

THE AMERICAN

Postal Worker

APWU

March/April 2022

DAILY NEWS

**EXTRA!
EXTRA!**

**Contract
Ratified!**

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NEWS

**EXTRA!
EXTRA!**

**Postal Reform
Passes!**

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The American Postal Worker

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

www.apwu.org

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

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PRESIDENT MARK DIMONDSTEIN

Team APWU - Bringing Home the Gold!

Wow! Just months into 2022 and great news on two fronts:

FIRST: Our Collective Bargaining Agreement covering the wages, benefits, and working conditions of 200,000 postal workers has been overwhelmingly ratified with a 94% “Yes” vote by those who cast ballots. The success of this round of bargaining reflects the power of unity and solidarity, beginning with you the member, the very foundation of our union.

SECOND: *The Postal Service Reform Act* passed both the House of Representatives and the Senate. The vote in the House was a strong bi-partisan vote of 342-92! It passed the Senate with 79 votes, enough bi-partisan support to overcome the undemocratic 60 vote filibuster rules. You, along with many friends and allies, made thousands of calls to your Senators urging support and bringing this vital legislation over the finish line!

Congratulations to one and all on these outstanding accomplishments!

Of course, many more challenges and opportunities lie ahead. These include:

Implementation of the new union contract: Dates must be determined for when the new pay scales will be reflected in your paychecks, the dates of the retroactive pay raise from November 20, 2021, and the March COLA; and other timing issues related to PSE conversions and PTF transfer opportunities.

Health & Safety: The COVID pandemic is ongoing and still lethal. We have negotiated with management the continuation of the COVID safety memoranda and liberal leave policy until April 8th. It is also a major goal to force management to address the harassment and hostile work environment inflicted on far too many postal workers. The struggle for the safest possible workplace will aggressively continue.

Expanded Services: Our future largely depends on expanded Postal Services. The COVID test kits packaged and sent through the mail are a good example. It is likely that the paycheck cashing “pilot” will soon be expanded. The APWU will be working to make this pilot a success.

Postal reform will open up new opportunities to provide local and state government services.

Organizing the Unorganized: About 20% of the workforce represented by the APWU are non-members – far too many. With the solid new contract, it's a great time to organize. In the Spring, the APWU will launch a nationwide organizing campaign. The key to success will be members signing up non-members. Furthermore, the APWU is expanding our organizing efforts in the private sector mail industry, whether Amazon, fulfillment centers, transportation or pre-sort houses.

National Convention: The 2022 National Convention is scheduled for mid-August. The convention, as the highest authority of the union, acts on many resolutions and sets the overall direction for the union. Every member cannot be one of the 2,000 expected delegates, but everyone can have a voice by promoting local and state resolutions to be considered by the convention.

National Officer Elections: In September the national officer election will be conducted. Unlike most unions, we elect with a “one-person, one vote” mail ballot. This union democracy is part of what makes us union strong!

Legislation & Mid-term elections: More legislative issues on the horizon include improving service standards and securing funding for an electric postal fleet and charging stations. The November elections provide opportunity for political involvement in relation to electing pro-union, pro-postal candidates but also for organizing on issues that affect workers such as living wages, health care for all, a clean environment and voting rights.

Voting Rights/Vote-By-Mail: The “Big Lie” that the 2020 election was stolen has become the basis for a rash of voter suppression laws largely aimed at limiting mail ballots, which are a proven, secure way for tens of millions of people to vote. No matter our individual political views, we should be unified in defending and expanding voting rights.

Let's take the same spirit of unity and solidarity that led to the achievement of our new contract and Postal Reform into the battles of 2022 and beyond! ■



94% of Voters Say YES!

The New Union Contract is Ratified!!

The American Arbitration Association counts ratification ballots under the watchful eye of representatives of the Rank & File Bargaining Advisory Committee.

The main Collective Bargaining Agreement (union contract) between the APWU and the USPS has been overwhelmingly ratified by the members. The contract was signed by APWU President Mark Dimondstein and Postmaster General Louis DeJoy on February 28, 2022.

Ninety-Four percent (94%) of the members who voted, voted “Yes!” in favor of ratification. The vote tally was 36,632 votes for ratification and 2,290 against

“I am ecstatic that the membership recognized the solid gains that this Agreement provides to the 165,000 APWU members from all crafts,” President and lead negotiator Mark Dimondstein stated. “Every member should be very proud of this huge accomplishment. Our power at the bargaining table begins with each of you, the foundation of our union.”

Director of Industrial Relations and chief spokesperson, Vance Zimmerman said, “I am proud of this Agreement and am happy that the membership recognized the hard work of the National Negotiating Committee (NNC), the other officers who helped with the negotiations, and the diligent work of our support staff to make this contract a reality.” He continued, “Now the work of implementation begins in earnest.”

In addition to the lead negotiator and chief spokesperson, the NNC consisted of Clerk Craft Director Lamont Brooks, Motor Vehicle Director Mike Foster, Maintenance Director Idowu Balogun, Support Services Director Steve Brooks, Executive Vice President Debby Szeredy and Secretary-Treasurer Elizabeth “Liz” Powell.

The tentative contract agreement was reached on December 9, 2021 with unanimous approval of the National Negotiating Committee. It was then unanimously approved by the Rank & File Bargaining Advisory Committee to be sent to the members for a ratification vote. The vote ratification process was coordinated by APWU

Secretary-Treasurer Powell and administered by the American Arbitration Association (AAA.) A sub-committee of the Rank & File Bargaining Advisory Committee consisting of Peggy Whitney, Sandra Munoz, Scott Hoffman, Nicole Burnett and Stacy Brown was on site monitoring the entire vote count, which took place from February 23 – February 28.

Now that we have a new contract, one of the first items to be dealt with are the pay raises due to employees. These include the first general wage increase of 1.3% for career employees (2.3% for PSEs), effective November 21, 2021; the \$1,310 per year COLA increase due to career employees, effective February 26, 2022; and the additional 50 cents per hour increase for PSEs effective on April 9, 2022.

APWU-represented bargaining unit employees in the IT/AS sector will soon begin programming the payroll system that is required to make these pay changes. Once programming is completed, retroactive payments will be made to the affected employees, with the dates of these payments to be announced. Please check apwu.org for updated information on retroactive payments.

Additionally, the parties are in the process of finalizing a print version of the Collective Bargaining Agreement as well as updating the Joint Contract Interpretation Manual.

“I congratulate the members on this agreement which will provide wage increases, COLAs, job security, improved PTF rights and even more career opportunities for the non-career workforce,” Director Zimmerman said.

President Dimondstein concluded by saying, “We should never forget that our Collective Bargaining rights were won through the courage of our forefathers and foremothers in the historic 1970 wildcat strike. The lives of literally millions of postal workers and our families have been changed for the better over the last fifty years.” ■

MEMBERS IN ACTION

Members across the country were excited about the opportunity to vote for ratification of our new Collective Bargaining Agreement with the Postal Service. After a number of arbitrated contracts, this was the first ratification vote of a negotiated agreement with USPS since 2011.

Members were encouraged to take their “Get Out the Vote” photos, post them to social media and share why they were voting on the Tentative Agreement. Below is a selection of some of the tremendous photos members submitted in the GOTV campaign. ■



First COLA Increase Under New Union Contract Is Sixty-Three cents/hour!

On February 10, 2022, the Bureau of Labor Statistics released the Consumer Price Index (CPI) data for the month of January 2022. January was the final month of the six-month measuring period used for determining the cost-of-living allowance (COLA) for those covered by the National Agreement.

Every full-time and part-time career employee regardless of step and grade will receive an increase of 63 cents per hour. For full-time career employees, this COLA equates to an annual increase of \$1,310.00, the third-largest COLA increase ever afforded postal workers. The new rates based on this COLA are effective on February 26, 2022, the start of Pay Period 6-2022.

This March 2022 COLA is the first of six COLAs career employees will receive under the now ratified 2021-2024 National Agreement. COLAs are in addition to the general increases that career employees will receive in November of 2021, 2022, and 2023.

Due to the timing of the ratification process, the exact date the increase will begin to show up in pay checks has not yet been determined. The COLA will be paid retroactively to February 26, 2022.

“Today’s high inflation underscores how important maintaining full COLA is for every career employee” President Mark Dimondstein said. The overwhelming ‘yes’ vote for ratification now ensures our members receive this COLA and the other



wage increases negotiated as part of the new agreement,” he continued.

Industrial Relations Director Vance Zimmerman added, “Not only does a ‘yes’ vote preserve your COLA and wage increases, but it also allows the other negotiated portions of the CBA to go into effect including the new work hour guarantees for PTFs, advanced leave provisions, and guaranteed PSE conversions.

The APWU is the only postal union that has maintained full COLA increases. ■



Workers Memorial Day

ensure that safety regulations are followed!

In the Postal Service, this would include filing PS-Form 1767 Report of Hazard, Unsafe Condition or Practice whenever a safety violation is observed – no matter how minor. It includes making sure your local office has a functioning Joint Labor Management Safety and Health Committee where applicable.

Working at the Postal Service comes with dangers that are not seen in other sectors of the government. Postal Employees account for the majority of injury claims that are submitted to OWCP and ultimately accepted for approval. In 2018, the last year that statistics were reported, the Postal Service led all civil-

ian federal government agencies in deaths on the job.

This Workers Memorial Day, you are encouraged to take a moment remember those lost. Remember the 348 Postal Employees who have lost their lives to COVID-19 and the tens of thousands who have been diagnosed with COVID-19 during the pandemic. Honor them by practicing safe work habits and honor them on April 28, 2022 by completing and submitting a PS-Form 1767 to your supervisor, manager, or postmaster for each hazard or unsafe act you see. ■

Pray for the dead and fight like hell for the living.

– Mother Jones
(Mary Harris Jones)

April 28th of each year is Workers Memorial Day. On this day, the labor movement remembers workers killed on the job and vows to renew the fight for strong safety and health protections in the workplace.

Based on Department of Labor statistics, 275 workers are killed on the job each day. These deaths can be prevented. Prevention includes employees following safe work practices and exerting worker power to

Historic Postal Reform

Achieved

Lawmakers Speak

On March 8, the *Postal Service Reform Act* was passed in the Senate by a vote of 79-19. Having already passed in the House on February 8 with an overwhelming vote of 342-92, this historic piece of legislation will now go to the President's desk to be signed into law.

"The passage of this legislation is a monumental victory for postal workers the wider postal community, and the communities we are proud to serve," said APWU President Mark Dimondstein. "The public Postal Service is a national treasure, keeping us all connected for over 250 years. This legislation will allow it to continue to adapt and invest in its future."

Speaking on the floor of the Senate in the days leading up to Postal Reform being voted on, Senator Gary Peters, Chairman of the Homeland Security and Government Affairs Committee, stated, "The Postal Service is one of our Nation's oldest and most trusted institutions. It serves as a critical lifeline for millions of Americans, including seniors and veterans in rural communities who expect the Postal Service to deliver vital mail, including supplies and medications".

The Ranking Member of the Committee, Senator Portman, echoed this sentiment in his remarks, "What could be more nonpartisan than trying to save the post office? Everybody cares about the post office and

wants to be sure it is working well and working efficiently. It is not a partisan issue; it is of importance to all Americans—young, old, urban, rural, everybody."

The APWU applauds the leaders in the House and Senate who worked closely to ensure this legislation was passed on a strong bipartisan basis, particularly Chairwoman Carolyn Maloney and Ranking Member James Comer of the House Oversight and Reform Committee, and Chairman Gary Peters and Ranking Member Rob Portman of the Senate Homeland Security and Government Affairs Committee.

As always, postal workers and our friends and allies stepped up and worked hard to get this vital legislation across the finish line. In the weeks leading up to the Senate vote, we had made more than 10,000 phone calls to Senate offices, urging them to pass the PSRA. Allies in the labor movement and A Grand Alliance also joined in driving calls, moving petitions and writing to Senators to get postal reform done.

"Thanks to the efforts carried out by postal workers, our sister unions, allied organizations, and the American public, comprehensive postal reform is now a reality," said Legislative and Political Director Judy Beard. "The APWU applauds every member of Congress who played a role in crafting and passing this monumental legislation."

The Postal Reform bill will place the United States Postal Service on the path toward financial stability by repealing the onerous and financially debilitating pre-funding mandate, ensuring six-day delivery, adding much-needed transparency to postal operations, and maximizing participation in Medicare – a program which the Postal Service and its employees have contributed over \$34 billion – by enacting prospective Medicare integration. Postal Reform is fair to active and retired postal workers and is a crucial development in the fight to preserve and strengthen our Postal Service.

The APWU has been organizing since 2008 for postal reform legislation which rectifies the unfair pre-funding mandate. That mandate alone, which was introduced in the 2006 *Postal Accountability and Enhancement Act*, is responsible for more than 80% of the losses posted by USPS since 2007.

