S Las Vegas Blvd, Las Vegas, NV 89109.)

The Convention will immediately follow the All-Craft Conference, which is scheduled to be held on Thursday, September 30, 2021 through Saturday, October 2, 2021, at the same location.

Please continue to send any and all resolutions to [2020resolutions@apwu.org](mailto:2020resolutions@apwu.org).

Inquiries related to the rescheduling of the Convention can be sent to Hannah Decker at [hdecker@apwu.org](mailto:hdecker@apwu.org) or [apwu2020convention@apwu.org](mailto:apwu2020convention@apwu.org).



# Postal Service Ranked as Most Essential Company During COVID-19 Pandemic



On June 12, the Harris Poll released “The Harris Poll Essential 100,” a report that ranked companies based on their response to the COVID-19 pandemic. The report, compiled through a survey of over two thousand Americans, ranked the United States Postal Service as the number one most essential company during the pandemic.

The report ranked companies based on four equally-rated components: resolve, measuring how much people believe the company should be providing solutions during the pandemic; integrity, measuring how much the company can be counted on to fight the pandemic; responsiveness, measuring the public opinion of the

company’s actions; and permanence, a measure of how much the company would be missed if it closed for good.

In addition to its number one overall ranking as the most essential company in the report, the Postal Service also ranked number one in responsiveness and permanence.

“This report is yet another piece of evidence that shows just how vital the Postal Service has been for the people of this country during the pandemic,” said President Dimondstein. “The Senate must pass urgent financial relief for the USPS so we can continue serving the people through this crisis and beyond.”

To read the full report, go to [bit.ly/3gabHzw](https://bit.ly/3gabHzw). ■

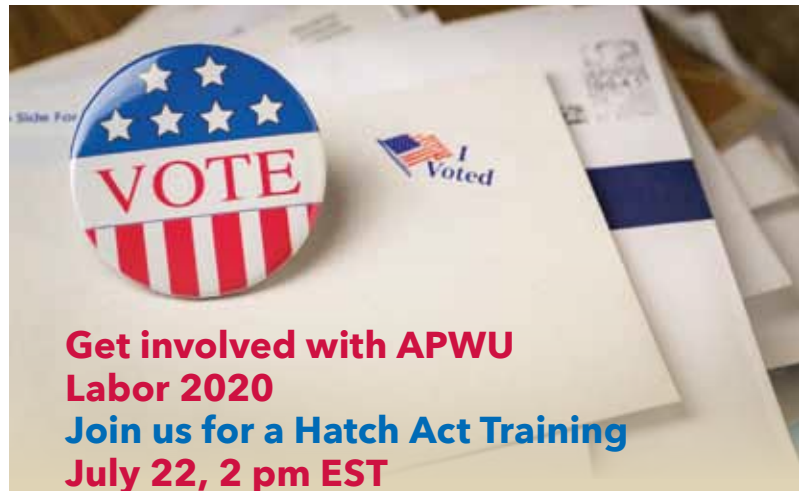
## New York City Central Labor Council Passes Resolution Supporting Urgent Financial Relief for the USPS

On June 3, the New York City Central Labor Council (CLC) passed a resolution urging its member unions to mobilize members around the demand that the Senate pass urgent financial relief for the Postal Service.

The New York City CLC is the largest municipal labor federation in the country. The CLC is comprised of over 300 unions, representing 1.3 million workers.

In their resolution, submitted by New York Metro Area Postal Union Local President Jonathan Smith, the CLC wrote that, in understanding “the importance of the public Postal Service to all Americans and the need for it to survive this crisis for generations to come,” it will “encourage all member unions to ask their members to support the public Postal Service by calling their two Senators and requesting immediate financial relief for the Postal Service, and ask their friends, relatives and co-workers to do the same with their two Senators, especially those who live in rural states.”

The full resolution is available to read on [apwu.org](https://apwu.org). The APWU encourages members to submit resolutions in support of urgent financial relief for the USPS to their central labor councils and state federations. For help on writing a resolution, email [communications@apwu.org](mailto:communications@apwu.org). ■



## Get involved with APWU Labor 2020

Join us for a Hatch Act Training  
July 22, 2 pm EST

The 2020 election is quickly approaching and we know that many APWU members are eager to get involved. As postal employees you are required to adhere to the Hatch Act, a federal law that limits certain political activities of federal workers.

Join us on July 22 for a training organized by Legislative & Political Director Judy Beard that will discuss how you can get involved in the 2020 election without violating the Hatch Act.

Some of the topics we will discuss:

- What is the Hatch Act;
- What activity is allowed on postal property;
- What activity is not allowed on postal property;
- Social media guidelines.

To register for this training, please visit [apwu.org/events](https://apwu.org/events).



# Our Government Should Be “For the People”

INDUSTRIAL RELATIONS DIRECTOR VANCE ZIMMERMAN

“**G**overnment of the people, by the people, for the people” are the words Abraham Lincoln spoke in his famous Gettysburg Address. Those words describe our democracy. We are those people who should be choosing our governors. Our lives are the ones that the government should work to make better.

Looking back at the last four years, I cannot say that the lives of “the people” are better. The working class has seen their wages increase by only an average of 2.7 percent a year since 2017. Yet CEO pay increased at nearly four times that rate – 11 percent a year. CEOs make 278 times more than the average worker, according to the AFL-CIO CEO Pay Watch. That makes me think the last four years we have not had a government for the people, unless you are one of the wealthiest people in the country.

What about the tax cuts the government claimed you got? Did you owe taxes in one of the last few years or get a much smaller tax return? If the answer is “yes,” you were not alone. Many Americans paid more and lost tax deductions. Yet the mega-rich saw significant tax breaks and corporate taxes were slashed. We, the people, are paying more, yet our government has less revenue. The budget deficit is at levels never seen before under any administration.

**LOOKING BACK AT THE LAST FOUR YEARS, I CANNOT SAY THAT THE LIVES OF “THE PEOPLE” ARE BETTER. THE WORKING CLASS HAS SEEN THEIR WAGES INCREASE BY ONLY AN AVERAGE OF 2.7 PERCENT A YEAR SINCE 2017. YET CEO PAY INCREASED AT NEARLY FOUR TIMES THAT RATE – 11 PERCENT A YEAR. CEOS MAKE 278 TIMES MORE THAN THE AVERAGE WORKER.**

## Protections for Workers Gutted

Many things have happened in the last four years to make us all ask ourselves if the government is “for the people.” The Brookings Institute tracked deregulation in the years since 2017. Some items of note are the rolling back of clean air and water standards, and safety rules

that have a direct impact on workers. These include ending rules on exposure to specific chemicals, lowering training standards for commercial drivers, loosening rest requirements for truck drivers, and eliminating safety and security training for people who operate public transportation.

Rolling back these regulations do not make us more safe or healthy. The “cost savings” from deregulation is not passed on to you and me, but rather goes straight into the pockets of the corporations’ “shareholders.”

How about your safety at work? The Occupational Safety and Health Administration (OSHA) has been gutted. Inspector jobs are not being filled. Now that they have been cut back, complaints often go uninvestigated and employers are not held accountable for their unsafe workplaces. One only needs to look at the COVID-19 pandemic to see how OSHA does not have the people at heart.

OSHA originally took a stance that when employees contracted COVID-19 in the workplace it did not need to be reported. When the AFL-CIO requested an emergency standard on COVID-19 be issued, OSHA fought back and said no. In return, the AFL-CIO filed a lawsuit requesting a standard, and OSHA fought the lawsuit and had it successfully dismissed.

The last few years have also shown the agency tasked with defending worker rights – the National Labor Relations Board (NLRB) – has shifted to defending employers and denying union workers rights they have earned over decades of case law. You need not look further than any news program today to clearly see that this government is not for the people. You see the injustices happening every day and you see the people’s frustration as they take to the streets calling for change.

We need change to happen. We need the government to be working for the people again. You can be part of the solution. You need to register to vote and exercise that right to vote. Get a mail-in ballot if you need to, and if you need to go to a polling place, I implore you to do so. Let us make President Lincoln’s words have the meaning they should. ■





# Everyone's Safety and Health Matters to APWU!

**N**o matter what job you work in at the post office, you are at risk for injury. Whether you are a Clerk, Maintenance employee, MVS employee, or Support Services employee you must look out for yourself and your coworkers! These things can help you avoid injuries and go home safely every day:

- Use PPE (personal protective equipment) appropriate to the task
- Know your emergency action plan and exits
- Work at a safe pace and manner
- Stay hydrated
- Wash your hands frequently
- Stay home if you are sick
- Wear face coverings as required and when appropriate
- Practice social distancing on the workroom floor and in break/swing rooms
- Report all unsafe working conditions and hazards on PS Form 1767
- Be Alert
- Be aware of your surroundings
- Proper pushing/lifting techniques. It is okay to ask for help!
- Do not use defective machines/tools/equipment
- When backing, always make sure your path is clear



## The Life You Save Could Be Your Own!

# President Dimondstein Testifies Before Congress About Vote By Mail

*On June 11, President Dimondstein testified before a congressional hearing of the Committee on House Administration on Voting Rights and Election Administration. Much of the hearing was focused on the expanded use of vote by mail in the 2020 elections. Other witnesses included Representatives Marcy Kaptur (D-OH-09), and Gwen Moore (D-WI-04), two state Secretaries of State, and voting rights advocates from the NAACP Legal Defense Fund and the Lawyers' Committee for Civil Rights Under Law.*

*President Dimondstein's testimony is reprinted:*

Good afternoon Chairwoman Fudge, Ranking Member Davis, members of the committee. My name is Mark Dimondstein. I am the President of the American Postal Workers Union. We represent 200,000 postal workers who serve every community in the country every day, including as frontline workers during these challenging and dangerous pandemic times.

Postal Workers are extremely dedicated and proud public servants. We are serious about the oath of office we take to protect the privacy and sanctity of the mail. We treat your mail as if it were our own. We are trusted by the public with a 91 percent favorability rating, equal among Democrats, Republicans and Independents.

We carry out the mission to “bind the nation together,” connecting people and business in numerous ways – collecting, sorting and delivering medicine, health information, financial and legal transactions, census forms, greeting cards, letters, periodicals, pension and stimulus checks, ecommerce packages, and yes, tens of millions of mail ballots.

Voting by mail is nothing new for us. We've been handling the task for generations, and doing it well – serving overseas military personnel, those on travel, in states that mandate vote by mail or the tens of millions who choose to do it, from the current president of the United States to my mother who voted her last time by absentee ballot from a hospital bed. No doubt the President's ballot and my mother's vote were safely and timely delivered.

So as vote by mail has been thrust into the forefront by a tragic and ongoing pandemic, I urge you to take into account the already proven experience: Voting by mail works. It increases voter participation. It helps counter voter suppression. It creates a paper trail. It cannot be hacked. It is private, trusted and secure. It saves money. There is virtually an absence of increased voter fraud.

As we head into this election season, many will continue to be shuttered in place or quarantined, seniors and those with health conditions less likely to gather in public settings, unavailability of poll workers and the threat of the further spread of this deadly disease still ever present, robust state plans for vote by mail will literally make the difference on whether tens of millions of people will have access to the ballot box.

We need only look to the example of the last several primary states to see the difference vote by mail can make to ensuring safe, timely and universal access to our most sacred democratic right – the right to vote.

This fact underscores that we must ensure that our national treasure,

the Postal Service, is on a solid footing in the months to come. The COVID pandemic economic crisis has deeply affected the Postal Service. Mail volume and revenue has been severely reduced. While packages have temporarily increased, this will not be sustained. As an institution that receives no tax dollars, a deep fall in revenue means that the Postal Service will soon be unable to carry out its mandate of universal service to all 160 million addresses, including when it comes to ballots.

The Postal Service has testified to the House Oversight committee that the USPS is anticipating “a \$13 billion revenue loss directly due to COVID-19 this fiscal year and a \$54.3 billion additional losses over ten years” and raised the Postal Service will “run out of cash this fiscal year” without appropriated relief from Congress and the Administration.

So the first condition of any successful expansion of vote by mail to protect our democratic right during the pandemic, is to stabilize the finances of the Postal Service via an emergency appropriation of at least \$25 billion proposed in the *HEROES Act*, which represents only part of the proposal of the bipartisan and Republican majority Postal Board of Governors.

Our country's founders recognized the important role of the Postal Service by enshrining it in the U.S. Constitution itself. There is no better contribution to civic life than to maintain and enhance our access to our hard fought for and cherished right to vote.

Thank you and I look forward to any questions. ■



# Alliance Doubles Down in Support of Postal Service

In the last edition of this column, we reported on the tremendous work that members of *A Grand Alliance* had already put into supporting the public Postal Service during this extraordinary time of crisis. At that time, hundreds of thousands of postal customers had been rallied to sign petitions to Congress, urging them to Save the Post Office. Since then, postal workers and their allies in the Alliance rallied even more public support – bringing the number of petitions presented to Congress on June 23 to over 2 million!

In addition to their tremendous support in moving petitions, Alliance organizations contributed in other ways as well. The livestreaming event aired on social media during the petition delivery featured comments from a number of Alliance organizations. Labor was represented, including the presidents of the AFL-CIO, AFSCME, AFT and other postal unions. Community and civil rights groups like the NAACP, Public Citizen and the National Coalition on Black Civic Participation took part in the stream and joined the D.C. caravan. The staff of Take on Wall Street, the financial reform campaign that champions postal banking as a needed service in this country, added their voices and joined caravans as well.

Other allies have helped by spreading the word about the situation facing the Postal Service. Ralph Nader, the leader of Alliance signatory The Center for the Study of Responsive Law, featured President Dimondstein on his radio show and podcast. Arlene Holt Baker, the former AFL-CIO Secretary-Treasurer and board member of Alliance member Community Change, penned a column for *agrandalliance.org*, sharing the special role the Postal Service has played in her family.

The support of many Grand Alliance partners has been a testament to the important role the Postal Service has played for generations – especially in recent months. Postal workers know the power of working together and with the collective strength on their side, they should know they will never fight alone to Save the Public Postal Service.

## Privatizers See “Opportunity” in the Pandemic

While the country continues grappling with the effects of the coronavirus pandemic, some are seeing the deadly

virus as an opportunity to turn a quick buck. A number of private-sector companies tied to the school privatization movement are cashing in as the pandemic shuttered schools – telling their investors it is a great time to move forward with initiatives that would bust teachers’ unions and defund public education.

The CEO of K12 Inc., an online education company with close ties to conservative organizations such as the American Legislative Exchange Council (ALEC), said on an investors’ call in late April that there is an “upside of the pandemic on our business.”

K12’s president of academics, policy and schools, Kevin P. Chavous, was named a Commissioner to the National Coronavirus Recovery Commission, a project of the conservative Heritage Foundation think tank.

Outside the world of academics, there are other private-sector investors who are seeing dollar signs in the midst of the pandemic. The town of Chester, PA – a suburb of Philadelphia – is facing tremendous budget pressure because of the economic impact of the pandemic, like many other municipalities and state governments. In a recent letter to residents, Chester Mayor Thaddeus Kirkland wrote that there is “a path to financial stability on the horizon.”

Kirkland’s solution includes selling the city’s water reservoir to private investors. Privatized water utilities charge users on average 59 percent more than publicly-managed utilities and provide only a modest, one-time boost to municipal budgets. The equitable solution for the state and municipal government budget shortfalls should be federal financial support – like what is included in the *HEROES Act* – with increased taxes on corporations and the 1 percent.

*These briefs and others on privatization and the impact of COVID-19 on public services and goods were made possible by the work of Alliance organization In the Public Interest. Visit their site at [inthepublicinterest.org](http://inthepublicinterest.org). ■*

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

# APWU & Other Labor Unions Stand for Racial Justice

**On May 25, George Floyd,** a 46-year old African-American man, was killed by Minneapolis police officer Derek Chauvin during an arrest, with the complicity of three other officers. Floyd, who was unarmed and handcuffed during the arrest, died after Chauvin knelt on his neck for nearly nine minutes, as Floyd pleaded for his life and that he could not breathe.

Floyd's death followed those of Breonna Taylor, a 26-year old Black

communities in all 50 states around the country and across the globe.

## APWU Joins Labor Allies in Condemning Floyd's Death

On June 1, the three General Officers of the APWU issued a joint statement on Floyd's killing, echoing demands for racial justice released the statement reprinted below this article.

The APWU's statement was one of dozens from national and local



Photo by Marie LePage of Market Photo & Video

APWU and NALC members protest in Minneapolis against racial discrimination.

labor unions around the country. In his statement, AFL-CIO President Richard Trumka emphasized racism as a labor issue, and committed to working towards systemic reform.

"No person of conscience can hear Floyd's cries for help and not understand that something is deeply wrong in America," Trumka said. "Racism plays an insidious role in the daily lives of all working people of color... This is a labor issue be-



Will Attig

In Washington, D.C., the Union Veterans Council joined the protests in solidarity with the Black Lives Matter movement. (From L-R): Union Veterans Council Executive Director Will Attig, United Mine Workers of America President Cecil Roberts, AFL-CIO Secretary-Treasurer Liz Shuler, Iron Workers General President Eric Dean, AFL-CIO Executive Vice President Tefere Gebre

woman killed in March by police executing a no-knock warrant in Louisville, KY, and Ahmaud Arbery, a 25-year old Black man killed in February by two white men while he was jogging near his neighborhood in Georgia.

Grassroots protests began in Minneapolis on May 26, demanding the arrests of the police officers involved in Floyd's death. Protesters called for racial justice and changes to policing, and were met with a heavy police response, including tear gas, flash grenades, and rubber bullets. The protests quickly spread to cities and

## APWU Statement on the Killing of George Floyd and the Co

*Below is the full statement from the APWU's General Officers - President Mark Dimondstein, Executive Vice President Debby Szeredy, and Secretary-Treasurer Elizabeth Powell - originally published on June 1:*

Fair minded people from all walks of life and political viewpoints are deeply disturbed and rightfully outraged by the killing of unarmed and handcuffed African-American George Floyd at the hands of four Minneapolis police officers.

George Floyd was pinned face down on the ground with a knee on his neck for over eight minutes. Treated less than human, it made no difference that Mr. Floyd repeatedly pleaded for his life, "Please, I can't breathe."

Reflecting a long history of oppression worsened with the recent rise of white supremacy emboldened from the highest office of the land, this incident followed recent killings of innocent African American

people, while jogging (Ahmaud Arbery) or in their own home (Breonna Taylor). Mostly peaceful but understandably angry protests have erupted throughout the country.

Unions stand for good, living-wage jobs and solidarity of all working people, respect for each other and unyielding commitment to justice, fairness and equality in the workplace and in our neighborhoods in which we live. Postal workers live and work in every community across the nation, including the Minneapolis area. The people of the country are standing with us in defense of the public Postal Service and our good union jobs, and we must also stand with our communities' demands for justice. Martin Luther King Jr. put it so well: "Injustice anywhere is a threat to justice everywhere."

The APWU national convention is the highest authority of our union. At the 2016 convention, 2000 delegates from around the country, and all races, unanimously supported a "Black Lives



# Justice After the Outrageous Killing of George Floyd



cause it is a workplace issue. It is a community issue, and unions are the community. We must and will continue to fight for reforms in policing and to address issues of racial and economic inequality.”