In the last decade, postal workers and our allies have been relentless in fighting for Congressional action to address this issue and give the Postal Service a chance to thrive in the 21st Century. "Winning positive postal reform has been a long-term, collective struggle," concluded President Dimondstein. "I salute Legislative Director Beard and her staff who have done an outstanding job bringing postal reform home." ■

Rep. Carolyn Maloney (D-NY)



The Postal Service is one of America's most vital and respected institutions. Originally established in Article One of the Constitution, for over two centuries, it's provided service across our country, to every single address, whether you're in an urban skyscraper or a rural family farm. It binds our nation together in ways that no other agency or organization does.

Rep. James Comer (R-KY)



Americans hold the United States Postal Service in extremely high regard. That's for good reason. All rely on it for our paychecks, medications, news, magazines, and correspondence with loved ones. Now more than ever Americans enjoy the conveniences of e-commerce, no matter where they live in this great nation. The United States Postal Service is truly one of our prized national assets.

Speaker of the House, Rep. Nancy Pelosi (D-CA)



This important legislation takes the strong step to empower the Postal Service to continue its crucial mission to improve our lives, touch our hearts, and connect our communities.

Rep. Don Bacon (R-NE)



This bill takes the necessary steps towards addressing the financial and operational issues facing the Postal Service and properly updates it for the 21st century. A first-class postal system is critical for businesses and our economy. It keeps 330 million Americans connected.

Rep. Rodney Davis (R-IL)



The Postal Service keeps us connected in ways electronic communication and other services cannot. Additionally, it finishes delivering packages for private companies in more rural regions of our country like mine.

Rep. Sheila Jackson Lee (D-TX)



The idea is save the post office for the American

people. Save it for the workers. And save it because it is patriotic to do so.

Rep. Gerry Connolly (D-VA)



We owe a debt of gratitude to the postal workers who have every day during this pandemic served every household and every business in America on time, reliably, in terms of providing that lifeline and that one constant in our lives that we depend on.

Rep. Kelly Armstrong (R-ND)



We all know the importance of the US Postal Service and its core mission of prompt, reliable and efficient mail service to all Americans, regardless of where they live.

Rep. Don Young (R-AK)



Try living in Alaska when you don't have any roads. Try not having anything but the post office. Try to get your medicines and all the other things. The post office is the key to the communities in Alaska.

Rep. Stephen Lynch (D-MA)



This landmark reform agreement will finally place our most trusted government institution on a path toward financial viability. It is the product of bipartisan collaboration and meaningful stakeholder input. It focuses solely on fundamental reform areas that have long been the subject of bipartisan and stakeholder consensus.



We Need Your Help! (Does Your Postal Facility Look Like This?)

EXECUTIVE VICE PRESIDENT DEBBY SZEREDY



The Asheville, NC Plant which
was consolidated in Phase 2.

The *Postal Accountability and Enhancement Act of 2006* that helped manufacture a financial crisis at USPS was passed by Congress with only a voice vote. This was a plan that many believed would be the beginning of privatizing the Postal Service, not enhancing it. Looking at the plan, it utilized more contract drivers, caused massive downsizing of mail processing facilities, forced over a \$5 billion annual payment to the Treasury each year and helped our competitors.

Between 2006 and 2012 the USPS downsized over 284 facilities by taking out their mail processing equipment. In 2012, management proposed an additional 82 facilities to consolidate, calling it Phase 2. Phase 2 could not be done without adversely affecting the transportation network and ending overnight delivery of first-class mail within a geographical area from the facility. Over 69 of the plants had their canceling machines (AFCS) taken out, forcing the raw mail arriving to their facility to be transported by truck to another

understaffed facility with minimal space that on average is between 2-4 hours away. This caused further delays of that mail, and required the USPS to **reduce the service standards in 2015.**

PMG DeJoy then **reduced the service standards again in 2020**, wreaking havoc on our ability as workers to provide the great service we had provided before the 2012 changes. His plan

also utilizes Surface Transfer Centers (mostly contracted out) to take the place of our Mail Processing Facilities. The consolidations caused much of the bloated transportation costs by utilizing more contractors to deliver our mail, another step to privatizing.

We need Postal facilities fully restored with mail processing equipment, properly postal staffed, and we need our 2012 service standards back (94%-97% performance scores).

The answer is easy, but it takes all of us together to force the USPS to de-centralize our postal facilities and go back to the 2012 Service Standards. We can only provide better service when there are more postal first-class letter and package mail sorting facilities and better staffing that utilizes postal workers in a non-hostile work environment, who can provide prompt, secure, sanctity of our mail service and faster service that safeguards our mail ballots, our democracy for 2022 and beyond. ■

THE CINCINNATI ENQUIRER

Read All About It – APWU Cincy President on Postal Reform

This op-ed from Greater Cincinnati Area Local President Jim Sizemore ran in The Cincinnati Enquirer on February 25. It can be read on The Enquirer at <https://bit.ly/PSRAapwu>

Since the founding of the U.S. Postal Service more than two centuries ago, postal workers have helped bind our nation and served as a lifeline for households in every ZIP code in the country.

Amid the ongoing pandemic, postal workers continue to serve a crucial role, ensuring that mail, essentials like medicine, and ballots get where they need to go. The importance of the people's public Postal Service has never been clearer.

In my 29 years with the Postal Service, first as a clerk and maintenance worker and now as the president of a union local in Cincinnati, I've never witnessed postal employees work harder than they are now.

Putting in 60 hours per week has become the norm as we sort and prepare the mail for delivery to every U.S. address. These tasks are made that much more

challenging by the fact that as many as 20,000 workers at a time have been unable to work due to COVID-19.

Right now, postal workers are delivering a billion free COVID-19 test kits to families across the country as part of a federal government initiative. We've never done this kind of consumer-fulfillment operation. In addition to sorting and delivering the kits, we're also responsible for packing and labeling them.

Postal workers are proud to take on this massive operation, and we sincerely hope it will aid in keeping our communities safer and ultimately help put the pandemic behind us.

Thanks to their dedication to our country, postal workers enjoy broad support – even in our politically divided state of Ohio. When I talk to family members or small business owner friends who have very different political views from my own, there's no debate on the importance of USPS.

But if we are to continue to fulfill our mission of binding this vast country, postal workers need support from

Congress. Even before the pandemic, USPS's finances were stretched to the breaking point – and Congress deserves much of the blame.

In 2006, they passed a law requiring the Postal Service to set aside billions of dollars every year to “pre-fund” retiree health care costs more than 75 years into the future. This “pre-funding mandate,” which applies to no other federal agency or private corporation, has resulted in staggering financial losses. Between 2007 and 2020, it accounted for 84% of USPS financial losses.

The pre-funding mandate continues to drain resources that would otherwise go towards much-needed investments, such as upgrading our vehicle fleet, providing additional services, and hiring more employees. As a result, the postal unions have had to fight “cost-saving” efforts that result in overworked postal employees, delayed mail, and attempts to sell off our most lucrative services to for-profit corporations.

Congressional action is desperately needed to pass the

bipartisan *Postal Service Reform Act*, which would eliminate the pre-funding mandate once and for all. This monumental piece of legislation would help put the Postal Service on a sound financial footing and allow for USPS to provide the kind of service this country deserves.

On Feb. 8, the House passed the bill overwhelmingly, with all Democrats and 120 Republicans voting in support. Now, it needs to pass the Senate, where it already has 14 Republicans, 12 Democrats and one independent on board.

Though the bill has bipartisan support, we can't just sit back and assume it will sail through the Senate. There's always a risk that certain members will try to scuttle it and then blame the other side. That's why, at this crucial time, we must apply pressure and tell our senators to vote “yes” on Postal Reform.

Politicians in Washington need to hear from their constituents that a win for the Postal Service is a win for everyone.



Communication Is the Key

SECRETARY-TREASURER LIZ POWELL

(This article first appeared in the November-December 2017 issue of *The American Postal Worker* magazine. Edits were made for space. The full article is available on apwu.org.)

In most local unions, the primary means of communicating with the membership is at the general union meeting. However, if this is the only way to communicate with members, the local will not be very successful getting their message out to the members. Just like in most organizations, a small percentage of the membership takes an active role in the union and attends meetings. Although there are some exceptions, generally this is common. The challenge for local union officials is getting the “word” out. The formal ways we communicate are at meetings, in local newsletters, online (via websites and social media), bulletin boards and in this magazine. None of these outlets, however, give us the opportunity to quickly inform members of important issues. This has been a challenge magnified by the fact that over half of our members are not in large facilities anymore, and are spread out into stations, branches and associate offices.

THE FORMAL WAYS WE COMMUNICATE ARE AT MEETINGS, IN LOCAL NEWSLETTERS, ONLINE (VIA WEBSITES AND SOCIAL MEDIA), BULLETIN BOARDS AND IN THIS MAGAZINE. NONE OF THESE OUTLETS, HOWEVER, GIVE US THE OPPORTUNITY TO QUICKLY INFORM MEMBERS OF IMPORTANT ISSUES.

Set The Record Straight

Have you ever marveled at how quickly a rumor can spread in the workplace? The word gets around without any of the formal communications we normally rely upon. That’s because informal communication is taking place among members in the break area, bathrooms, while working, in parking lots and at social gatherings. A “map” of your members in the workplace is an important tool to start using this informal communications network to reach our members. The map helps identify what we call “floor lead-

ers,” the people who other workers go to for information or help. Once identified, local officers and stewards should spread the word directly to these floor leaders – they can also be tapped for feedback on workplace issues. Mapping can also identify the telegraphers – those members who are sure to spread the word. The floor leaders are men and women respected by their fellow co-workers. Even though they do not want to serve as officers or stewards, they may be willing to listen and comment on issues important to the members and the union. Telegraphers can usually be relied upon to spread the word, regardless. But this time, instead of gossip, they will be talking about their jobs, their union and their futures.

Your Union Bulletin Board

Recruiting floor leaders will not be as helpful when the membership is spread out in different facilities. That’s why the union bulletin board is one of the most vital forms of communication to your membership. It is how your members who do not attend meetings, do not have access to the web or do not read their newsletter get information from the union. For those members who don’t have regular one-on-one contact with their local officers and stewards, that bulletin board is the face of their union. A neglected bulletin board is the enemy of effective workplace communication. Members won’t look to it for information because no one bothers to keep it current. That’s why every local union should have someone assigned to keep their board updated and free of unauthorized postings. Why is communicating so important? We cannot mobilize our members if they are not educated and informed about the issues. We need those person-to-person discussions, based on the facts, to move our members to action. This will not be the only time we will need to get the word out. We will always need to find effective ways to communicate to our members. ■

Please Note: The APWU 26th Biennial National Convention, August 15 -18, is on the horizon. The official Convention Call is included in this magazine on pages 14-15. Please check the APWU web page for more information.

2022 National APWU Election Committee Appointed

In accordance with Article 12 of the APWU Constitution, the following members have been appointed by President Dimondstein to serve as the Election Committee for the 2022 APWU National Elections.



Michelle Elliott (Chairperson)
Chicago Local



Anthony "Tony" Turner (Facilitator)
Manchester Area Retiree Chapter



Norma Impallari
San Antonio Alamo Area Local



Rebecca Gill, Salt Lake City Area Local



Carrie Wolff
Rochester SCF Area Local



Sam Wood
Albuquerque Local



Adrain Allman
Northeast FL Area Local.

The Election Committee met via Zoom from January 26-28 and adopted the Rules and Regulations for the conduct of 2022 APWU National Elections.

Please see pages 37-47 for a copy of the Rules and Regulations for the 2022 APWU National Elections. ■

Celebrating Women's History Month - the 6888th battalion

Mail was vital to the war effort during World War II. It was a major morale booster – largely made possible in the European Theater by the 6888th Central Postal Directory Battalion, a little-known story of “postal” women’s history.

This battalion was the largest unit of Black service-women (over 6,500) to ever serve overseas in the Women’s Auxiliary Corps (WAC.) Their commander, Charity Adams, was the first Black woman to lead American troops overseas. Battalion participants volunteered at a time when women were rarely part of the military and Jim Crow segregation was still the rule in the U.S. armed forces. The 6888th battalion was based in England and France in the 1940’s. While many in the white male dominated military leadership hoped the battalion would fail in their efforts, the 6888th broke all records for distribution of mail to front line troops. On average they processed 130,000 pieces of mail a day. They also tracked mail for missing and deceased servicemen.

Due to both gender and race discrimination, it was over five decades before the Battalion and its participants



received any formal recognition. For example, it wasn’t until March 31, 2014 that 106-year-old Alyce Dixon was honored at the Pentagon with a Department of the Army lifetime achievement award and certificate of appreciation for her participation as a member of the 6888th Central Postal Directory Battalion. ■

26th Biennial APWU National Convention

The Struggle for Justice Continues!

is the theme of the American Postal Workers Union's 26th Biennial Convention, which is set for Monday, August 15, through Thursday, August 18, 2022, 9:30 a.m. to 4:30 p.m., at the Gaylord National Resort & Convention Center in National Harbor, MD.

The National Convention is the union's highest decision-making body and helps the union chart its course for the future. Approximately 2,000 APWU delegates will debate and vote on resolutions that will be introduced on a wide variety of subjects. The resolutions give focus to the union's goals and help us better serve our members.

Let Your Voice Be Heard

In accordance with the APWU Constitution and Bylaws, each local and area local is entitled to representation at the National Convention based on one delegate – and

one vote – for each 25 members or fraction thereof. Each local is entitled to at least one vote.

State organizations are entitled to one delegate and one vote for each 25 members or fraction thereof in the state who are not part of a local. Each regional organization that is organized in place of a state organization and where no state organization exists is entitled to one vote for each 25 members or fraction thereof of the unrepresented members. (No local, state or regional organization shall be represented by proxy.)

Each national officer holding an elective office shall serve as a delegate with the right to speak and one vote. The convention can authorize Members at Large (MALs) to vote, provided not more than three attend the convention. If more than three attend, the convention can apportion one vote to every three MALs. Five elected Retiree National Convention Delegates, one from each

Resolutions

June 6 is the deadline for the submission of resolutions for publication in the Convention Book. Resolutions are accepted from local or state affiliates, local and state retiree chapters or from Members-at-Large (who are the only members permitted to submit resolutions under their own signature). Resolutions adopted at craft division meetings, either during an off-year or immediately prior to the National Convention, are also accepted.

Resolutions from local or state affiliates and local and state retiree chapters must be submitted electronically through a special link on the union's website that will be accessible only to local/state/retiree chapter presidents and to local/state/retiree chapter secretaries, treasurers, and secretary-treasurers. There will be a box to check certifying that the submitter is the authorized officer, which will serve as an electronic signature.

Members-at-Large must sign and submit their resolutions directly to the National Secretary-Treasurer prior to the June 6 deadline. Resolutions must be typed, double-spaced and submitted individually (one per page). Resolutions not properly certified electronically or signed will be returned.

Per Article 5, Section 3 of the APWU Constitution, the Secretary-Treasurer will submit the resolutions to the Screening Committee, which works to eliminate repetition and consolidate issues. Once the committee has completed its review, locals and pre-registered delegates will have an opportunity to view the resolutions on the APWU website.

Resolutions received after June 6 will be referred to the appropriate committees and will be presented at the National Convention as addendums, provided they have been properly authorized and signed, and provided they

region, shall be seated at the National Convention. Each will have a voice and a vote.

APWU locals and state organizations are urged to send their full quota of delegates. Members-at-Large (MAL) also are encouraged to attend. *(Local, state, and regional organizations are reminded that they must adhere to the requirements of applicable federal laws when electing delegates).*

Convention Credentials

Convention credentials must be authorized in the online process by the local president and/or the secretary, secretary-treasurer, or treasurer of the local. Beginning April 1, they will be able to log-on to the Members Only section of the APWU Web site, and in just a few easy steps, they will be able to register their members for credentials. Upon presentation of proper credentials, alternate delegates may be seated in place of regular delegates who will be absent from that point on.

Other Convention Events

Several other important union events will take place in the days before and after the convention. Meetings for each of the Divisions – Clerk, Maintenance, Motor Vehicle Service, and Support Services – are set for the weekend of August 13-14, as is the APWU Retiree's Conference. The BMC Conference will be held after the convention, on Friday, August 19, 2022. The APWU Research & Education Department will conduct a series of pre-convention workshops on Friday, August 12. (The complete schedule of events can be viewed in the Convention pages at www.apwu.org.)

do not deal with subjects otherwise covered by the Screening Committee.

To achieve uniformity, it is requested that resolutions be structured as follows:

- The name of the appropriate committee to review the resolution, e.g., Labor-Management Committee;
- The article number and section of the Collective Bargaining Agreement or APWU Constitution and Bylaws the resolution addresses, if applicable;
- The resolution title;
- The names of the sponsoring locals, state organizations and/or Member-at-Large;
- The body or text of the resolution itself.

A sample resolution format can be viewed online.

Plan Your Stay Well Ahead

Although the convention is months away, it is essential that locals, state organizations, members-at-large, and retirees make their arrangements as soon as possible. Everything you need to make your hotel and travel plans can be found at www.apwu.org/convention.

APWU negotiated a special room rate for this year's convention at the Gaylord National Resort and Conference Center. The rate for single/double occupancy is \$179/night plus tax and a \$22/night resort fee. The cutoff date to make reservations under the group's block is Monday, July 11, 2022. The cancellation window is 72 hours prior to arrival.

Please make your room reservations directly with the hotel. Rooms and rates will be based on availability. You must use a credit card when booking online. You will receive a confirmation of your reservation via e-mail. Be sure to mention that you are with the American Postal Workers Union in order to receive the negotiated rates.

For each room, a one-night's-stay deposit, plus tax, is requested with payment by credit card. Failure to notify the hotel of a change in arrival date will result in cancellation of the reservation and the deposit will be forfeited. Cancellation policies will be outlined by the hotel on the confirmation received after making a reservation. Please visit www.apwu.org/convention for additional details.

Early departures are subject to a penalty, set by the hotel. If you do not cancel per the cancellation policies mentioned above or do not arrive on your confirmed arrival date, your full reservation will be cancelled. Please note that APWU locals and state organizations may pay by check. Details can be found at www.apwu.org.

Children's Programs, Car Rental

KiddieCorp, a professional childcare company, will provide activities for delegates' children ages 6 months to 12 years during the four days of activities on the convention floor, from 9:00 a.m. to 5:00 p.m. Reservations will be necessary. Submit the forms (available on the website) by July 18.

APWU has made arrangements with Enterprise/National for discounted rates for convention delegates. Information regarding reservations can be found on the APWU convention webpage.

COVID Protocols

Please note that APWU will follow all local and state COVID-19 mandates and appropriate protocols will be in place, as needed. ■



Highlights of Our New Collective Bargaining Agreement

INDUSTRIAL RELATIONS DIRECTOR VANCE ZIMMERMAN

The contract is ratified! There are several new items in the *Collective Bargaining Agreement* that will benefit postal workers. Employees will receive a 1.3% general pay increase retroactive to November 21, 2022 (2.3% for PSEs). An additional 50 cents per hour increase for PSEs will be effective on April 9, 2022. With the ratification, career employees will receive their first of six COLAs under this contract. Every career employee will be receiving \$1,310 per year (63 cents per hour) retroactive to February 26, 2022 for the first COLA. Because it takes some time to reprogram the payroll systems, the date those retroactive payments will be made has not yet been determined; once that payment date is known, it will be communicated to the field.

PSEs WHO ARE NEWLY CONVERTED TO CAREER AND HAVE COMPLETED AT LEAST 90-DAYS OF CONTINUOUS SERVICE, WILL BE EXEMPT FROM THE ELM 512.313 REQUIREMENT TO WAIT 90-DAYS PRIOR TO USING ANY ANNUAL LEAVE. NOW, CONVERTED EMPLOYEES WHO MAY HAVE VACATION PLANNED OR OTHER FAMILY OBLIGATIONS CAN USE THEIR ANNUAL LEAVE RIGHT AWAY.

Other aspects of the contract involve the cost of health insurance. First the percentage the Employer pays for the cost of health insurance premiums will not change through plan year 2025. Next, the way members qualify for the “preferred” rate for the APWU Consumer Driven Health Plan (CDHP) is improving. Previously, in order to qualify for the “preferred” rate (Postal Service pays 95% of the premium) an employee had to be enrolled in a *Federal Employee Health Benefits* (FEHB) insurance plan for at least one year as a career employee. This left out PSEs who had enrolled in any FEHB plan and who were later converted to career. No time a non-career employee was enrolled in any FEHB plan had counted towards qualification. That has been rectified with this contract. Now, any time enrolled in any FEHB

plan will count towards qualification. The savings for person who was enrolled in the family plan for at least one year prior to conversion to career is \$132.11 per pay period—about \$3,435 per year based on current rates.

A change that has the potential to affect many employees is a change to “repromotion” rules. Previously, if an employee needed to transfer or downgrade to a position at least 2 levels lower and then was repromoted, they would face loss of pay. One example is an employee who is a level-10 Electronic Technician (ET) in top step P and transfers to a new facility as a Level-7 Maintenance Mechanic - they would move into Level-7 Step O pay. Later they are repromoted to ET-10. Based on previous rules, they would not move into Level 10 Step P. They would instead move into Level 10 Step G – eight steps below their previous step! It would then take that employee over four years to reach top step again. That has been corrected. Now, anyone repromoted to a position previously held at least two levels higher will receive credit for all time spent in the previous level and step.

Another issue that was addressed involved Union Officials who are either retired or on full-time LWOP status. The Postal Service in many locations refused to issue these Union Officials postal ID badges. Upon certification at the regional level, these officials will be issued ID badges to gain access to the facilities they represent. The Postal Service would often make these folks wait for an “escort” through the building or they needed to find someone to issue them a temporary badge. Normal notification requirements of Article 23 will still apply.

PSEs who are newly converted to career and have completed at least 90-days of continuous service, will be exempt from the ELM 512.313 requirement to wait 90-days prior to using any annual leave. Now, converted employees who may have vacation planned or other family obligations can use their annual leave right away.

These are just some of the positive gains in the *2021-2024 Collective Bargaining Agreement* and how your union continues to fight to improve the wages and working conditions for you!

Solidarity! ■

A gallon of milk. A gallon of gas. New tires. The past few months, it seems like everywhere you look, prices are through the roof. Newspaper headlines and TV talking heads shout about record-breaking inflation. To an extent, the headlines are true – consumer prices through January 2022 are up 7.5% over the past year, the fastest annual increase since the 1980s.

So, who's to blame? Some pundits point to coronavirus response legislation and stimulus checks, saying they've "overheated" spending, diminishing the value of a dollar and driving up prices. But you might be surprised to learn that all those price increases you've seen at the pump, at the grocery, or at the hardware store are being driven in large degree by something else – corporate greed.

That's right. Even amidst the uncertainty of the pandemic, unemployment and supply chain issues, the biggest companies in the country are doing great. In 2021, corporate America saw their highest profits in over 50 years. Corporate profits in the quarter ending September 2021 totaled \$2.7 trillion! And despite these record profits, company after company continue to jack up prices, squeezing workers in nearly every sector of the economy.

The CFO of Constellation Brands, a Fortune 500 company that owns beer companies Modelo and



Worried about Inflation? You Should Worry About Corporate Greed

Corona, was pretty direct about his company's strategy. He said, "We want to make sure we're not leaving any pricing on the table. We want to take as much as we can...we'll take as much pricing as we think the consumer can absorb." That might sound like the desperation of a struggling company. But that's not Constellation – last year they netted over \$2 billion in profits! Your Friday night keeps getting more expensive while Constellation investors are laughing all the way to the bank.

The supply chain issues we've all read about are just another excuse for corporate fat cats to jack up prices and increase profits. Take the example of consumer-goods giant Procter & Gamble. They make Pampers diapers, Charmin toilet paper, toothpaste, laundry detergent and dozens of other products we have in our homes. P&G reported recently that supply chain issues, labor shortages and increased shipping costs were causing production costs for their products to tick upwards.

With annual revenues of nearly \$80 billion, you might think a company like Procter & Gamble could absorb some additional costs during a few uncertain months. Wrong again. Procter & Gamble simply passed those costs onto consumers and posted tremendous profits – \$4.2

billion in the last quarter of 2021! So despite hand-wringing that government spending, COVID stimulus or rising wages are to blame for record inflation, it's clear that there's another major culprit responsible for skyrocketing prices. An antitrust expert Matt Stoller recently concluded that the massive increase in corporate profits accounts for 60% of the inflation hitting our pocketbooks. Former Labor Secretary Robert Reich, writing in *The Guardian*, summarized it well. He said, "With corporate profits at near record levels, they could easily absorb the cost increases. They're raising prices because they can – and they can because they don't face meaningful competition."

While inflation takes a bite out of working people's paychecks, thankfully as postal workers, we're protected from the worst of price increases by the Cost of Living Allowances in our contract (see page 6). But to help keep prices in check, we'll have to be part of a political movement that tackles the root cause of today's rising prices – unchecked corporate greed. ■



COVID-19 Self-Test (Rapid Antigen Test)

COVID-19 Self-Test (Rapid Antigen Test)

COVID-19 Self-Test (Rapid Antigen Test)

USPS Plays Key Role in COVID Response

Since the pandemic first started affecting our daily lives in early 2020, the Postal Service has demonstrated its critical role in society. In those early months of the pandemic, as millions of people sheltered in their homes, with schools and businesses closing down, the post office helped keep us all connected. While others worked from home, postal workers continued their essential service, ensuring vital mail and packages continued to be delivered six and seven days a week.

Early this year, the Biden Administration announced an important new program as part of the country's COVID response that called on the Postal Service to do more than simply keep the mail moving. While the Postal Service would naturally mail the test kits to every home that requested them, USPS was also charged with developing the website to receive orders and, in a new service for the post office, postal workers did the "fulfillment" work of breaking down the supplied tests, repackaging and labeling them in preparation for entry into the mailstream.

The program is an interagency effort involving the Department of Health and Human Services, the Department of Defense, which is providing additional logistics support, and the US Postal Service.