## Standing for Racial Justice on the Ground

As the labor movement came together to stand against systemic racism across the country, workers showed

## Continuing Struggle for Justice

Matter” resolution. It stated, “... the APWU will encourage its members to participate in any rallies, petition drives or other actions pursued by the campaign against racial discrimination and for transparency in policing.”

In line with this convention action and with human decency and compassion, with unity and solidarity of all people and the continuing struggle for freedom and civil rights, we encourage our members and locals to speak out, protest and demand justice for George Floyd’s family and community as part of the broader struggle of “liberty and justice for all.”

Let’s fight for a new day. Whether a person is jogging, doing their jobs, birdwatching, driving, being arrested, attending union meetings, or going to and from work, all human beings, regardless of our race and the color of our skin, have the right to be treated with respect and dignity and to life itself.



strong solidarity with protesters in their communities.

Over 40 APWU and NALC members in Minneapolis marched for justice on June 7, carrying a “Postal Workers Demand Justice for George Floyd” banner.

“The Minneapolis Area Local APWU leadership team is deeply saddened by the senseless bad actions of a few Minneapolis police officers,” said Minneapolis Area Local President Bradley Sandberg. “The protests are important to stress that people of all colors are fed up with the racial injustices going on in this country. If positive change is going to happen, then laws need to be passed.”

At the rally, APWU Twin Cities P&DC Local member Delisha Browning linked the struggle against racism to labor’s struggle against the rich and powerful for a more equitable society. “It starts with equality,” Browning said. “This is us against them. And when I say us, it means the working class against the rich, against the billionaires!”

Also, in Minneapolis, ATU Local 1005 members quickly organized a petition, signed by over 400 other union workers in the city, refusing to use their labor to aid policing of the protests and transporting of arrested protesters. “If we feel if something is unjust, then workers should have the right not to sup-

port the situation or provide their services,” Ryan Timlin, president of ATU Local 1005, told *Motherboard*.

In Washington, D.C., the International Union of Painters and Allied Trades (IUPAT) organized a rally on Juneteenth (June 19). “I am sick and tired of being sick and tired - the forces that allow for the extrajudicial killing of Black Americans are the same forces that keep working people fighting for scraps and crumbs,” said IUPAT General President Kenneth E. Rigmaiden in a statement. “IUPAT is committed to organizing and building power among all workers to create a more just and equitable society.”

In observance of Juneteenth on Friday, June 19, International Longshoremen and Warehouse Union (ILWU) dockworkers at 29 west coast ports halted work for eight hours. “We feel compelled to act on June 19 against racism, hate, and intolerance, while our nation endures a devastating pandemic and painful new wounds from a President who prefers division over unity,” said International Vice-President Bobby Olvera, Jr., in a statement ahead of the work stoppage. ■

APWU members are encouraged to make their voices heard in the struggle for racial justice. If you have participated in protests or other actions, send your story and photos to [communications@apwu.org](mailto:communications@apwu.org).



# August 12-13

## National Arbitration “End of Day” Case before Arbitrator Das

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

### Violation of Global Remedy Settlement Agreement (End of Day) (Q10C-4Q-C 16050516)

On December 8, 2017, Arbitrator Das found that the “End of Day” button (PMEOD) – a function the Postal Service added into the Retail System Software (RSS) point-of-sale system allowing postmasters to enter and exit the system without fully closing out – did not satisfy the requirement in the Global Settlement Remedy Agreement that postmasters are allowed to perform bargaining unit work for only 15 hours per week in level-18 offices, to be counted from the start to the “end of day.”

Arbitrator Das directed the Postal Service to cease use of the PMEOD button absent an agreement with the APWU that permits its continued use. As soon as practicable, appropriate software changes are to be made to disable the PMEOD function. The issue of back pay remedy for the violations that have occurred is returned to the parties to determine an appropriate remedy that is fair and reasonable, taking into account all relevant factors.

Arbitrator Das retained jurisdiction over the issue of remedy in the event the parties are not able to resolve it. The parties have been unable to resolve the back pay remedy, so the issue of backpay is being returned to the him for remedy.

### Clerk Craft Jobs MOU (Q10C-4Q-C 15174956)

In April 2017, Arbitrator Goldberg awarded 362 administrative and technical duty assignments to be posted and filled in the Clerk Craft. He also ordered remedy all the way down to the employees affected by the “ripple effect” of the filling of these new jobs. The award is as follows:

- A. The Postal Service shall, as soon as reasonably possible, comply with its Clerk Craft Jobs MOU commitment to provide the bargaining unit with 800 administrative and technical positions.
- B. Jobs created by the Postal Service in compliance with the Award in Sales Retention Team, Case No. Q10C-4Q-C 14011344 (Goldberg, 2016) shall not count towards the number of jobs provided to the bargaining unit under the Clerk Craft Jobs MOU.

- C. The Postal Service shall make whole all employees affected by its violation of the MOU by providing each with all pay and benefits lost, as a result of that violation. Employees affected by the violation include those employees who would have successfully bid on one of the promised administrative or technical positions at the time that position should have been filled. Also included among the employees affected by the violation are those who would have been the successful bidders on the vacancies created by the employees who would earlier have been placed in an administrative or technical position had the Postal Service complied with the MOU in a timely fashion.
- D. The Postal Service should have fully complied with the MOU no later than August 1, 2013. Its liability for loss of pay and benefits to employees affected by its violation of the MOU shall commence on that date.
- E. The Postal Service may deduct from back pay awards under this Award the amount of union dues owed by the employees receiving such awards, transmitting those amounts to the union.
- F. The issue of whether the amount of back pay and benefits due to affected employees should be determined at the national level or the local level is remanded to the parties for further discussion and resolution.
- G. The Arbitrator retains jurisdiction over this matter to resolve any issues related to the Decision and Award, including, but not limited to, the issue remanded to the parties.

The Postal Service has not fully complied with the award, as there are many outstanding, unresolved issues. The Clerk Division will make every effort to schedule the case back before Arbitrator Goldberg, who retained jurisdiction.

Please be safe in everything you do during this pandemic. ■



# Temporary Resources for COVID-19 Related Cleaning Requirements



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

In order to accommodate those installations staffed by Maintenance Craft Custodians where supplemental cleaning resources are needed due to COVID-19 related absenteeism, or where postal custodians decline to do COVID-19 related required cleaning, the parties at the HQ level agreed to the following provisions in a Memorandum of Understanding (MOU):

1. Available postal career custodians, either Full-Time Regular, or Part-Time Regular, within the facility shall be utilized up to the maximum hours allowed by Article 8. Postal custodians may volunteer to be utilized outside the facility after completing their regularly assigned duties.
2. Due to COVID-19 related absences, the Postal Service may utilize temporary contract cleaning services where postal custodial staffing within the facility is not sufficient to provide the necessary cleaning as required by MMO-031-20, Influenza and Coronavirus Cleaning Contingency, and/or MS-47, Housekeeping Postal Facilities, up to the identified frequencies.
3. When there is a confirmed positive COVID-19 case, and the postal custodians assigned to that facility decline to do the necessary cleaning out of personal concern, the Postal Service may utilize contract cleaners to ensure that the facility has been properly cleaned in accordance with the Center for Disease Control (CDC) guidelines and related Maintenance Management Orders (MMOs). Following such cleaning, postal custodians will be utilized in the facility for normal cleaning (MMO-031-20 and MS-47).
4. This temporary contract cleaning will not impact postal custodial staffing or reduce work hours of Maintenance Craft custodial employees that are available for work at the facility. Available postal custodians will be scheduled in accordance with item 1 above. Postal custodians who decline to do the positive COVID-19 cleaning as stated in item 3 above, will not be considered available for the duration of such cleaning.
5. Where temporary contract cleaning services are used, the following will be provided to the local APWU president: copy of the contract (including the statement of work), duration of the services,

name(s) of the contract custodians, and weekly schedule (subject to change based on local need).

6. This temporary agreement does not modify or alter in any way the provisions of the current Collective Bargaining Agreement between the Postal Service and the American Postal Workers Union (APWU), including the MOU Re: Subcontracting Cleaning Services.
7. Any modifications to this agreement must be between the parties at the USPS Headquarters, and APWU National offices.

These provisions were applicable beginning March 3. This MOU will now expire on July 17, 2020. The parties are discussing the MOU as this issue goes to press, go to [apwu.org](http://apwu.org) to see what, if any, extension has been reached.

This agreement does not establish precedent in any future negotiations regarding contract cleaning. ■

## Promotion Pending Qualification Timeline Extended Due to NCED Closure

On March 18, the USPS closed the National Center for Employee Development (NCED) in Norman, Oklahoma due to COVID-19 concerns. With hundreds of employees pending qualification, the parties entered into the following agreement:

- Due to the Postal Service's COVID-19 travel restrictions and the temporary closing of the NCED in response to the COVID-19 pandemic, the time between March 18 and ninety days following the re-opening of NCED, will not count towards the Article 38.5.C.3, one year period for Maintenance Craft employees to be in a promotion detail assignment pending the satisfactory completion of the necessary training.
- As of the signing of this agreement, NCED is scheduled to start offering classes within thirty (30) days of June 15, 2020. If NCED is not open within thirty (30) days of this date, the parties will revisit this issue to determine if extension is appropriate.
- This agreement does not establish precedent in any future negotiations regarding pending qualifications.

# APWU and USPS Enter into Step 4 Settlement Agreements



Assistant Director Javier Piñeres and Director Michael Foster

**O**n May 15, the APWU entered into two separate Step 4 Settlement Agreements with the Postal Service, regarding the Intrastate DOT physical requirement and Clerk Vehicle Dispatcher position.