"The APWU is excited and fully supports this plan," said APWU President Mark Dimondstein. "It is in the interests of the health and wellbeing of the general population as this dangerous pandemic continues. It underscores the invaluable role of the public Postal Service in the lives of the people. It shines a light on the importance of maintaining universal service to every address and person. It opens up the opportunity for similar expanded 'fulfillment' work in the future."

APWU President Mark Dimondstein, Industrial Relations Director Vance Zimmerman and Clerk Craft Director Lamont Brooks jointly worked with the Postal Service to secure a Memorandum of Understanding that defines the

project as "new work" and ensures that the "fulfillment" work associated with packaging and labeling the packages for this temporary project is determined as clerk work. At the same time, the MOU gives the USPS the flexibility to keep holiday temporary workers on the rolls so as to increase the workforce capacity to make this project a success. The fulfillment work will be performed at 43 existing postal facilities throughout the country.

"APWU-represented clerk craft bargaining unit employees boldly accept the 'new work' opportunity to fulfill the distribution of the COVID test kits authorized by the Biden Administration's call to action," said Clerk Craft Director Lamont Brooks. "This is just another example of clerks, as part of the Postal Service institution, rising to the challenge of connecting the public during these difficult times while still carrying out our mission of processing the mail."

"This is an amazing opportunity to once again show the American people that we are here to serve them and how important the Postal Service is to this country. This proves we are ready and able to offer expanded services," stated Industrial Relations Director Vance Zimmerman.

The APWU is ready to do our part. It will be up to the Biden Administration to ensure that the necessary number of test kits are quickly manufactured and that the ordering process for these kits is easily accessible for the people.

At the time of publication, the Administration reports that more than 270 million test kits have already been ordered and delivered through the postal system. The average time of delivery for the test kits was just 1.2 days. Households that ordered test kits in the initial wave of the program will be able to place a second round of orders starting March 7.

The free, at-home COVID-19 tests can be ordered at special.usps.com/testkits or COVIDtests.gov. ■

Defend the Postal Service, Expand “Postal Services”

Supporters of the public Postal Service should take encouragement from two recent developments in the postal world. First, necessary postal reform legislation, long sought-after by a broad coalition of postal users, postal workers, and congressional allies, is finally gathering momentum on Capitol Hill. Second, the Postal Service’s massively successful COVID-19 test kit distribution program, which has already delivered millions of test to the American public. Together, these exciting achievements underscore the critical and growing role the postal system plays in American life, and gives us a glimpse of what the Postal Service of the future could look like.

Let’s first dive into the COVID-19 test kit program. As the pandemic ravaged the country this past winter, the Biden Administration made a commitment to procure and provide up to a billion at-home test kits, on-demand and free of cost, to the general public. In normal times, and in times of a public health crisis, there exists no other institution – public or private – that has the ability to deliver necessary goods to every home in the country with the speed and efficiency of the Postal Service. Partnering with USPS to deliver the test kits was a natural choice for the Administration.

But the Postal Service’s involvement in the program has been much more than simply delivering packages. For the first time in modern postal history, postal workers have been tasked with fulfilling orders for goods, packing boxes full of tests in much the same way workers at Amazon, Walmart and other e-commerce giants pick, pack, label and prepare packages for shipment.

This new program has been a resounding success. By all accounts, this fulfillment operation by postal workers has been running smoothly and precisely, with the postal network handling orders as quickly as the tests have been presented to the Postal Service.

Such fulfillment services aren’t traditionally considered “postal services” under the law. But the test kit program is an exciting preview into the new and expanded services postal workers could provide to better serve the needs of the public. The People’s Postal Agenda, created by A Grand Alliance nearly a year ago,

includes many such opportunities for the Postal Service to play a bigger role in e-commerce, warehousing and inventory management, even delivering fresh fruits and vegetables.

The experience of the test kit program is evidence that postal workers are committed to serving the public and eager to use their skills and the postal network to contribute to the common good. Postal workers, union leaders, postal management, postal Governors and Congress should all learn from this experience and continue to look for innovative ways to leverage the people’s postal network to serve the needs of our communities.

Critically, the *Postal Service Reform Act* would provide the Post Office with an opportunity to do just that. If passed, the reform bill would allow the Postal Service the freedom to partner with state, local and tribal governments on new expanded service projects, in the same way it has partnered with the federal government to deliver test kits. Whether by offering hunting and fishing licenses, providing identification and drivers license services, expanding the reach of food assistance and poverty relief programs, aiding in natural disasters, contributing to agricultural programs, or delivering new services to schools and universities, the Postal Service and postal workers are uniquely positioned to carry out the desperately needed work.

Passing the laws which will grant state and local governments permission to pilot these projects will be the easy part. Convincing them to actually use that power to pursue partnerships with the Postal Service will be another fight of its own.

We must prepare now to win that fight, for the sake of postal workers and postal customers everywhere. ■

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.



Defending Voting Rights

An Interview with Ben Jealous

The Postal Worker recently interviewed Ben Jealous, President of People For the American Way. At People For, Jealous has been a leading figure in recent efforts to win passage of landmark voting rights legislation. He's an organizer and civil rights leader, and previously led the NAACP. He was a candidate for Maryland governor in 2018.

Q In the past year, we've highlighted the ongoing efforts to secure new voting rights legislation. Why, nearly 60 years after the *Voting Rights Act* and *Civil Rights Act* passed, do we need new laws to defend our democratic rights?

A "We need new laws to defend our democratic freedoms because our democracy is under attack. Fueled by the Big Lie that the 2020 election was stolen, efforts to suppress the vote and subvert our elections are moving full steam ahead in states across the country."

Q What's most concerning about the efforts by state legislatures to make it harder to vote?

A "Over 19 states have already passed laws making it harder to vote with various provisions aimed at making it more difficult for people to have their voices heard at the ballot box. This includes closing polling places in certain neighborhoods, reducing time for early voting, and enacting broad restrictions on mail-in voting. While these types of restrictions can make it more difficult for everyone to vote regardless of background or party affiliation, they are proven to have a disproportionate impact on young voters, voters of color, and other constituencies that have been historically marginalized."

Make sure that you and others in your community are registered to vote and are up-to-date on all the requirements.

Q Why should working people be concerned about voting rights? With climate change, a lack of workers' rights, COVID and inflation – why this, why now?

A "The right to vote is at the core of protecting all our democratic freedoms, including our freedom to elect leaders who will support policies that protect us against, and better prepare for, existential threats like climate change and COVID-19. The same is also true for building a strong labor movement. Workers' rights and protections are at risk if we don't have accountability at the ballot box every election."

Q Together with other voting rights, labor and civil rights groups, you led direct actions at the White House over the past few months, practicing civil disobedience and taking arrest to highlight these issues. What's your demand of President Biden in this struggle to secure our democratic rights?

A "Beginning last summer and throughout the fall, we were successful in applying pressure on President Biden and the White House to support changing the rules of the Senate to allow a much-needed vote on critical protections to our democracy. January 11th of this year, after months of sustained political pressure including several civil disobedience actions in front of the White House, featuring prominent civil rights and labor leaders and a broad array of movement partners that generated widespread media coverage and multiple questions at White House press briefings, President Biden gave a speech in Atlanta which included a full-throated endorsement of

removing the filibuster as a barrier to protecting the right to vote. We continue to push the president to do everything in his power to safeguard our democratic freedoms."

Q How can we expect to pass major voting rights legislation when the Senate clings to their undemocratic filibuster rules?

A "The filibuster rules should be eliminated. This year we came two votes away from enacting into law the most transformative set of reforms to our democracy that we've seen in at least a generation. And importantly, we now have both public opinion and the president of the United States on our side when it comes to reforming the filibuster. We've demonstrated that with even a slightly larger pro-voting rights majority in the Senate, we can win passage of the *Freedom to Vote Act* and the *John Lewis Voting Rights Advancement Act* as soon as the next Congress."

Q How can postal workers and other working people get involved in the fight to protect our democratic rights?

A "Postal workers and all working people can get involved with this fight to protect our democratic freedoms first and foremost by making sure that you and others in your community are registered to vote and are up-to-date on all the requirements, some of which might be new in your area, to cast your ballot. As we work to build support and pass the types of reforms at the state and federal level that are necessary, it's critical that we elect candidates who stand on the right side of history when it comes to protecting our democracy and right to vote." ■



New Wave of Bank Closures Grip Country

The COVID-19 crisis has upset so many facets of our daily lives. As the country looks forward to a time where we can “get back to normal,” for many people the “new normal” will mean having to navigate life without a local bank branch. After years of steady bank closures following the 2008-2009 financial crisis, 2021 marked a new record in closures across the United States, with a net of 2,700 branches closing their doors. Industry analysts expect the trend to continue through this year, with one expert saying banks have concluded, “Everything changed with the pandemic... We can definitely do with less branches. We can do with less space.”

The implications of accelerating bank branch closures are massive and underscore the need for expanded postal financial services in this country.

To understand why, let's first consider how banks justify their decision to close branches. Banks often cite increasing labor costs, decreasing foot traffic in branches, and the availability of digital alternatives to banking in person. Take for instance Capitol One, which has closed more than 30% of its branches since 2020. Capitol One CEO Richard Fairbank said, “What we want to do is try to build the bank of the future in a sense, which leads with a digital-first, mobile-first banking experience, but has some physical distribution in the form of our existing footprint, physical branches, but on a thinner basis.”

Opponents of expanded postal financial services often point to the growth of online banking as a solution to addressing the needs of the unbanked and underbanked. But what Fairbank and others don't acknowledge omit, is that these digital-first solutions do very little to bring underserved communities into the financial system.

A recent paper from the Reserve Bank of Atlanta highlights the paradox of digital banking solutions. Consumers without access to brick-and-mortar banking institutions are unable to deposit the cash required to open an online bank account in the first place. The Reserve Bank calls this the “funding” problem.

The paper goes on to list several policy options available to lawmakers. Among them are two proposals long explored by the Campaign for Postal Banking and our al-

lies, and both involve expanded postal financial services. The first possible option would be to “establish free interest-bearing accounts for all residents at the central bank.” Under this model, the Postal Service could serve as the brick-and-mortar access point to these so-called “FedAccounts.” With its presence in communities across the country, its status as a federal agency, and the incredible trust the public holds for postal workers, the post office is a natural partner for providing services tied to any new federal banking program.

A second possible option is to simply turn the post office into a bank. While this option would require a change to the law and changes in postal operations, it is another way to leverage the Postal Service's footprint to address the needs of the underserved.

In any event, the ongoing closure of bank branches strengthens argument that expanded postal financial services are needed, and soon. Today, nearly 80 million people live in households that are either unbanked or underbanked. Many more are likely to join their ranks as bank branches continue to abandon communities and move toward digital-only options for customers.

The time is ripe for the Postal Service to expand financial services available at post offices across the country. Supporters of postal banking can join our efforts to urge the Postal Service to expand and improve the pilot program launched late last year. Together, we can demonstrate that the postal workers are ready and eager to continue to bring financial services to every community in the country. ■

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.

RI-399 Award on AFCS and AFCS 200 Issued by Arbitrator Sharnoff



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

On January 31, 2022, Arbitrator Joseph Sharnoff issued his national-level award on two jurisdictional disputes between the APWU and NPMHU (Mail Handlers Union). The disputes involved duties on the Advanced Facer Cancellor System (AFCS) and the AFCS 200 (Case #s Q94C-4Q-J-97026616 and Q06M-4Q-J-13009562). Based on the award, the APWU was able to successfully defend and retain our work in the Clerk Craft, as the arbitrator affirmed that clerks are to be assigned the Operator position on the AFCS 200. The AFCS is the older model and is referred to as the legacy machine. The AFCS 200 is the newer model that contains technological improvements that allow it to perform distribution duties in addition to other mail preparation functions, which was the deciding factor for Arbitrator Sharnoff on the Operator position issue.

The arbitrator denied the APWU's challenges to the jurisdiction of the duties on the legacy AFCS and only awarded the Clerk Craft the primary craft jurisdiction for the Operator position on the AFCS 200. However, it should be noted that at the time of the hearing there were only sixty (60) active AFCS legacy machines and (five hundred and seven) 507 active AFCS 200 machines throughout the country. This award was vital to retaining the Operator work for the Clerk Craft on the AFCS 200s.

The NPMHU challenged craft jurisdiction of the Operator position work on the AFCS 200s in their dispute, which was heard simultaneously with the APWU's dispute regarding the legacy AFCS machines. The arbitrator noted that the "AFCS 200 was intended as a 'replacement' for the legacy machine, with further enhancements and capabilities". The arbitrator found further, "... the balance struck by the USPS when it evaluated the functions to be performed by the Operator position ... reasonably determined ... that the weight of those considerations favoring the Clerk Craft outweighed those favoring the continued assignment to the Mail Handler Craft."

Due to the most recent APWU-USPS-NPMHU RI-399 MOU, dated June 26, 2018, the parties have arbitrated jurisdictional disputes at a much faster rate. In fact, the AFCS/AFCS 200 dispute is the second of four jurisdiction-

al disputes arbitrated in the past year and a half. In the first two cases that were decided, the Small Parcel Sorting System (SPSS) and the AFCS issue, the APWU has been successful in retaining our Clerk Craft work. The last two cases involve the Automated Delivery Unit Sorter (ADUS) and the Universal Sorting System (USS), which have been arbitrated and await decisions from the arbitrator.

LOCALS WHO HAVE AFCS 200S IN THEIR FACILITIES ARE ASKED TO FOLLOW UP ON THIS AWARD TO ENSURE THAT CLERKS ARE BEING UTILIZED TO PERFORM THE OPERATOR POSITION DUTIES ON THIS MACHINE.

The APWU Clerk Craft wishes to acknowledge and thank two of our members for their testimony during the AFCS/AFCS 200 case. Cindy Randolph, from the Des Moines Area Local (IA), and Michael Burns, from the Rapid Area Local (IA), were instrumental in retaining the Operator position work on the AFCS 200s. Without their assistance, this successful outcome would not have been possible.

Credit must also go to Assistant Clerk Craft Director Lynn Pallas-Barber and National RI-399 Representative Ron Suslak (President – Queens Area Local (NY)) for their expertise and tireless work in preparing the appropriate documentation and arguments to achieve a successful result in this case.

Locals who have AFCS 200s in their facilities are asked to follow up on this award to ensure that clerks are being utilized to perform the Operator position duties on this machine. If management at the local level is not complying with the Sharnoff award, please contact your respective Clerk Craft RI-399 Regional Representative as soon as possible to assist with this matter.

At the upcoming national APWU Pre-Convention Workshops, one of the classes will be focusing on RI-399 jurisdiction matters and crossing craft grievances, as it relates to Function-1 mail processing staffing. ■

Welcome to the Maintenance Craft!



Assistant Director Terry Martinez, Director Idowu Balogun and Assistant Director Jason Treier

The 2021-2024 national agreement further opened the doors for entry into the maintenance craft, and offers more upward mobility for existing maintenance craft employees. Under the prior agreement, management would rarely (if ever) open Inservice testing and, when they did, it was limited to very few occupational groups and in a limited number of facilities. Management is now required to open Inservice testing every year during the month of March for career employees and permit testing for all occupational groups (except ET-11). This creates better opportunities for career, non-maintenance employees to enter the maintenance craft, and gives existing maintenance employees in smaller installations without higher level positions the ability to test for eligibility ratings for higher level maintenance craft occupational groups.

There are three types of registers: Promotion Eligibility Registers (PER) for existing maintenance employees, Inservice Registers for existing career postal employees, and Entrance Registers to hire applicants from the street. Vacant maintenance positions are filled in accordance with the JCIM pecking order, with one step requiring management to consider employees that are on Inservice registers. This is one of the ways non-maintenance employees can enter the maintenance craft.

THE APWU RECOGNIZES THE UNIQUE SKILL SETS, DUTIES AND REQUIREMENTS OF NSTS, AND THAT ADVANCEMENTS IN TECHNOLOGY, COMBINED WITH MODERN CULTURAL CHANGES IN THE WORKPLACE, PROVIDES AN OPPORTUNITY FOR BOTH PARTIES TO MUTUALLY BENEFIT BY IMPLEMENTING TELEWORK OPTIONS.

Sharing similarities to the old Article 38 'open season' process, career employees may now submit a written request between March 1 – March 31 and test under the new 'open season' Inservice process. In addition, it is the applicant's option which individual occupational groups to test for, or to test for all of them.

Further, and in an effort to maintain registers populated with employees interested in entering maintenance, each April 1, beginning 2023, all names on all Inservice Regis-

ters will be purged, with the exception of those employees that have submitted a written request during March notifying management that they wish to remain on the Inservice registers.

The 2021 Inservice changes also resolved an issue that has plagued certain maintenance employees for a long time – the primary example being a custodian or mechanic in a smaller office that has no other higher level maintenance craft positions within the office. These employees never had an in-craft opportunity to test for eligibility ratings because there were no promotion eligibility registers within that facility to be tested for placement on. Now, these employees can request to test during the March Inservice opportunity and, if there are no Inservice registers to be added to, their eligibility ratings become a part of their eOPF, giving them more opportunity to transfer to higher level occupational groups in other installations.

A Case for Telecommuting for ET-11

The APWU recognizes the unique skill sets, duties and requirements of NSTs, and that advancements in technology, combined with modern cultural changes in the workplace, provides an opportunity for both parties to mutually benefit by implementing telework options. The type of work ET-11's perform is highly compatible with telework options, and research identifies telework employees as more productive. Studies also establish that telework employees are happy and less stressed, resulting in an increase in quality productivity and less lost time due to illness. The most obvious benefit is that telework further ensures continuity of operations in the event of an emergency or natural disaster.

The Telework Enhancement Act of 2010 requires all federal executive agencies to establish policies for employees to work remotely. The tools for telework options already exist and are currently in use with other postal employees that have been working remotely and, as such, the IT security protocols have already been addressed and the software/hardware to prevent security threats already exist and are in use. As such, it would not be burdensome to implement teleworking options for ET-11's, and the APWU Maintenance Division will continue to engage the Postal Service on this important matter. ■

No Good Deed Goes Unpunished



Director Michael Foster and Assistant Director Kenneth Prinz

As an update to the status of the non-compliance award dated June 4, 2021, by Arbitrator Shyam Das, the parties have yet to come to an agreement on the methodology of the payments following the August 2016 Award that required the USPS to convert 110 Highway Contract Routes (HCR's) to Postal Vehicle Service (PVS) for the term of a regular contract.

The "Das 110 Award" is a significant award for the future of the MVS Craft. When fully implemented, the award will require over 1 million work hours annually to comply with the terms. Many PVS operators have already been hired to staff some of this work, and PVS operations have been established in facilities that never had PVS before.

As the parties resolve their differences on the hourly rate to be used in the remedy calculations, rest assured that the National Union will enforce the terms of the Award fairly and to the benefit of the Craft.

MVS members who may not remember our previous fights to defeat postal management's attempts to contract out the entirety of the PVS operations should know that this award is just the latest chapter in a longer effort to protect and defend our work.

Maximization Memorandum of Understanding

On January 6, 2022 the MVS Division initiated a Step 4 dispute that the Postal Service has violated, and is violating, the Maximization Memorandum of Understanding, and past practice.

The issue to be decided is as follows: Has the Postal Service violated its obligations under the Maximization MOU and past practice to identify and convert Part-Time Flexible APWU-represented employees to Full-time positions when they meet the Maximization/Full Time Flexible MOU requirements? These obligations have been clearly set forth in the CBA since at least July 21, 1987.

Due to a glitch that occurred during the transition of PVS from Processing and Distribution Centers (P&DCs)

to Logistics, the error wiped out all of the previous maximization report information that was being stored. As such, the Postal Service did not create or identify any accurate maximization reports. The APWU repeatedly requested that the Postal Service adapt their method of determining maximization to the new organizational restructuring. Beginning in FY 2021 pay period 3 and beyond, the Postal Service has been providing erroneous maximization reports to the APWU. These reports included data from only one postal facility, the Minneapolis International Service Center (ISC) facility, and did not include any APWU-represented employees.

After contacting the Postal Service numerous times in an attempt to correct the issue, the APWU received a letter, dated August 3, 2021, stating that the Postal Service was aware that it was not in compliance with the Maximization MOUs and was working on getting the issue fixed. The Postal Service has agreed at the Headquarters level to identify and correct any issues and timeliness would not be an issue in resolving these maximizations. Despite this commitment from the Postal Service to correct and resolve this issue, the issue remains unresolved. The APWU has not received any maximization data/reports since August 13, 2021.

Local unions should investigate, determine, and document if a PTF has worked 39 hours or more five days a week over a six-month period. Verifying that the PTF employee actually maximized can be determined with the review of the clock rings and the use of leave.

The Joint Contract Interpretation Manual (JCIM) states: When an employee is serving on a holddown assignment pursuant to Article 39.1.J, the hours and /or schedule of the holddown which exceeds thirty cumulative workdays shall not be used for any maximization purposes. A maximum of five days of any work week will count towards the thirty cumulative workdays.

To quote the late, great, Moe Biller, "The Struggle Continues." ■

IT/AS Workers Ratify 22-Month Extension Agreement



Director Steve Brooks

APWU members covered by the Information Technology/Accounting Service Collective Bargaining Agreement have overwhelmingly ratified the terms of a 22-month extension agreement with a 341 to 17 vote count. The extension agreement will expire on May 17, 2022. This agreement is retroactive from July 17, 2020. The terms include retroactive salary increases as follows:

General Increases:

- January 16, 2021: 1.3%
- January 15, 2022: 1.3%

Cost of Living Adjustments (COLA):

Continues with the same formula using the March 2020 index:

\$395 Retroactive to PP 24/2020

\$770 Retroactive to PP 11/2021

\$1560 Retroactive to PP 24/2021

Future COLA effective PP 11/2022

Additional Salary Increases:

In addition to the retroactive salary increases, the salary schedule for the N and N2 schedules for levels 19-23 will

THESE NEGOTIATIONS HAVE BEEN A LONG AND DRAINING PROCESS. IT BECAME TIME FOR THE PARTIES TO AGREE TO WHAT THEY COULD ACCEPT AT THIS TIME. WE NEEDED TO GET THE SALARY INCREASES IN THE MEMBERS' POCKETS.

be restructured. There will be two new steps added to the pay schedule with a 36-week waiting period between each new step. The new top step will be a 4% increase from the current schedule.

Work Rule Improvements:

Language changes were agreed upon for Articles 2, 8, 11, 15, 31, 33, 37 and 38. Article 11 adds the new Juneteenth holiday. We agreed to extend an MOU that guarantees a staffing complement for bargaining unit programmers. We have two MOUs for pilot telework agreements that we will sign outside of the Collective Bargaining Agreement, which have taken a lot of time to develop and for the parties to come to agreement on.

These negotiations have been a long and draining process. It became time for the parties to agree to what they could accept at this time. We needed to get the salary increases in the members' pockets. The extension will be expiring very quickly but it became necessary for the APWU to accept what it could for the members. Within the next month, we will be opening up negotiations for a full agreement.

2022 Private Sector CBA Negotiations

In addition to opening negotiations for the Information Technology/Accounting Services collective bargaining agreement, in early 2022 we notified the Federal Mediation Conciliation Service (FMCS) of our intent to open negotiations for one of our private sector groups. The collective bargaining agreement between the Great Lakes Area Mail Haulers and B&B Trucking, headquartered in Kalamazoo, Michigan, is set to expire on March 31, 2022.

We are working with the local union to develop proposals necessary to improve the working conditions for the drivers. This company has proven to be difficult to work with in the past. The 2018 negotiations came down to calling in a mediator from FMCS to try to get the parties to come to an agreement on the terms of a CBA. After a couple of days of intense exchanges of proposals and arguments over what we deemed necessary items needed to come to a negotiated deal, the parties came to an agreement. We hope that those negotiations are water under the bridge and the parties can come to a negotiated contract without having to go to the mediation process. ■



Omar Gonzalez, Western Regional Coordinator

What...did you not vote on the CBA?

By now the fate of the contract is decided. You either exercised the power of your membership or let it go to waste.

If you voted, thanks, because for over 180 years postal workers had very little, if any, say in their employment. The Post Office Department was all powerful. Now the PO's power is subject not just to the law (such as it is), but also to the contract. Our years of struggle to get and pursue collective bargaining is rich with lessons learned.

Modest Start & Struggles

President Kennedy's 1962 Executive Order gave us **limited** negotiation rights over promotions, transfers, RIFs and some working conditions. A government-imposed union election in 1962 determined postal unions recognition. It took another eight years and a nationwide wildcat strike to produce real negotiations.

The 1971 contract was negotiated (by 7 unions no less) **before** the law establishing USPS was signed. Nixon's promised pay increase was blocked by his wage freeze. But the AFL-CIO's helped force that first pay increase and APWU was born!

Real Bargaining, More Struggles

Postmaster General DeJoy is not the first corporate boss we've negotiated with. In 1975 PMG Benjamin Franklin (kid you not) Bailar and the Unions, negotiating together, settled for a 12% pay increase with the strike fresh on everyone's mind.

The 1978 negotiations were bitter! Management called us overpaid and underworked. Facing debt and volume decreases, wage cuts were demanded. Negotiations stalled. **No Contract-No Work** was the call of the day. The PMG's threats to fire all strikers didn't stop Bulk Centers in New Jersey & California from walking out.

A deal was struck for a 2% pay increase and capped COLA. The Rank & File Committee rejected the pact which was sent out for a vote anyway. The National Convention and 94,400 members voted to reject the CBA. The PMG refused to reopen negotiations ending with an arbitrated 9% pay increase but weakened lay-off protections.

The Struggles Continued

In 1981, the PMG, trying to force a government election to recognize only one union, refused to negotiate. A media blitz threatened another postal strike. A deal was reached only to have the bosses re-write what had been agreed to. Eventually we went from a \$1,850 pay boost to a \$300 annual increase, and some "cash" payments. Even so the CBA was ratified.