The first dispute evolved when the Postal Service implemented a new policy on April 1, 2016 regarding Department of Transportation (DOT) medical examinations based on new DOT standards.

USPS policy required PVS drivers to be tested at the higher interstate standard if mail crossed state lines or boundaries, instead of the lesser intrastate standard.

The FMCSR normally require drivers who engage in interstate commerce to possess an interstate CDL. After self-certification to their state, PVS drivers are exempt from the DOT interstate requirement while in the performance of their duties.

We believe our CDL required members benefit from the intrastate standard because most state DOT medical examinations are less restrictive than the previously required interstate standard. The parties agreed that USPS drivers holding a CDL are required to self-certify to their state that they operate or expect to operate in “excepted interstate commerce” in accordance with 49 CFR part 383.71(b)(1)(ii), exempting PVS drivers from the interstate requirement.

USPS drivers excepted from the DOT interstate requirement, after self-certification, will still be allowed to cross state lines while performing their driving duties with the USPS.

## Clerk Vehicle Dispatcher is Bargaining Unit Work

This case is an interpretive dispute from a regional arbitration being heard in Portland, OR. The local filed several grievances regarding violations of Article 1.6.A when local management failed to fill the vacant Clerk Vehicle Dispatcher position, and had transportation supervisors performing bargaining unit work.

The parties at the Headquarters level agreed that it is permissible for the Supervisor, Transportation Operations to perform dispatch duties intermittently for *providing relief or brief coverage* of the Clerk Vehicle Dispatcher.

However, a supervisor cannot perform dispatching duties for more than one hour per day, including lunch and breaks. All other Clerk Vehicle Dispatcher duties performed by supervisors must meet the Article 1.6.A criteria.

The Clerk Vehicle Dispatcher position is a viable senior qualified position for all MVS employees. It is appropriate to post these duty assignments for bid when they become vacant, and there are sufficient work hours. If there are insufficient work hours to justify a full-time duty assignment, these duties must still be performed by MVS bargaining unit employees.

## USPS and the FMCSA's Drug & Alcohol Clearinghouse Program

As of January 6, the Drug and Alcohol Clearinghouse has been fully operational. Initially all employees holding a CDL will be entered into the Clearinghouse database by their State Driver Licensing Agency. The Clearinghouse Program enables employers to identify drivers who commit a drug and alcohol program violation.

The D&A Clearinghouse Program allows the employer to query the Clearinghouse. Nevertheless, per 49 C.F.R. §382.703(a), the employer cannot query the D&A Clearinghouse to determine whether a record exists for a driver without first obtaining that driver's written or electronic consent.

On April 21, the USPS notified the APWU of its plan to implement and comply with the Federal Motor Carrier Safety Administration's (FMCSA) Drug and Alcohol Clearinghouse requirements set forth in 49 U.S.C. § 31306a and 49 C.F.R. §§ 382.701. Accompanying the notice was a draft letter that would be mailed to all USPS employees holding a CDL as a requirement of their position. The Postal Service's notice indicated that employees would be required to consent to an annual Clearinghouse query and would prohibit drivers from driving if they failed to give consent, which raised a red flag. The Postal Service's notice involved workplace changes that may fall under Article 19 of the National Agreement.

Consequently, on May 11, the Union submitted a request for information to determine whether the USPS was in violation of the National Agreement in how they were implementing the program. ■



# Serving the Country in Trying Times



Director Steve Brooks

**T**hese are trying times for Americans across this country. We are still in the middle of a pandemic crisis which has had a major impact on the financial status of the United States Postal Service. It is a fact that the pandemic has had an economic impact on the Postal Service, yet the White House refuses to approve stimulus money so that the organization can continue to provide essential services to the American public.

It is more important than ever for every postal worker to contact their representatives and Senators and request that they pass legislation to provide the Postal Service with stimulus money. We must work with our local businesses, community organizations and religious leaders so they can help educate the public on the impact the Postal Service has on every community.

While in the middle of this pandemic and economic crisis, the President appointed a new Postmaster General, Louis DeJoy, who assumed the position in June. His prior history reveals that he has not been friendly to unions, so we anticipate an uphill battle with the new administration.

Another issue across America is the fight to allow states to provide a vote by mail option for the November General Election. A vast majority of Americans want to be able to vote by mail. While we are in the middle of this pandemic, it would seem logical to implement plans to vote this way in every state. This is yet another initiative that the President refuses to accept. Not only would this initiative help with the pandemic situation, it would help the Postal Service with its financial struggles.

## Fighting Against Oppression and Injustice

While we have ever-changing events that affect the Postal Service, in America we have an issue that has been going on for centuries: the struggle of oppression and injustice across this nation. The latest injustice was the murder of George Floyd at the hands of four policemen that occurred in my home city of Minneapolis, MN.

Mr. Floyd's senseless death inspired members of all races to take to the streets in protest of his death and lobby for necessary changes in a system that is broken. It is unfortunate that the protests got out of control and led to rioting, vandalism, looting, burning of businesses, and even deaths. I was saddened to see the destruction of the area in which I grew up, although I understand and have the same frustration with this unjust system.

I also observed the good in the community as people walked around the area with brooms, garbage bags and tools to help board up broken windows to start the healing process. I also observed postal buildings that had been burned to the ground. As has always been true of postal employees, they are there when people need them.

Through rain, snow, sleet, hurricanes, fires, tornadoes, and pandemics postal employees go above and beyond. The photo in this article shows a message from postal employees written on the bricks of a post office that partially burnt to the ground during the protests. Postal employees know they have support from their communities, and now is the time for their voice to be heard. ■



A message to the community from Minneapolis postal workers



Omar Gonzalez, Western Regional Coordinator

# Still Among Us

**T**he health crisis is no joke. Postal workers have succumbed to the microscopic killer. Civil unrest over injustices, postal finances, concerns over the new Postmaster General and privatization all make it seem like the pandemic has waned – it has not!

The USPS disbanded their COVID-19 Response Command and reduced field telecoms. Yet, the union continues to deal with fear, anger, anxiety and dangers of managerial indifference to the protections essential workers require. There is no magic wand to make managers comply. We use the tools available to us. While there are some decent, level-headed managers, there is plenty of managerial foolery to deal with.

### Hold Them Accountable

Lackadaisical managers do not have the right to expose you to infection. They are required to *certify* the following are cleaned daily on each tour:

- Frequently touched common surface areas.
- Shared operation work areas.
- Breakrooms/cafeterias, door knobs, refrigerator handles, microwave buttons, paper towel dispenser handles, vending machines, table tops, restrooms.
- Employee entrance turnstiles, time clock buttons, handrails, telephones.

Custodial short staffing is no excuse. Do not blame the custodian! Management is responsible to ensure your workplace is cleaned properly. Please do your part by self-cleaning your immediate work and eating areas.

Managers that 'certify' cleaning was done when it was not are falsifying records. *Report the violations on Form 1767 Report of Hazard, Unsafe Condition or Practice.* If not abated follow through, appeal and report it to your local/state president to be elevated to the District and Area through the National Business Agent or Regional Coordinator.

### Protective Face Coverings

Postal policy requires wearing face coverings where there is a mandatory local or state directive and/or where social distancing cannot be properly practiced.

Non-compliance discipline must meet the Article 16 Just Cause tests.

Employees who cannot wear a mask for medical reasons need to contact their supervisor for reasonable accommodation like a face shield. Employees wear masks to protect themselves and their coworkers. It is not a political decision – it is a practicable health decision.

Supervisors are required to wear masks and lead by example with respect to the safety and health of employees. Supervisory failure to comply is no excuse to expose fellow workers. Hold the supervisor accountable and file that 1767.

### In Offices Big or Small the Danger Is Real

Whether you are in a two-person office or a 2,000-person office, the danger to your health is real. The rules, guidance and precautions apply to all postal facilities.

Postmasters or OICs are not exempt in small offices and must comply with all official COVID-19 guidance and directives.

If you work in a small office and do not know who to contact, call the Industrial Relations Department at 202-842-4273. Leave your name, the issue and what office you work at so that you can be directed to the proper union official(s).

Infection rate spikes continue and this virus knows no boundaries. Report all issues related to safety so they can be pursued.

### A Daunting Future

Besides the health crisis, we also face uncertain job security, a new Board of Governors, vote by mail challenges, privatization threats, an outsider PMG, social unrest ramifications and operational assignment changes. All of which add to the anxiety of being frontline essential workers. On July 1, we celebrated APWU's founding and USPS' 49th year as an independent agency of the Executive Branch. Yet some use the pandemic as a means to dismantle America's postal services. We cannot let that happen! Contact your Senators today! Coordinators Sharyn Stone, Kenneth Beasley, Tiffany Foster, A.J. Jones and I ask you to stand up for the American postal worker – 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](http://apwupostalpress.org) or email [ppa@apwupostalpress.org](mailto:ppa@apwupostalpress.org).

"The union is not just the stewards or the officers but it is every member. It is not won in any specific grievance, but it is won day in and day out. It is speaking up when a manager harasses your coworker. It is standing up when a manager does our work in front of our faces. It is by supporting each other every day. It is coming to meetings and participating with your fellow members. It is by supporting each other in an environment where management intentionally understaffs our workforce and expects the same work product. It is picketing out in the street when management threatens layoffs. It is calling your elected officials when policy is introduced that will reduce service and cut jobs. It is by supporting all the other unions who are in much worse shape than your own in solidarity. It is taking the time to thank the stewards and officers who fight day in and day out for our rights. It is also taking the time to let your supervisor know you know your contract. But finally and most of all, it is being thankful that we are together in this fight and not alone!

– Cassandra McDermott, Des Moines Area Local (IA) Tour II Steward, *DMI News & Views*

"While our nation continues to struggle through these hard times, the Postal Service continues to deliver efficiently, securely and at minimum cost. Across America the USPS has made a most positive contribution to keeping our citizenry supplied with the many essentials of life; food and medicines to name just a few. Yes, the USPS is an essential service and it needs to be regarded and funded as such by all of our nation's leaders."

– Kathy Moyer,  
Southwest Florida Area Local Editor,  
*The Eagle's Eye*

"We need more members to become involved. You don't have to be an officer or steward to be involved. We need help with other stuff too. Write a statement about supervisors performing bargaining unit work. Volunteer to be on a committee. This year we will need members to serve on our election committee. We also need people to help with next month's Road Kill Barbeque. Just coming to the monthly meeting is helpful. You stay informed about local and national issues and you get information first hand..."

If you want to volunteer to be a steward, we'd love to have the help. This is especially true of our members at the associate offices and stations. You know what's going on in your office. A steward on the floor sometimes makes management think twice about doing something they know is a violation."

–Carla Tullie-Davis, Montgomery Area Local (AL) Vice President, *Montgomery Echoes*

"You always hear there is strength in numbers and that certainly is true more than ever today. Please try to remember there is no union without 'U' and 'I.' We all need to stick together, educate ourselves, and continue to support the union. Please remember the union does more than represent members who find themselves having difficulties maintaining a regular work schedule or following instructions. We address issues regarding harassment in the workplace, reversions and abolishment of full-time regular duty assignments (happening in all crafts), management failing to properly post duty assignments when they are vacated due to attrition, and dealing with management's failure to properly process OWCP claims for traumatic and occupational injuries because they don't know how to file the paperwork. The officers and stewards of this local take their responsibilities very seriously. When you have the time please thank your steward the next time you see them."

– Becky Livingston, Saint Louis Gateway District Area Local President, *Press On*

# Poor People's Campaign Holds Virtual June 20 Rally



Poor People's Campaign

On June 20 and 21, the *Poor People's Campaign: A National Call for Moral Revival* held three-hour virtual rallies, demanding legislation and policies that address the needs of 140 million low income workers and people. The event, originally planned as a march on Washington, D.C., moved online as a result of the COVID-19 pandemic.

The virtual rally featured dozens of speakers, including union members and leaders, celebrities, activists and politicians. Most of the speakers during the event were ordinary Americans, from urban and rural communities, speaking about the effects of living on low wages and often in poverty, made worse by the public health and economic crisis of COVID-19.

The Poor People's Campaign was endorsed by the 2018 APWU National Convention. In January, APWU Secretary-Treasurer Liz Powell represented the union at the introductory press conference announcing the plans for the June 20th activities. The event was organized around the release of its policy demands titled the "Poor People's Moral Justice Jubilee Policy Platform."

Based on the principle that everyone is deserving of our nation's abundance, the platform is organized in five parts:

- Ensure Domestic Tranquility: The Right to Work with Dignity;
- Secure the Blessings of Liberty: The Right to Health and A Healthy Environment;
- Provide for the Common Defense: Reprioritizing our Resources.

"The worst mistake we can make now, with all the marching, the protesting in the streets, would be to demand too little," said the Rev. Dr. William J. Barber II, co-chair of the Poor People's Campaign with the Rev. Dr. Liz Theoharis, in his keynote speech during the event.

"Now is the time," Barber said. "This is the place and we are the people. This isn't about conservative vs.

liberal. That's too puny. This isn't about left vs. right. That's too puny. It's about life vs. death."

The full "Poor People's Moral Justice Jubilee Policy Platform" and video recording of the event are available at [june2020.org](http://june2020.org). ■



## 2018-2021 Collective Bargaining Agreement Now Available for Pre-Order

Every member received through the mail in May a printed copy of the 2018-2021 Collective Bargaining Agreement. The "hard-copy" spiral bound version is now at printers and will soon be available for purchase. They can be pre-ordered on the APWU Store. Go to [apwustore.org](http://apwustore.org) to place your order.



# APWU Members Join AFL-CIO Workers First Caravan for Racial and Economic Justice

**On June 17, an impressive 1,200 car caravan took over the streets of Washington, D.C. as one of the 608 events across the country in the Workers First Caravan for Racial and Economic Justice.**



Group in California poses for a photo

APWU members joined these national events, spearheaded by the AFL-CIO, that brought the labor movement together in a collective demand that Congress and the Trump Administration address the AFL-CIO's five Economic Essentials in light of the impact of the COVID pandemic. These are:

1. Keep frontline workers safe and secure.
2. Keep state and local governments, our public schools and the U.S. Postal Service solvent and working.
3. Keep workers employed and protect earned pension checks.
4. Keep America healthy by protecting and expanding health insurance for all workers.

5. Keep America competitive by hiring people to build infrastructure.

"America is suffering under the crushing weight of three crises, which are a public health pandemic,

an economic free fall, and structural racism. They are knotted together in that untangling one depends on how we untangle the others," wrote AFL-CIO Richard Trumka in an opinion-editorial in *The Hill* on June 17. "For instance, structural racism is deeply ingrained in the share of black workers unemployed and dying from the coronavirus."

"We all know someone who is sick or suffering. Many have lost a friend, a colleague, or loved one. We cannot expect a healthy economy until the workers who run it are healthy. Nor can we restore our collective health until we can diminish such racism baked into our communities," Trumka continued. "Our choice is not picking healthy people or a

healthy economy or justice. The choice is simply all or none. We have to choose all."

The event publicized that the need for urgent postal funding is not just an issue that affects postal employees – it is a public health, economic, and racial justice issue that affects people in every community across the country.

On May 15, the House of Representatives passed the *HEROES Act*, a stimulus package that included an emergency \$25 billion appropriation for the Postal Service to offset the projected revenue losses caused by the COVID-19 crisis. The legislation also included critical funding for state and local governments.

"The APWU was proud to join the Workers First Caravan for Racial and Economic Justice. As essential workers, postal workers have been on the front lines of the crisis caused by COVID-19. The APWU stands in solidarity with our union family in demanding that our leaders put working people first in any future legislation," said President Mark Dimondstein.

If you or your local participated in a Workers First Caravan near you, please send any pictures to [communications@apwu.org](mailto:communications@apwu.org). ■



Caravan driving toward the U.S. Capitol

## Supreme Court Rules Workers Cannot Be Fired on Basis of Sexual Orientation or Gender Identity

On June 15, the U.S. Supreme Court issued a landmark ruling, declaring that the language in the *Civil Rights Act of 1964* protects gay and transgender workers from workplace discrimination. The 6-3 decision in *Bostock v. Clayton County, GA*, the first from the Supreme Court involving transgender rights, effectively grants workplace protections to millions of workers across the country. Before the decision, it was legal in more than half the states in the country to fire an employee for being gay or transgender.

The legal battle in the case centered on Title VII of the 1964 *Civil Rights Act* that prohibits discrimination "based on sex." Writing for the majority, Justice Neil Gorsuch declared that this protection extends to gay and transgender people.

"An employer who fires an individual for being homosexual or transgender fires that person for traits or actions it would not have questioned in members of a different sex," Gorsuch wrote. "It is impossible to discriminate against a person for being homosexual or transgender without discriminating against that individual based on sex."

"Today, the Court recognized that discrimination based on someone's sexual orientation or gender identity is rooted in sex discrimination. The approximately 11.5 million LGB people and 1.5 million transgender people in the United States are now protected from discrimination in workplaces across the country," said Jerame Davis, Executive Director of Pride at Work, after the decision.

"Not every working person has the benefit of an inclusive union contract to protect them from discrimination on the job. Until today, half of LGBTQ people lived in a state that had no law to protect them from discrimination," Davis said. "Economic justice for marginalized communities is at the core of the labor movement's work. Unions fight every day to ensure the dignity and respect of every working person and this decision helps advance that cause."

However, the fight against discrimination is far from over. Next fall The Supreme Court will hear *Fulton v. City of Philadelphia*, a case that will determine whether private organizations receiving public funds can discriminate on religious grounds. ■

## Mississippi Cereal Workers Win Union Representation

Concerns around the COVID virus have resulted in many workers seeking a voice over policies at work that impact their health and safety. This was reflected in May, when workers at Hearthside Food Solutions in Byhalia, MS voted to join the United Food and Commercial Workers Union (UFCW).

The COVID-19 crisis intensified many of the pay and safety issues facing workers at the facility. Hearthside is the largest privately owned bakery in the United States and does regular business packaging Kellogg and General Mills' Food. The majority of workers at the facility are classified as temporary workers and perform the same work as full-time employees.

According to union organizer Rose Turner, the company began distributing face masks to workers only after the workers filed for a union election. Hearthside hired union-busters in an attempt to derail the union organizing efforts and forced an in person, rather than a mail ballot election. Yet, the workers stuck together and prevailed and soon will be negotiating their first union contract. ■

## French Amazon Workers Win Safety Measures Following Victory in Court

On May 15, French unions representing workers at Amazon's six warehouses in the country reached an agreement with the company on strong safety measures for workers during the COVID-19 pandemic.

All of the company's warehouses in France had been closed for more than a month after unions successfully sued, claiming that Amazon had not put proper worker protections in place as the pandemic spread throughout the country. The courts ordered Amazon to cease delivery of any non-essential items, or be hit with millions of euros in fines. The company shut down the warehouses to avoid paying those fines, and placed all of its workers on paid furlough.

The new agreement allowed the company to re-open its facilities in France with extra protections in place for workers. The agreement included extra pay for workers at the warehouses (which phased out at the beginning of June) and the option for workers to remain home while still receiving their full pay.