In 1984, the Board of Governors openly meddled in negotiations calling us overpaid. Talks stalled with bosses unilaterally imposing a 23% lower entry wage resulting in court and congressional action. The battle over postal economics resulted in an arbitrated 2.7% pay increase and lower starting pay with longer step increase periods.

Three PMGs came and went but in 1987 PMG Tish promised to negotiate an agreement resulting in a 2% pay increase, followed by \$300 and \$200 increases.

Historical Hysterics

We've negotiated through wars, oil embargos, wage controls, the PATCO strike and other seemingly insurmountable hysteria. We have had contract extensions, more arbitrations, and rejected CBAs.

Space doesn't permit more history. My point is to express how much goes into getting a contract that makes your career and living standards worthwhile. Now through a worldwide pestilence altering our lives, economy, education and prices, a negotiated contract was produced and your precious right to vote on your destiny was preserved.

More Power in Your Hands

Exercising your Union vote wields real power. As bro-midic as it sounds, **YOU ARE THE UNION!** Two upcoming critical events, the **National Convention and the National Union Elections**, will let you flex your union power again.

Your vote determines Convention delegates who set union policy. Your vote elects officers that administer that policy and representation. Again, destiny is in your hands. Coordinators Stone, Beasley, Foster, Jones and I urge you – **DON'T WASTE YOUR POWER!** ■



FROM the FIELD

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

"I wish more people would get involved with the local. Every year there are fewer and fewer stewards, trustees and committee members. It would be great to see new (and newly hired) people get involved. Not everyone has to be a front-line steward. Not everyone has to be in an office going toe-to-toe with management. That isn't for everyone... There are a lot of smart people here. There are a lot of people here with extra time. There are plenty of things to do to help out your union... If you just glance around, supervisors typically don't mess with the people who have been here the longest. That's because they know the rules, the contract, and the law. So, if you would like to contribute, talk to your steward... This is a great opportunity to see how things work, meet new people and get involved. And as always come to the union meetings."

– Dan Greagor, Jackson (FL) BMC/NDC Local 7041 Maintenance Craft Director
The Local View

"...When you are a part of a union (ANY part because only ALL together are we a union), you always have an option that management does not possess. You have your union brothers and sisters, or as I like to refer to as my union family. You have someone you can go to for advice, input, and someone who will help you in any possible way they can to make things better in your work life. They make my own life better, and they make your life better whether you realize it or not."

– Angela Hackworth,
Beckley (WV) Local 1509 Clerk Craft Director
The Water Cooler

"I would like to thank all of our newest members. It is you that will shape the next 30 years here at the post office. ...As our newest members you need to become more engaged. There are many ways you can get involved with your local union to become educated in the history of what got us to where we are today. This may or may not involve being an officer or a steward. ...One of the best ways to start is by coming to a union meeting and voicing your opinions and concerns...[N]othing that can take the place of sitting down with your brothers and sisters in the same room and challenging new ideas with open discussion."

– Carmine Russo, Canton (OH) Area Local President
Hall of Fame City News

"I learned postal workers are a lot like crayons. There are many different colors with many different names. Some are pretty, some are sharp, and yes, some aren't too sharp. They all belong in the same box. We don't always mesh with every one of our co-workers. Do your best to treat them like they belong in the box. Thirty-five years ago I remember a clerk who said, 'Come and join us.' She introduced herself and the others at the table. Her name was Loren and she helped me feel like I belonged in the box. Say hi to new employees. Introduce yourself. Ask how they are doing or if they are having any problems that you could help them with. Help them feel like they belong in the box."

– Bret Wersland, Madison (WI) Area Local Former President
The Flash Report

"The union is not just the stewards and officers. You are the union and you can help the union work for you by getting involved and staying informed. ...You can strengthen the union by knowing your contract and referring to it frequently. If you have questions about the contract communicate with your union leadership. Active engagement in the grievance process, regular attendance at union meetings, voting in union elections, remaining politically informed, and partaking in legislative campaigns that directly affect postal workers will also help the union successfully represent you."

– Grace Baer
Southwest Florida Area Local Clerk Craft Director
The Eagle's Eye

LABOR NEWS

Starbucks Campaign Percolating Across the Country

Since the last edition of the *Postal Worker* went to print, the organizing activity amongst Starbucks workers has grown exponentially. As previously reported, Starbucks workers in Buffalo were the first to win their union with Starbucks Workers United after a National Labor Relations Board election on December 9. Since their wins in Buffalo, baristas at dozens more Starbucks locations have filed for union election. As this magazine goes to press, more than 2,000 Starbucks workers at 78 stores are waiting to vote in a union election.

Despite the growing support for the union, Starbucks management has continued its vicious anti-union campaign to crush the growing movement. Starbucks' union busting is perhaps most evident in Memphis, TN, where the company fired seven pro-union employees. The NLRB found last year that Starbucks had illegally retaliated against pro-union baristas in the past. The "Memphis 7" were fired after speaking to reporters about their dismal working conditions, poor pay, and efforts to form a union.

"If Starbucks thought this would silence us -- they are very much mistaken," Starbucks Workers United organizers said. "Our movement is only getting stronger, and we know that we will win our jobs back, our union, and our fundamental human and civil right to organize."

Hersheys workers in VA organizing with BCTGM

More than 1,000 workers at a Hersheys chocolate plant in Stuart's Draft, VA are organizing with the Bakery, Confectionary, Tobacco Workers and Grain Millers' International Union (BCTGM) after years of harsh treatment from management.

Workers at the plant reported being overworked during the pandemic. Stretches of 30, 50 and even 70 days of consecutive work were not uncommon among the workforce. Workers were also disheartened by a two-tier wage system, first introduced in 2008, that created a difference of \$2-\$3 per hour for workers between the two tiers, in addition to big differences in retirement and vacation benefits.

When their organizing effort was first underway, workers reported that management attempted to "resolve" common complaints in an effort to squelch enthusiasm for the union. Others reported management asking them about pro-union social media posts or urging them not to discuss the union in the plant. A union election is taking place by mail-in ballot beginning the final week of February. Results are expected by late March. ■

Striking Miners Go to Washington



United Mineworkers of America (UMWA) members at Warrior Met Coal in Alabama, who have been on strike for nearly a year, had their day in Washington in February at a hearing of the Senate Budget Committee

The Committee hearing dove deeper into the pattern of private equity firms buying up companies, loading them with additional debt, slashing workers' pay and benefits, and running off with millions in dividends and stock options. Warrior Met was created in 2015 after a bankruptcy, when private equity firms Apollo Global Management and Blackstone bought up what was left of a mine operator called Walter Energy. The PE firms tore up the contract with the UMWA and forced concessions on the miners.

The miners' strike began in April of 2021 after management refused to bargain with the union in good faith for a new contract. The long strike has been difficult for miners, but they've held the line strong for the past 11 months.

Testifying at the hearing, Warrior Met miner and UMWA Local 2368 leader Braxton Wright said, "We've had to cut back on non-necessary items. We don't get to go out as much as we used to. Vacations are ended. At times, my wife was sick, her pay was even cut out for a month. It's kind of like playing Russian roulette with bills. You throw them out on the table and pick up which one you're going to pay."

The UMWA have established an online solidarity fund where supporters of the Warrior Met strikers can make donations to support the families on strike. That site is available at <https://umwa.org/umwa2021strikefund>. ■



Birmingham Area Local Members Nekeia Nation, Passion Walker and Kelly Perrigin with a Bessemer union supporter. The APWU sisters were released to work with the RWDSU organizing drive at Amazon.

National Women's Soccer League Players Wins First Contract

The most recent union to join the AFL-CIO, the National Women's Soccer League Players Association, is celebrating ratification of its first collective bargaining agreement with the NWSL.

The NWSL players first won their union in 2017, five years after the creation of the league. They organized around two central demands: an end to the systemic abuse and harassment of players, often at the hands of male coaches and staff, and an increase in salaries for players.

Before their first contract, 75% of players in the NWSL were making \$31,000 or less per season, with nearly a third of all players making the league minimum of \$22,000 per year. Players organized around the slogan #NoMoreSideHustle, in recognition of the fact that most players needed two or three jobs just to make a living. Former player Gabrielle Lorraine Kessler described a typical day for NWSL players, saying, "I would wake up at 3:45 am, go to work from 4 to 1 p.m., and then go straight to training from 1:30-4 p.m. and then do it all over again."

Their new contract increases the league minimum salary to \$35,000, provides for paid parental leave, mental health coverage, and additional severance and health insurance protection for players waived during free agency, among other gains.

The union was prepared to strike as the opening of training camp approached in mid-February before the League came back to the table with an offer meeting the players' demands. "From our inception, the Players Association has put players first," said NWSL President Lori Huster. "Our mission in this historic CBA was to put this same philosophy at the center of NWSL's future....[W]e are proud that players can confidently enter the tenth season of the NWSL in a better position than ever before."



GM Workers in Mexico Vote in Independent Union

The Solidarity Center

For years, the Mexican labor movement has been hamstrung by collusion between the state and employers which have limited the rights of independent, worker-led unions. A network of "protection unions" has been put in place to give the veneer of a union presence in workplaces. In fact, with the support of the government, most of these unions are dominated by the employers themselves and they help keep low wages and arduous working conditions in place across much of the Mexican labor market. The protection unions offer workers little recourse to fairly and effectively address their concerns at work, or to improve their standing through collective bargaining or other organized union activity.

In February, 6,500 workers at a General Motors plant in central Mexico took a massive step in eroding the grip these protection "unions" have on the Mexican labor market. After voting out their corrupt protection union last year, the workers at the GM plant in Silao have just overwhelmingly voted to join an indepen-

dent union, SINTTIA (the National Auto Workers Union).

The opportunity for workers to form their own unions – rather than inheriting the corrupt "protection unions" of their employers' choosing – comes after years of campaigning to amend Mexican labor laws. The new legal regime gives workers the right to form their union and to ratify any new union contracts starting in 2023. The new union election at the GM plant is the largest to take place so far in the new environment.

The labor movement in the US has supported the expansion of workers rights in Mexico and urged the Mexican government to ensure a free and fair election at the Silao plant.

"The UAW has a long history standing in solidarity with workers seeking independent union representation in the United States and around the world," UAW President Ray Curry said. "This solidarity extends to our brothers and sisters in Mexico and the workers of General Motors Silao in their struggle to have a democratic and transparent union election." ■

Union Election Re-Run Underway at Amazon Facility

Workers at Amazon's massive fulfillment center in Bessemer, AL are voting for a second time to join the RWDSU-UFCW after the NLRB ordered a re-run election there. The unionization drive at the Bessemer facility captured massive media attention and widespread support across the labor movement when workers had their first vote in February 2021. Although the union was defeated in that election, the National Labor Relations Board found that Amazon used numerous illegal techniques to bust the union and influence the election. The re-run election will take place from Feb 4 until late March.





Judy Beard, Director

APWU Member Testifies on Mail Delivery Slowdowns

On March 8, the Senate passed the historic Postal Service Reform Act of 2022 with a strong, bipartisan vote of 79-19. It had previously cleared the House with a vote of 342-92. This legislation now goes to the President's desk to be signed into law. We are extremely grateful to APWU members, our sister unions, allied organizations and the American public for their hard work. Comprehensive postal reform would not have been possible without you. For more information on this monumental achievement, please see page 8.



On February 14th, 2022, Congress took a closer look at mail delivery slowdowns at a field hearing in Baltimore, MD called by Representative Gerald E. Connolly, Chairman of the Subcommittee on Government Operations.

Rictarsha Westmoreland, American Postal Workers Union member and shop steward from the Baltimore Francis "Stu" Filbey Area Local, was invited to testify at the hearing. In her testimony, she articulated what she saw as the problems creating mail delays and how they could be fixed.

Highlighting the severity of the situation in Baltimore, Sister Westmoreland referred to a November 2021 Office of the Inspector General Audit Report that found the Baltimore region had the second-highest number of lost mail inquiries of any major metropolitan area. Representative Kweisi Mfume (D-MD), who requested the audit with Congressman Dutch Ruppersberger (D-MD), added that the Baltimore region "did not meet its own service targets for first-class mail, for priority mail, for periodical mail, and for marketing mail," during a 92-week period from October 4, 2019, through July 2, 2021.

As Sister Westmoreland gave her testimony, she pointed out that the problems she's witnessed in her facility, such as delayed mail and chronic understaffing, "...are reversible. But, even if we were able to start meeting

our performance targets, USPS would still be slower than the public deserves until we return to the 2012 service standards." She went on to say that, "like every other postal facility across the country, [Baltimore] has a dedicated group of postal workers who genuinely want to see management step up and make the improvements we desperately need."

Both APWU President Mark Dimondstein and Baltimore Francis "Stu" Filbey Area Local #181 President Sherry McKnight applaud Sister Westmoreland for her testimony. Additionally, APWU is grateful to the members of the House Committee on Oversight and Reform who are raising awareness about the problems plaguing USPS.