The workers won a cap of 50 percent capacity at the warehouses and a decrease in shifts of 15 minutes to prevent overlap between daytime and night shifts, in exchange for the lifting of the restriction on non-essential shipments. The company also agreed to meet with a workers' committee once per week to evaluate safety conditions.



## MAINE SHIPYARD WORKERS OVERWHELMINGLY VOTE TO STRIKE

On June 21, shipbuilders at Bath Iron Works shipyard in Maine voted to reject a three-year contract proposal from General Dynamics, the proprietor of the shipyard. The contract, which the company pushed as its “last, best, and final offer,” was rejected by over 87 percent of the 4,300 workers, unionized with the International Association of Machinists and Aerospace Workers (IAM) Local S6.

The overwhelming rejection of General Dynamics’ offer was due to unacceptable language on subcontracting and shift preferences, an attack on earned seniority benefits.

General Dynamics is the fifth-largest defense contractor in the country,

earning over \$39 billion in revenue in 2019. The Bath Iron Works shipyard is contracted to build destroyers for the U.S. Navy.

In a letter to General Dynamics, IAM Business Representative Jay Wadleigh wrote that the workers “made it clear that attacks on seniority and expansion of subcontracting language are not acceptable or viable solutions to managerial shortcomings.”

“The Company’s attempt’s to mislead the members, and the press, will be exposed. The company should carefully consider the long-term damage this course of action is doing to Bath Iron Work’s reputation,” Wadleigh wrote. “Simply put,

IAM Local S6 members on strike



the Union remains committed to negotiating an entire contract.”

The strike officially began at midnight on June 22 after Local S6’s vote. Updates on the strike will be posted on [apwu.org](http://apwu.org). ■

## Fruit Packing Workers in Washington Win Protections Following Strike

On May 28, Washington Governor Jay Inslee (D) announced new protections for workers in the state’s fruit packing industry, following strikes and walkouts at six fruit packing facilities in Yakima County.

Yakima County, in Central Washington, is one of the biggest producers of fruit in the United States. When the new regulations went into effect

on June 3, the county had the highest COVID-19 case rate in the state, with Latinos comprising 60 percent of those cases.

In response to the rising case rates in the county, hundreds of workers walked out in May demanding increased safety protections and hazard pay. The new safety regula-

tions are a mandate from the state to employers to put worker safety first as the county moves into the lucrative cherry season.

The regulations “require agricultural employers to provide all workers with personal protective equipment at no cost, ensure physical distancing or barriers between workers when distancing is not possible, place hand-washing stations at regular intervals among workers, and implement sanitation and distancing on employer-provided transportation,” according to *The Fern*.

“These regulations go a long way in addressing many of the issues that farmworkers have consistently raised with us,” United Farm Workers representative Erik Nicholson told the *Seattle Times*. ■



Workers at a cherry packing facility in Yakima County, WA

# APWU Human Relations Director Sue Carney Retires



**E**arlier this year, national Human Relations Director Susan M. Carney retired after 19 years as a national officer. Prior to being elected to this position in November 2001, she served as a local shop steward and Secretary-Treasurer for the South Jersey Area Local (NJ). She also served as an Executive Board Member, Executive Vice-President and President of the New Jersey Postal Workers Union.

Sue Carney was tenacious when it came to protecting the rights and benefits of our membership in the areas of OWCP, veteran issues, the Employee Assis-

tance Program (EAP) and the Postal Employees Relief Fund (PERF). She was an active member of Post Office Women for Equal Rights (POWER) and received several awards honoring her service and leadership.

“On behalf of the entire membership I thank Sister Carney for her many years of dedication and service to the American Postal Workers Union, and wish Sue and her family the very best, and a long, happy and healthy retirement,” shared Mark Dimondstein. ■

## President Dimondstein Joins Communication Workers Union (UK) General Secretary Dave Ward in Livestream Event

**O**n June 15, the APWU and the United Kingdom's Communication Workers Union (CWU) joined together for a virtual livestream event. The event, hosted by CWU Communications Director Chris Webb, was a lively discussion between President Dimondstein and CWU General Secretary Dave Ward. The virtual livestream was the first event of its kind between the two fraternal postal unions.

The main focus of the discussion was the importance of solidarity between postal workers around the globe in the fight against COVID-19 and the postal privatizers using the public health crisis to advance their goals.

“The privatizers, led by U.S. Wall Street capital, know no borders. The coronavirus knows no borders. And we as postal workers around the world – in the United States, the United Kingdom, and beyond – cannot afford to know any borders,” President Dimondstein said in his opening statement.

“We may be thousands of miles apart, but we’re fighting for the same things,” General



Secretary Ward agreed. “We are fighting for the future of our members’ jobs...but also fighting for the future of the services we provide to the public, to the communities, to business, and we are fighting for the very future of the postal industry.”

President Dimondstein and General Secretary Ward also encouraged members from both unions to use all available resources – including technology and social

media – to reach out and build relationships across the Atlantic in order to strengthen global solidarity between postal workers.

“We have a common enemy and we need to share and learn from each other. We need to be internationalists so privatizers cannot just run to another country,” said President Dimondstein.

The full livestream is available on [cwu.org/live](https://cwu.org/live). ■





# Pandemic Underscores Need for Postal Banking

The modern movement for postal banking in the United States was born out of the ashes of the 2008-2009 Great Recession. One of the early effects of the financial crisis that set off the recession was the closure of hundreds of bank branches throughout the country. This trend continued for years after the recession. Between 2008 and 2016, more than 6,000 bank branches closed, leaving many former customers without access to basic financial services and laying bare the sheer magnitude of the crisis affecting America's 80 million unbanked and underbanked people.

As observers and policymakers studied possible solutions to addressing their needs, postal banking re-emerged as a viable and practical solution. Today, as the pandemic grinds the economy to a halt and millions of workers are out of their jobs, postal banking is once again gaining attention as this crisis reveals other systemic problems in the country's financial system.

## ...THE POSTAL SERVICE...COULD SERVICE AS THE "FRONT OF HOUSE" SERVICING CENTER FOR FEDACCOUNTS.

You probably recall the \$1,200 in stimulus funds that individuals were to receive as a part of the federal government's early efforts to boost household finances in the first weeks of the pandemic shutdowns. What you may not have realized however, is that according to the Center on Budget and Policy Priorities, at least 12 million eligible recipients still have not received their stimulus funds and millions more had the payments delayed by crucial weeks or months as bills piled up.

Why? The IRS, which was responsible for distributing the funds, simply did not have a way to reach every person in the country. While most of the funds were sent via direct deposit to bank accounts, this was obviously not a solution for the 8.4 million households in the country who are unbanked and for many of the additional 24 million underbanked households.

In fact, the population of people who have not yet received their stimulus checks, or were subject to undue delays in receiving theirs, roughly corresponds with the same demographics of people who are underserved by our current financial system. These are lower-income and working-class households, disproportionately peo-

ple of color. Both in "normal" times before the pandemic and now, this country's financial system is failing them and leaving them further and further behind.

Fortunately though, some campaigners and policymakers have taken notice. On June 11, the House Committee on Financial Services held a hearing on "FedAccounts." FedAccounts is a concept that would allow individuals to access the same banking service that the Federal Reserve offers to financial institutions. One of the Federal Reserve's roles is to function as the "bank for banks," allowing them to deposit money, clear payments and the like. Advocates of FedAccounts say that the Federal Reserve ought to offer this service to anyone, not just the big banks.

FedAccounts advocates recognize that the Postal Service's network of post offices could service as the "front of house" servicing center for FedAccounts, providing an access to every neighborhood of the country and a trusted window clerk to help customers through the process.

This concept would be one way to ensure that everyone in the country had access to essential financial services, and in times like these when the government is eager to get money into consumers' hands quickly, it would be able to reach them quickly and efficiently, without exacerbating existing problems of income inequality and other inequities of our existing financial system.

Even the chairman of the Federal Reserve can see the appeal of FedAccounts. Asked about the concept at a recent congressional hearing, Fed Chair Jerome Powell warned against them, because they might prove too popular: "I worry what would happen to the rest of the private banking system, because a lot of people would opt to keep their personal money at the Fed." ■

**The Campaign for Postal Banking** is a coalition of consumer, worker, financial reform, economic justice, community, civic, and faith-based organizations calling for low-cost, consumer-driven financial services via the Postal Service. Products and services could include check cashing, bill payment, savings accounts and small-dollar loans. Postal Banking will benefit consumers without access to traditional banks as well as those who want a public option. The expansion of services would also strengthen our public Postal Service. To learn more, visit [www.CampaignforPostalBanking.org](http://www.CampaignforPostalBanking.org).



Judy Beard, Director

# A Common Goal

**A**PWU is not alone in our fight to secure funding for the Postal Service in the next stimulus. We are joined by workers, unions, community and civil rights organizations, city councils, seniors, social justice activists, mailers, small businesses and members of many households across the country.

We all share a common goal: to preserve the public Postal Service so that it can continue serving the American people six days a week, regardless of where they live or how much they make. The long-term impact of COVID-19 is causing huge financial losses for the Postal Service, which can only be fixed with stimulus funding.

### Legislative Update

The House of Representatives acted on funding the Postal Service by passing the *Health and Economic Recovery Omnibus Emergency Solutions (HEROES) Act* (H.R. 6800) on May 15. Below are important provisions included in the bill:

- An emergency \$25 billion appropriation for lost revenue due to COVID-19, ensuring that USPS has the financial resources to continue serving the nation thru the end of the year and beyond;
- Ensures that USPS has access to the \$10 billion line of credit in the *CARES Act* with no strings attached;
- Provides postal and other essential frontline workers the hazard pay they deserve;
- Protects the democratic process by ensuring that every voter can access no-excuse absentee vote by mail in the upcoming election, and every federal election thereafter.