I join President Dimondstein and President McKnight's in applauding Sister Westmoreland. Additionally, I would like to commend Representative David McKinley (R-WV) for introducing House Resolution 119, which expresses the sense of Congress for returning USPS to its 2012 service standards. We look forward to building on the resolution and the field hearing, and ultimately passing legislation that would restore service standards. ■

Begin now!

Plan for the November 8th General Election. There are 435 U.S. House seats, 34 U.S. Senate seats, and 39 gubernatorial seats up for election. Start by verifying your voter registration status. Visit vote.gov to make sure all of your family and friends are registered. Stay tuned at <https://apwu.org/labor-2022> as we strategize to make sure that postal jobs remain a priority.



Anna Smith, Director

Our Union's Most Important Member...IS YOU!

Organizing is not just signing up new members—it is also joining with current members to ensure common success. This not only builds our power, it can also motivate non-members to join. Our current brothers and sisters are every bit as important as bringing new members into our union family. You are the key to our success.

APWU...What a Bargain

The reasons to join your union are as numerous as our membership is diverse. Some reasons frequently cited are:

- Strengthening the labor movement
- Utilizing solidarity to fight wrongheaded postal management
- Simply wanting to pay their fair share

These reasons may not be enough, however, if the current membership doesn't understand all that is being done through their union.

There are costs large and small required to run a union. Obviously without our dues there would be no money for contract negotiations. But consider these less obvious costs:

- Righting contract violations
- Overturning wrongful discipline
- Training of stewards and officers

Without trained and dedicated representatives, we would be subject to the whims of Postal management to decide our fate. Without the union, we would be defenseless.

The benefits that result from modest union dues are vast: better wages, work hours, working conditions; annual and sick leave pay; seniority rights, overtime pay and provisions, and paid holidays are all gains that we, the union, have fought tooth and nail for. Consider for a moment the costs of self-representation, or being an "at will" employee. With no job security, you would be constantly subject to immediate discharge, suppressed wages, and would have no entitlement to paid sick leave. If you were victimized by your employer, your only shot at recourse would be to hire an attorney. And then you would be faced with an army of corporate attorneys.

Being a member of the union ensures you never have to go it alone.

A Voice and a Vote = Democracy in Action

Some might claim the union has never helped them—that is not only false, it is impossible. All of your benefits, wages and working conditions have been bargained for and constantly defended. As a member, you not only benefit from our union, you actually have a say in it all. As a member, you recently have had the opportunity to vote on the tentative agreement. It is you, the membership, who will vote to approve or reject it. If you failed to use your voice and not only cast your own vote but encourage others to do so as well, and the outcome is not as you have wanted, **you have missed an opportunity to use your voice in shaping the union.**

Resolving Union Conflicts

Anti-Union lobbyists are out to take advantage any time there is dissention amongst union members. Postal management is no different. If you think management does not look at whether the union is engaged, active and supported by the membership when making a decision, you're mistaken. Postal management is looking for every weakness they can find: we must not give them the satisfaction of finding any. Keep in mind that Union meetings are the place to air our differences and concerns, not in front of management or on the workroom floor. We might disagree amongst ourselves, as any family does, but when one or all of us is wronged, we must defend each other unconditionally. That is the union way.

Online Join

We are constantly working to improve the online join process for those desiring to join the APWU. Streamlining the process of relaying new member information back to the Local and State leaders has been a priority. Now available, once a new member joins via the Online Join program, the new members respective Local or State Secretary, Secretary-Treasurers and Presidents will have access to the download a copy of the 1187 for their records. This information can be found by logging into APWU Members Only/Reports/1187s via Online Join. Should you run into any issues with this report do not hesitate to reach out. ■



Joyce B. Robinson, Director

Attend a Pre-Convention Workshop

The Research & Education Department will sponsor the APWU's 17th Educational Conference, a National Convention event that provides union members with a wealth of information to take home to their locals and state organizations. Twenty Pre-Convention Workshops will be offered on **Friday, August 12, 2022**, prior to the start of the craft conferences and national convention, at the Gaylord National Harbor Hotel. Full day workshops will be offered from 10 am- 5:30 pm and half-day workshops will be offered from 10 am-1 pm and from 2:30 pm-5:30 pm.

All APWU members are welcome and encouraged to sign up online. **The deadline to register online is Friday, July 29, 2022. Participants are encouraged to register early, as classroom space is limited.** Other participants may try to sign up for workshops after they arrive to Convention. However, late registrants will have a limited choice of workshops, as many workshops will already be filled to capacity.

Special Note: If you need a sign interpreter, you must register by Friday, July 29.

The registration process will be conducted online ONLY. More information can be found at apwu.org on the Research and Education page under "**Pre-Convention Workshops**." Below is a list of workshops and times.

1. APWU SEARCH Training: APWU SEARCH is a web-based database designed to be used by arbitration advocates to simplify searches for arbitration awards and decisions that will be used in support of cases presented before an arbitrator. Training includes: how the interface works, the proper way to login and set-up your web browser to return search results, conduct searches using the multiple-tab feature, and the best methods to use to narrow searches. **Arbitration Advocates who have not previously attended, or those advocates whose skills needs refreshing should attend this training. (Participants must bring a fully charged laptop to the training).** (10 am-1 pm)

- 2. Article 37.3.A.1 and MDAT Training:** Outlines how to use these tools to create and preserve jobs in the Clerk Craft, assist in converting PSEs to career status, create desirable duty assignments, maximize PTFs in small offices, reduce disputes on reversions and abolishments, and reduce excessing when the USPS is utilizing PSEs. **(Participants must bring a fully charged laptop to the training).** (2:30 pm-5:30 pm)
- 3. Basic Shop Steward's Training:** Guidelines for new shop stewards, with a focus on proper documentation of grievances, and the duties, rights, and guidelines for shop stewards. **Participants must attend this workshop the entire day and cannot select another workshop.** (10 am-5:30 pm)
- 4. Communicating at the Local Level Workshop:** Examines the importance of information sharing using various mediums with special emphasis on the process of producing a member-oriented, high quality union publication. (10 am-1 pm)
- 5. Fiduciary Responsibility Training:** Reviews the fiduciary and legal responsibilities of union officers, the LMRDA, and the National Constitution and basic financial principles. **New presidents, treasurers, trustees, and executive board members are urged to attend.** (2:30 pm-5:30 pm)
- 6. Fighting Discipline Workshop:** An in-depth discussion of how to protect APWU members from unwarranted discipline. Proper investigation techniques will be explained in detail, along with common arguments for defending employees against unwarranted discipline. (2:30 pm-5:30 pm)
- 7. Innovative Organizing Training:** Focuses on real-life organizing challenges. Participants will learn the techniques and strategies needed to expand membership and strengthen our union. Explores ways to encourage new members to join the union and addresses what to say to convince those members, who are considering dropping their membership, to stay involved. (2:30 pm-5:30 pm)

8. Labor Law Fundamentals Workshop: A look at the National Labor Relations Act, with a focus on the rights of APWU members, the Duty of Fair Representation, and how to identify unfair labor practices. **(10 am-1 pm)**

9. Large Office Issues (Function 1) Workshop: Covers current issues in large mail processing facilities. Topics include RI-399 jurisdictions & crossing craft violations, machine safety and staffing, and general expeditor and lead clerk duties. **(2:30 pm-5:30 pm)**

10. Leadership Development Training: Helps newly elected union leaders understand the responsibilities, challenges, and qualities of leadership; examines goal setting; outlines the steps to developing effective listening skills; discusses the necessity of coalition building; gives tips on how to get along with difficult people, resolving conflict, and stress reduction. Also, it offers a basic knowledge of how to run a union meeting. *Participants must attend this workshop the entire day and cannot select another workshop.* **(10 am-5:30 pm)**

11. Legal Issues and Union Communications Workshop: A review of editorial policies, union regulations, libel, copyright and federal election laws that apply to hardcopy and electronic forms of communication. **(2:30 pm-5:30 pm)**

12. Maintenance Article 12 Excessing Guide Workshop: Addresses how to challenge Maintenance Article 12 Excessing Notifications; Understanding Article 12.5.C.4 and 12.5.C.5, which outlines reassignment within and outside of the Installation, and the applicable RFIs. **(2:30 pm-5:30 pm)**

13. Maintenance New MS 1 Handbook TL 6 Training: Gives an overview of the Implementation of Arbitrator Goldberg's Award regarding transition of Maintenance work from Station and Branches to the Field Maintenance Operation (FMO) within the guidelines of the New TL 6 Handbook and applicable Maintenance Manager Orders (MMOs). **(10 am-1 pm)**

14. Motor Vehicle Service Division (MVS) Issues Workshop: An update on MVS issues and information on the Articles 39, 32, and other articles of the CBA that apply to the Motor Vehicle Craft. *Participants must attend this workshop the entire day and cannot select another workshop.* **(10 am-5:30 pm)**

15. Protecting Clerk Work in Smaller Offices Workshop: An overview of issues such as crossing crafts, maximization, supervisors performing bargaining-unit work, lead clerk duties, "lobby sweeps/lobby director," and Function 4 staffing. **(10 am-1 pm)**

16. PSEs Issues Training: Focuses on enforcing contractual rights of Clerk Craft PSEs. Topics include protecting PSEs' rights, holding management accountable for exceeding the use of non-career employees, increasing the career workforce, and seniority issues. **(10 am-1 pm)**

17. Retirement Planning Workshop: Provides information for Civil Service Retirement System (CSRS) employees and Federal Employees Retirement System (FERS) employees on annuity calculations, best date to retire, benefit choices, important records to keep, and tips on successfully completing the application. **(10 am-1 pm)**

18. Social Justice & Racial Equality Workshop: Explains the definitions of Social Justice & Racial Equality, examines Individual Racism vs. Systemic Racism, explores ways to achieve equity in our communities and in our union, and provides an in-depth understanding of the labor movement's role in the pursuit of social and economic justice for all working people. **(10 am-1 pm)**

19. Stand Up for Safe Jobs Training: Designed to build active and strong safety campaigns at the "grassroots" level. Participants will learn how to complete PS Form 1767 (Report of Hazard, Unsafe Condition or Practice), the role of local safety committees, how to seek assistance from OSHA (Occupational Safety and Health Administration) and how to help employees understand the importance of reporting safety violations on the job. **(10 am-1 pm)**

20. The Thrift Savings Plan (TSP) from A-to-Z Workshop: Covers every aspect of TSP including: The benefits of savings; Traditional vs Roth Contributions; Investments; Loans, and Post-Separation Withdrawals. **(2:30 pm-5:30 pm)**

If you have problems registering online, please email registration@apwu.org with your name, a cell phone number, and a brief description of your problem. ■



VA Initiates New Pilot Project to Automate Part of Review Process for Benefits Claims

The Department of Veterans Affairs (VA) initiated a pilot project in December to automate part of the process for reviewing benefits claims, a change that the agency says has the potential to shorten the time that Veterans wait for decisions from 100 days to one or two days.

VA Secretary Denis McDonough announced the project January 18, 2022 in what he described as an “exciting new effort” that he hopes will “significantly reduce the time it takes to process Veterans claims.” VA created a new team to handle the project called the Office of Automated Benefit Delivery.

The Department revealed last fall that they were taking the following proactive steps to help in the reduction of backlogged claims:

- Hire and train 2,000 new employees to assist in claims processing.
- Utilize funds provided via the American Rescue Plan (ARP) for overtime to ensure timely claims processing.
- Deploy requested Fiscal Year 2022 budget resources to support Agent Orange presumptive processing, as well as for general compensation and pension claims processing.

The announcement comes as the agency is experiencing a surge in backlogged claims. VA considers claims as “backlogged” once they’ve

been in the system for more than 125 days without being processed. As of January 2022, there were about 260,000 backlogged claims, up from about 200,000 in October 2021.

Several factors contributed to the recent backlog. Beginning in March 2020, operational changes necessitated by the COVID-19 pandemic resulted in an untimely delay of the Federal Records Centers’ retrieval of documents, which led to suspended Compensation and Pension (C&P) examinations. While these actions were necessary to protect the health and safety of employees and Veterans, they slowed the processing time for claims.

Presently, the automation has been applied only to Veterans’ applications for increased disability ratings for service-connected cases of hypertension. The VA benefits office in Boise, ID is the only office currently handling the automated claims so far.

Under the program, a computer algorithm pulls data from the Veterans Health Administration about Veterans, including their military service, claims history and medical treatment. If there’s enough medical evidence already in the system, the automated process will draft a proposed rating decision.

If there’s not enough information to make a decision, the automation will request the Veteran undergo a compensation and pension (C&P) exam, which is part of the traditional process for deciding benefits claims.

All the information is compiled and sent to a VA employee whose job is to rate benefits claims, and those employees make the final decisions. The process takes about 18 days if it’s necessary for a Veteran to get a C&P exam.

The Acting Deputy Undersecretary for the new Office of Automated Benefit Delivery said that VA will work to expand the automated process to more types of claims. The next anticipated step is to apply the process to claims for conditions that are on the agency’s presumptive list. Those conditions require less evidence to be approved.

The Office of Automated Benefit Delivery is considering applying the automated process to claims for conditions related to Veterans’ toxic exposure next, which account for many of the new claims being submitted to the VA.