The Senate has indicated they will be crafting their own stimulus package and have made no firm commitments it would include postal funding.

President Dimondstein and your Legislative & Political Department are actively meeting with Senators and their staff to explain the importance and urgency of including postal funding in Senate legislation. We have some bipartisan Senate support, but more is needed. The involvement of the APWU membership is critical in securing funding.

### Summer of Action

We are asking all APWU members to continue taking action!

Whether you are attending a virtual meeting or town hall with your senator, writing an op-ed or letter to the editor for your local paper, or picking up the phone and calling the legislative hotline (844-402-1001), every Senator needs to hear from an APWU member. If you have contacted your Senators and have not received a positive response, contact them again. We want them coming back to D.C. with the understanding that they need to support the Postal Service and its workers, by including at least \$25 billion in funding for the Postal Service in the next package.

We must hold the White House and Congress accountable, and pay close attention to who is moving legislation forward and who is fighting against it.

### Postal Board of Governors

There have been changes in the makeup of the Postal Board of Governors. Postmaster General Megan Brennan and Deputy Postmaster General Ronald Stroman retired, Vice-Chairman David Williams resigned and two new appointees were confirmed by the Senate on June 18. The new Governors, Lee Moak and William Zollars, join Robert Duncan, John Barger, Ron Bloom, Roman Martinez IV, and the new Postmaster General Louis DeJoy.

Prior to their nominations, Lee Moak served on the AFL-CIO's Executive Council and was the President of the Air Line Pilots Association, International (ALPA). William Zollars served as chairman, president and CEO for YRC Worldwide, a transportation service. ■

### Labor 2020

As we begin our Labor 2020 program, we are asking each of our members to make sure they and their families are registered to vote. You can go to [vote411.org](https://vote411.org) to check your voter registration status, register to vote and find information to request an absentee ballot.





Anna Smith, Director

# It is Not Too Late to Get Involved

**R**ight now, a lot of changes are happening to the USPS. We have a new Postmaster General, new Governors, and soon will have a new Deputy Postmaster General. The revenue for the Postal Service has also been hit hard from the pandemic, and lack of business advertising. If you think this does not affect you, you are wrong.

**WITHOUT A STRONG UNION, YOUR  
PAY, BENEFITS AND JOB SECURITY  
ARE ALL IN DANGER.**

Without a strong union, your pay, benefits and job security are all in danger. Each one of us not only has an obligation to be actively involved member, but to be organizing our non-members as well. If you have turned on the news or read any articles online at all in the past month, you have seen what people can do when they stand together.

Your non-member coworkers need to hear from you. It is not okay to stand on the sidelines; they are either standing with you in the fight for job safety, security and livable wages or against you. If you have not been actively involved, it is not too late.

### Joining Online

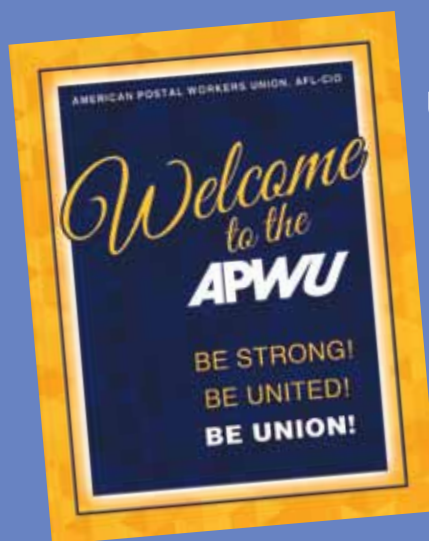
You can still sign up a new member on the spot if you do not have a join form. The Online Join program is going strong. The entire process to join takes a few minutes and can be done from your phone or home computer.

Non-members simply select "Join APWU" on the main page of the APWU website and follow the links. Once the 1187 is submitted, a confirmation email containing the completed 1187 will be sent to both the new member as well as the Organization Department. In addition, the Department will be mailing the local or state organizations a copy of the 1187.

Form 1187s received through the online procedure will automatically be entered into our system, thereby expediting their processing time.

In some instances, new hires and those transferring from other unions may not be able to use the online process until the Postal Service notifies APWU Headquarters of the change to the union's bargaining unit. We are continuing to work on making the online option available in these circumstances as well as an avenue for APWU employees in the private sector. In the meantime, these employees can still utilize the hard copy or online PDF versions and return it by mail, email, or fax.

**From July 15 – August 15 for any new member that you organize using the Online Join process, both you and the new member can receive a t-shirt. Email [organization@apwu.org](mailto:organization@apwu.org) with your name, the person's name that joined and both of your shirt sizes. ■**



### Updated Materials

All of the USPS organizing materials have been updated with a bold new look. If you have not ordered the new materials, please reach out to me.

As a reminder, please do not keep more in stock than you will use over a few months. Materials are constantly being updated, and this way you can be sure you are providing the most up-to-date information.

Be safe. Be Blessed.

# Veteran Benefits Bills Currently in Congress

Over the last few months, many important pieces of legislation were introduced into the 116th U.S. Congress concerning veterans' benefits. These bills directly address the increasing concerns over the health care that veterans receive from the Department of Veteran Affairs (VA).

## Commitment to Veteran Support and Outreach Act (H.R. 5516)

This bill was introduced on December 19, 2019; sponsored by Rep. Mike Levin (D-CA-49). It would amend Title 38, United States Code, Chapter 63-Outreach Activities to include a new section: § 6307 – Contracts and Grants, to promote health and wellness, prevent suicide, and improve outreach to veterans.

The purpose of the bill is to provide assistance to veterans and the spouses, children, and parents of veterans, to ensure that they are fully informed about, and assisted in applying for, any veterans and veterans-related benefits and programs for which they may be eligible.

*H.R. 5516* would authorize the VA to enter into a contract with a state government in order to carry out, coordinate, improve, or otherwise enhance health and wellness programs, comprehensive veteran suicide prevention programs, and improve outreach to veterans by the VA and the state.

The bill currently has 10 cosponsors and has been referred to the House Veterans Affairs Committee for further consideration.

## Improving Safety and Security for Veterans Act of 2020 (H.R. 5616)

This bill was introduced on Jan. 15; sponsored by Rep. David McKinley (R-WV-01). It would require the Secretary of Veterans Affairs to submit a report to the Committee on Veterans' Affairs of both the Senate and House regarding the policies and procedures of the Department relating to patient safety and quality of care, and the steps the VA has taken to improve such care at VA medical centers.

After any investigation or trial concludes, the VA must also report on the events involving deaths that occurred at the Louis A. Johnson VA Medical Center in Clarksburg, WV, and the actions the VA has taken to prevent any similar reoccurrence.

The legislation went under review by the House Committee on Veterans Affairs before moving to the House floor for future action. It currently has 4 cosponsors.

## H.R. 6591

This legislation, currently title-less, is meant to: "ensure that veterans receive timely and effective health care under the Veterans Community Care Program and Veterans Care Agreements during the COVID-19 emergency, and for other purposes."

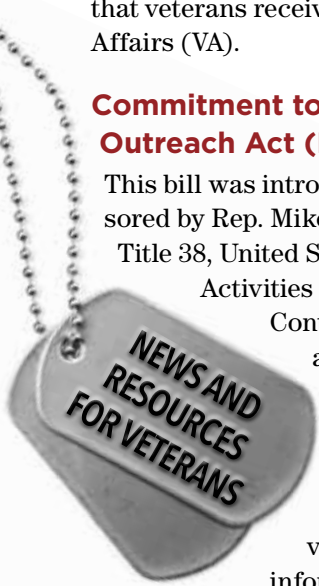
This bill was introduced on April 21, sponsored by Rep. Christopher Pappas (D-NH-01). This bill sets forth policies and procedures related to medical care for veterans covered under the Veterans Community Care Program and Veterans Care Agreements during the COVID-19 emergency period.

The bill classifies emergency treatment for COVID-19 as emergency treatment eligible for coverage by the VA, and authorizes covered veterans to receive care for a COVID-19 diagnosis or treatment during the emergency period regardless of whether such care is for a service-connected disability. Emergency medical care and COVID-19 care would not require VA preauthorization during the emergency period.

Specifically, the VA must determine whether a veteran who receives emergency care for COVID-19 is an active VA health care participant without regard to whether the veteran has received VA medical care in the two years preceding such emergency care.

The bill has been referred to the House Veterans Affairs Committee for further consideration, and currently has 2 cosponsors.

On behalf of the American Postal Workers Union, AFL-CIO, we thank all of our veterans for their continued service and their multiple sacrifices. ■







Joyce B. Robinson, Director

# Union Representation During Investigatory Interviews

Postal workers should know both their rights and the role of shop stewards during questioning by a postal or acting supervisor (204B), manager, postmaster, officer in charge, postal inspector and/or office of inspector general (OIG) agent.

## What are Weingarten Rights?

“Weingarten Rights” are the rights of employees to have union representation in investigatory interviews. These rights were announced by the United States Supreme Court in their decision in the 1975 case *NLRB vs. Weingarten, Inc.*

Employees have Weingarten Rights only during investigatory interviews. In *The Legal Rights of Union Stewards*, author Robert M. Schwartz defines an investigatory interview as when: “(1) management questions an employee to obtain information; and (2) the employee has a reasonable belief that discipline or other adverse consequences may result.”

Management is not required to inform the employee of his/her “Weingarten Rights” – the employee must ask for union representation during the investigatory interview on their own. When an employee believes they may be subject to discipline during investigatory interviews, they should request a steward or a union representative and remain silent until they have consulted with them.

## Advice to Follow When Questioned During Investigatory Interviews

If questioned by an OIG agent(s) or by postal inspector(s), even if they believe that they are not guilty of any wrongdoing, employees should do the following:

- Remain calm and correctly identify yourself.
- Request a steward, a union representative, or an attorney as appropriate and remain silent until you have consulted with them.
- Do not sign any forms waiving your rights.
- Do not agree to a polygraph (lie detector) test.
- Do not write or sign any typewritten statements or make oral remarks without consulting with a steward, a union representative, or an attorney, as appropriate.
- Do not physically resist arrest or search of your person or property.

- Request to see a search warrant. If a search warrant is not available, inform the OIG agent(s) or postal inspector(s) that you **do not** consent to the search.
- Ask, “**Am I a suspect in a criminal matter?**” If the answer is “Yes,” remain silent until you consult with an attorney.
- Do not deny or admit to any allegations without consulting with steward, a union representative or an attorney, as appropriate.

## Stewards or Union Representatives Rights During Investigatory Interviews

During investigatory interviews, stewards or union representatives should prevent management from coercing employees into confessions of misconduct. Before the interview, as Schwartz writes, the steward must be allowed to have a private meeting with the employee, and management must provide the subject of the interrogation to the union representative if requested.

During questioning, the union representative has the rights to:

- Interrupt to clarify a question or to object to confusing or intimidating tactics.
- Serve as a witness to prevent a supervisor from giving a false account of the conversation.
- Caution an employee to beware of the “good guy, bad guy routine” and to never fall into their trap when one OIG agent or inspector acts as the bad guy, the other as the good guy to con you in believing that they are trying to help you.
- Advise an employee on when to stop speaking and to consult with an attorney.

In closing, never allow postal management, OIG agents and/or postal inspectors to intimidate you. Always refuse to answer questions unless a steward, a union representative or an attorney, is present. **What you say will definitely be used against you!**

*Resource: The Legal Rights of Union Stewards by Robert M. Schwartz, which may be purchased online at [labornotes.org/store/legal-rights-union-stewards](http://labornotes.org/store/legal-rights-union-stewards). ■*

# APWU Retirees Still Fighting for Justice



Nancy Olumekor, Director

**T**his summer marks several anniversaries for us as union and community activists.

The U.S. postal system was created by the 2nd Continental Congress on July 26, 1775. In August 1935 Social Security was created, then in July 1965, Medicare became law. Many of our retirees were postal workers during the Great Postal Strike of March 1970 that resulted in the *Postal Reorganization Act of 1970*, establishing the USPS. On July 1, 1971, the APWU was founded after the merger of five postal unions. In August 1963, hundreds of thousands of people participated in the People's March for Jobs and Freedom – 57 years later, we're still marching for jobs, justice and freedom.

**THE WHITE HOUSE IS REFUSING TO SUPPORT THE U.S. POSTAL SERVICE, POSSIBLY SO THAT THE USPS CAN BE PRIVATIZED AND SOLD TO TRUMP'S FRIENDS.**

Social Security and Medicare are under attack by the White House and Trump's allies in Congress. The White House is refusing to support the U.S. Postal Service, possibly so that the USPS can be privatized and sold to Trump's friends.

Retirees have seen many successful changes and failures in this country during their lifetime; some of our members are in their nineties and a few are over 100 years old. Change has been the common denominator – change brought about by action and inaction, by protest and unrest. As we look back over the history of this country and our lives, when we see the work that has been done in the areas of human rights, labor rights and civil rights, we should be asking ourselves, “What in the world happened to all of our good work?”

Here we are in 2020, we still have work to do. This is the summer of our discontent. America is speaking out to protect what we have earned and to secure jobs and economic benefits for everyone. America is speaking out – young people and old people from sea to shin-

ing sea. Retirees know how to speak up and speak out by calling, emailing and writing Congress to tell them “Don't Cut Social Security and Medicare” and “Fund the USPS, Don't Privatize.” APWU Retirees know that Vote by Mail should be the law of the land in every jurisdiction.

Retirees know how to engage and inform elected officials at the local and state levels about issues that are important to us. We know that it is our responsibility to make sure that we elect local, state and national officials who are going to do the right thing. We all know in this 21st century what the right thing looks like in America.

The right thing does not look like a city police officer with his knee to the neck of a citizen pressing down until there is no life left in him, witnessed by fellow police officers. The right thing does not look like almost three million Americans infected with over 125,000 known deaths in a global pandemic without a vaccine in sight; and the right thing does not look like a White House still placing blame instead of working to protect Americans who are at risk.

**WE KNOW THAT IT IS OUR RESPONSIBILITY TO MAKE SURE THAT WE ELECT LOCAL, STATE AND NATIONAL OFFICIALS WHO ARE GOING TO DO THE RIGHT THING.**

How did we get here when just 12 short years ago we were filled with “Hope” and in the grips of “Change we could believe in?” The answer came in 2016, when too many people decided not to vote.

In 2020, as union and community activists, as people of goodwill who have worked long and hard to build this country, we must do everything within our powers to make sure our families, our neighbors, our friends and our coworkers vote by mail or in person in November 2020 for Joe Biden and those other candidates who support, retirees, working families and our issues! ■





Sarah Jane Rodriguez, Director

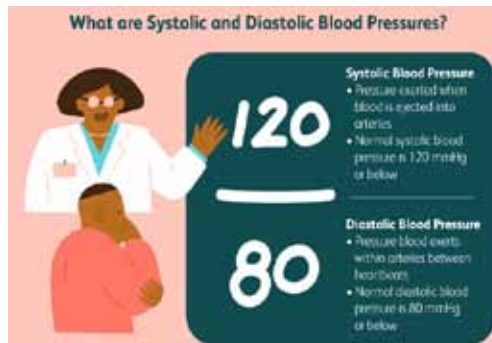
## Cardiovascular Health

One in three U.S. adults has high blood pressure, but only about half of these adults have it under control. High blood pressure – or hypertension – can damage your blood vessels, lead to kidney failure, and increase your risk of having a heart attack or stroke. Take control of your cardiovascular health today. Enter into a partnership with your health care provider and primary care physician. Become an active member of your health care team. Below are a few steps you can take towards better cardiovascular health.

### Annual Checkups

Make your annual checkup a priority. There is no charge for this visit one time each year when you utilize in-network providers. Use a milestone date such as a birthday or anniversary to ensure that this visit is scheduled on a yearly basis.

### Understanding your Numbers



Hypertension often has no symptoms, so be sure to check your blood pressure regularly. Understanding your results is the first step to managing high blood pressure. Make sure this is part of your discussion with your physician at each annual checkup. Blood pressure records as two numbers:

- **Systolic blood pressure:** The first number – measures the pressure in your blood vessels when your heart beats.
- **Diastolic blood pressure:** The second number – measures the pressure in your blood vessels when your heart rests between beats.

A blood pressure of less than 120/80 mm Hg is considered normal.

### Lifestyle Changes – The Big Three

If you need to make lifestyle changes, it is never too late. Participate in activities that you are genuinely inter-

ested in; you will be more likely to stick with it. Changes that matter can provide multiple benefits, all of which contribute to lower blood pressure and cardiovascular health. Use your imagination, but most importantly have fun and talk with your health care provider. The possibilities are endless. To get you started, the following are steps you can take to lower your blood pressure:

**Stop smoking:** Today is always a good day to start quitting. The APWU Health Plan offers a Tobacco Cessation Program. Health Plan members have access to phone counseling, group therapy, and educational sessions with a doctor – all at no charge. Also, at no charge, members can obtain FDA-approved tobacco dependence drugs through mail order. This benefit includes the cessation of both tobacco and e-cigarettes. High Option members call Cigna/CareAllies at 1-800-582-1314; Consumer Driven Option members call UnitedHealthcare at 1-800-718-1299.

**Whittle your waistline:** Shedding even a few pounds can help lower your blood pressure. Health Plan members can participate in weight management programs at no charge. High Option members can visit an in-network registered Dietician/Nutritionist at no charge to the member. Consumer Driven Option members have access to Rally, a website and mobile app dedicated to providing members with simple steps to help with a healthy lifestyle, including weight management. Fill out a health survey and *Connect with a Coach* to create a personalized platform. Visit [myuhc.com](http://myuhc.com).

**Reduce stress:** Learn to cope with stress in healthy ways. Do not try to do too much, learn to say “no,” and make time to relax. The APWU Health Plan behavioral providers give members access to various resources for emotional wellness, prevention, and recovery through both website education and personal counseling services. These behavioral health providers are dedicated to providing services to help manage and improve stress. High Option members are enrolled in Beacon Health Options; visit [apwuhp.com/members/high-option/behavioral-health/](http://apwuhp.com/members/high-option/behavioral-health/) for more information. Consumer Driven Option members are enrolled in UHC Behavioral Health Solutions; visit [myuhc.com](http://myuhc.com) for more information.

For more information on healthy lifestyle changes, visit [apwuhp.com/healthy-living/](http://apwuhp.com/healthy-living/). ■

# **CALL 844-402-1001**

**TELL** your Senators to include at least  
\$25 billion postal funding in the next stimulus!

**Without funding the Postal Service  
could run out of money this year!**

On May 15, the House of Representatives passed initial legislation that had provisions to fund the Postal Service, including the emergency funding of \$25 billion for lost revenue due to COVID-19.

The issue is now in the hands of the Senate. In order for this to become law the Senate must also pass legislation that includes financial relief for the Postal Service, and then the President must sign it.

**Your Senators need to hear  
from you NOW! Call 844-402-1001  
or write them by visiting  
[apwu.org/savethepostoffice](https://apwu.org/savethepostoffice).  
Tell them to protect the public  
Postal Service and  
its dedicated workers!**



**[apwu.org](https://apwu.org)**