Last year, VA saw 60,000 claims from “Blue Water” Navy Veterans – those who served offshore during the Vietnam War and claimed they were exposed to the chemical herbicide known as Agent Orange. Congress and VA recently granted them a path to attaining benefits to seek treatment for their illnesses.

About 25,000 Veterans have submitted claims for asthma, rhinitis or sinusitis because of their exposure to toxic burn pits. VA decided in August to award benefits to Gulf War and post-9/11 Veterans suffering from those conditions. ■

Source(s): Department of Veterans Affairs (VA) *Stars and Stripes*



Nancy Olumekor, Director

Protecting Yourself From Omicron in 2022

The Centers for Disease Control and Prevention (CDC) is working with state and local public health officials to monitor the spread of the Omicron variant of the COVID-19 virus. As jurisdictions across the country to change their protocols for this variant, we can do our part to protect ourselves.

The Omicron variant spreads more easily than the original virus that causes COVID-19. CDC expects that anyone with Omicron infection can spread the virus to others, even if they are vaccinated or don't have symptoms. People infected with the Omicron variant can present with symptoms similar to previous variants.

According to CDC, "the presence and severity of symptoms can be affected by COVID-19 vaccination status, the presence of other health conditions, age and history of prior infection."

You can help protect yourself and others by getting the COVID-19 vaccine and the booster, which are covered by Medicare. Also, it is recommended that we continue wearing well-fitting masks in indoor public places of high or substantial community transmission. If you are at risk for severe illness, wear a mask or respirator that provides you with the greater protection.

In addition, testing is another tool for protecting yourself. People in either Original Medicare or Medicare Advantage can get up to eight over-the-counter COVID-19 tests per month for free starting this Spring. Tests will be available through eligible pharmacies and other participating entities. Until then, people with Medicare can access free tests in the following ways:

- Request four free over-the-counter tests for home delivery at covidtests.gov
- Access COVID-19 tests through healthcare providers at over 20,000 free testing sites nationwide.
- Access lab-based PCR tests and antigen tests performed by a laboratory when the test is ordered by a physician, non-physician practitioner, pharmacist, or other authorized health care professional at no cost.

Your test result will only tell you if you do or do not have COVID-19. It will not tell you which variant caused your

infection. It is important to use all the tools available to protect yourself and others.

Medicare Part B Premium 2022

Shortly after the Center for Medicare & Medicaid Services (CMS) announced that the Medicare Part B standard premium would jump by 15% in 2022, the drug manufacturer of Aduhelm, a new Alzheimer's drug, lowered the yearly cost of that drug by 50 percent. Immediately following that decision, Health & Human Services Secretary Xavier Becerra instructed CMS "to reassess the recommendation for the 2022 Medicare Part B premium;" the 50% price drop was a compelling reason to reexamine the previous recommendation.

It was reported that the potential costs associated with Medicare covering Aduhelm accounted for nearly 50% of the total premium increase. Aduhelm is covered as a Part B drug because the it administered in a doctor's office by infusion. The CMS issued a proposal with restrictions that would likely limit the number of Medicare beneficiaries who can access the drug. The proposal, which can still be changed, is expected to be finalized in this spring.

In November 2021 when CMS announced the increases in the 2022 Medicare Part B premium and deductible, the reasons were rising prices and utilization across the healthcare system; congressional action to significantly lower the increase in the 2021 Medicare Part B premium, which resulted in the \$3 per beneficiary per month increase (that would have ended in 2021) being continued through 2025; and coverage and payment for Aduhelm and similar drugs to treat Alzheimer's disease.

Many experts say that CMS should make the decision to lower Part B premiums in this situation if the spending on Aduhelm is going to be significantly less than what Medicare originally projected. ■

NEW for 2022: Print your Retiree Membership Card from your profile on the "Members Only" section of apwu.org

COVID-19 Impact on Mental Health



Sarah Jane Rodriguez, Director

The mental health of Americans has always been a cause for concern. The APWU Health Plan is working hard to raise awareness of the resources available to you to help fight mental disorders. Our partners Cigna and UnitedHealthcare have also been providing healthy solutions for our members. Since December 2019 and the emergence of the virus we all know too well – COVID-19 – cases of mental health disorders have risen. People with higher stressors in their lives, such as stressful work conditions, difficulties in their marriage or a stressful home life are the hardest hit.

Could you have a mental disorder?

There are some Americans who don't even know they could have a mental disorder. They might think the symptoms they experience are normal, aren't a big deal, or that they might just go away.

Anxiety and depression are among the most common types of mental disorders. Symptoms of anxiety can include feelings of panic or fear, an increase in heart rate, and muscular tension. Depression is characterized by feelings of low mood, a lack of motivation and enjoyment, and a decrease in energy levels. The symptoms of both disorders can be mild, or they can have a significant impact on a person's wellbeing by affecting sleep, concentration, appetite, social interaction and/or the ability to carry out daily activities.

The stigma of mental disorders

According to the American Psychiatric Association, despite the prevalence of mental health conditions, more than half of people with mental illness don't receive help for their disorders. Often, people avoid or delay seeking treatment due to concerns about being treated differently.

Others judgments almost always stem from a lack of understanding rather than information based on facts. Learning to accept your condition and recognizing what you need to do to treat it, seeking support, and helping educate others can make a big difference.

If you believe you or a loved one might have a mental disorder, please speak to a medical professional as soon as possible. Don't let the fear of being labeled with a mental

illness prevent you from seeking help. Treatment can provide relief by identifying what's wrong and reduce symptoms that interfere with your work and personal life.

How can the APWU help?

Both the High Option and the Consumer Driven Option offer the opportunity to talk to a board-certified mental health professional from the comfort of your home or office. Virtual Visits let you video chat with a mental health professional 24/7 from your mobile device, tablet or computer. With the Consumer Driven Option you have access to AbleTo which provides virtual support for the depression, anxiety and stress that can arise from COVID-19. ■

High Option:

APWU Health Plan offers a reduced copay of just \$15 for a virtual visit.

To access virtual visits:

- Visit apwuhp.com
- Select Already a Member
- Under High Option, choose My Tools

In-Network Behavioral Provider:

To see an in-network provider you'll only pay \$25 copay. This also applies to specialist doctors.

Consumer Driven Option:

Members pay 15% of the plan allowance for virtual visits.

To access virtual visits:

- Visit apwuhp.com
- Select Already a Member
- Under Consumer Driven Option, choose My Tools

In-Network Behavioral Provider:

You'll pay nothing out-of-pocket as long as there are funds in your PCA, otherwise it's 15% of the Plan allowance.

RULES AND REGULATIONS GOVERNING 2022 APWU NATIONAL ELECTIONS

Pursuant to Article 12, Section 1, of the APWU National Constitution and Bylaws, President Mark Dimondstein appointed the **2022 Election Committee**. Its members are: Anthony “Tony” Turner (Facilitator), Manchester Area Retiree Chapter; Michelle Elliott (Chairperson), Chicago Local; Norma Impallari, San Antonio Alamo Area Local; Rebecca Gill, Salt Lake City Area Local; Carrie Wolff, Rochester SCF Area Local; Sam Wood, Albuquerque Local; and Adrain Allman, Northeast FL Area Local. The Election Committee met **January 26,**

2022 - January 28, 2022, via Zoom and adopted these Rules and Regulations for the conduct of the **2022 APWU National Election**. Following are relevant sections of the APWU National Constitution and Bylaws, along with rules and regulations for each segment of the election process. The APWU National Election Committee may modify or change any current rule, change dates, and/or adopt additional rules, which will appear in bold, **including decisions as to whether events will occur virtually, or in-person.**

I. ELIGIBILITY

A. MEMBER IN GOOD STANDING

1. ARTICLE 10, SEC. 1(a). ELIGIBILITY FOR OFFICE: To be eligible for nomination, the candidate must be a member in good standing.

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

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

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

ELECTION COMMITTEE RULE: Candidates must be members in

good standing on **Wednesday, June 15, 2022**, with all dues paid except as provided in Article 3, Section 1, of the APWU National Constitution and Bylaws.

B. DISQUALIFYING ACTIONS

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

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

Any member who has submitted an application for a managerial, super-

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

ELECTION COMMITTEE RULE:

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

II. NOMINATION/ PETITION PROCESS

A. OFFICERS AND DELEGATES TO BE ELECTED

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

APWU NATIONAL FIELD OFFICES Please refer to Section XII of these Rules and Regulations and the chart on page 47 for the listing on location of field offices for the Regional Coordinators and National Business Agents, effective for the new term of office in **November 2022**. All other National Officers will work at the union’s national headquarters located in Washington, DC.

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

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

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

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

SUPPORT SERVICES DIVISION: Director, and one (1) National Business Agent National Business Agent, Caribbean Area

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

National Business Agent, Pacific Area

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

B. PETITIONS

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

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

ELECTION COMMITTEE RULE: Completed and signed petitions must be mailed to **Post Office Box 34447 Washington, DC 20043** in time so as to be in that Box **no later than 5:00 p.m. [Eastern Time] on**

Wednesday, June 15, 2022. This post office box is only for returning completed petitions. **PETITIONS THAT ARE PERSONALLY DELIVERED, E-MAILED OR FAXED TO THE APWU NATIONAL SECRETARY-TREASURER'S OFFICE WILL NOT BE ACCEPTED.**

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

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

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

ELECTION COMMITTEE RULE: All nominating petitions are to be signed by the Local President and one of the following: Vice President, Secretary-Treasurer, Secretary or Treasurer, with the exception of Article 11, Section 2 (b), (i), (j) and

(k) of the National Constitution and Bylaws. At least one signature must be an original. A facsimile signature may be used for the second signature. **State Presidents representing members-at-large (MALs), may sign applicable petitions, following the same rules as above.**

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

C. REQUIREMENTS FOR NOMINATING PETITIONS

1. ARTICLE 11, SEC. 2(a). CANDIDATES FOR NATIONAL RESIDENT OFFICES. Any member in good standing in this Union may be a candidate for election, if eligible, provided he/she has nominating petitions endorsed by at least a total of twelve (12) locals, representing at least five (5) states in three (3) or more regions.

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

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

(d) Candidates for any division position must be members of the division in which they seek such positions

and they are to be elected only by members of that division.

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

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

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

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

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

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

(k) Candidates for the National Business Agent, Pacific Area, must be members-at-large or members in good standing and must work within the Pacific Area. Petitions are to be signed by the Local President and Secretary from at least one local in their respective area.

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

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

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

Director; Human Relations Director, and APWU Health Plan Director.

ELECTION COMMITTEE RULE: If a member of the Retirees Department assigns his/her Local Retirees Chapter Membership to a chapter outside the jurisdiction of the local from which he/she retired, he/she may run only in the Region in which the membership is assigned on **Wednesday, June 15, 2022.**

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

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

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

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

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

1. ARTICLE 11, SEC. 3(b) The Secretary-Treasurer shall, after certifying the constitutional qualifications of each candidate, publish in the July-August issue of the official publication, the names of all candidates for National office and for Retiree National Convention Delegate. In

the event that only one (1) eligible candidate is nominated for an office, the Secretary-Treasurer shall cast one (1) ballot for each nominee whereupon the Election Committee shall declare the nominee(s) duly elected to the respective position.

ELECTION COMMITTEE RULE: Any nominated candidate who decides to withdraw his/her name from the ballot must do so by so notifying the APWU National Secretary-Treasurer by hand-delivery, fax at (202) 842-8530, **e-mail at secretary-treasurer@apwu.org** or express or certified mail, addressed to and received in the office of the National Secretary-Treasurer, American Postal Workers Union, AFL-CIO, 1300 L Street NW, Washington, DC 20005 **no later than 4:00 p.m. [Eastern Time] on Wednesday, June 22, 2022.**

ELECTION COMMITTEE RULE: Members in good standing of the Retirees Department who are nominated by others and are not self-nominated for Director, Retirees Department, and Retiree National Convention Delegate must agree in writing to accept the nomination by so notifying the APWU National Secretary-Treasurer by hand delivery, fax at (202) 842-8530, **e-mail at secretary-treasurer@apwu.org** or express or certified mail, addressed to and received in the office of the National Secretary-Treasurer, American Postal Workers Union, AFL-CIO, 1300 L Street, NW, Washington, DC 20005 **no later than 4:00 p.m. [Eastern Time] on Wednesday, June 22, 2022.**

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

III. BALLOT PLACEMENT

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

ELECTION COMMITTEE RULE:

For contested offices, the placement of names on the ballot will follow the past practice of having the incumbent's name at the top of the list of candidates for that office. Where there are two or more candidates for the same office or two or more candidates for the Retiree National Convention Delegate for the same region who are not incumbents, the determination of the order of their names on the ballot will be made by a drawing for position on the ballot. The drawing will take place at APWU National Headquarters at **10:00 a.m. [Eastern Time] on Monday, June 27, 2022.** A candidate may attend the drawing at his/her own expense or may designate any one member in good standing of the American Postal Workers Union, AFL-CIO to represent him/her at the drawing.

IV. CANDIDATES' ARTICLES

A. ARTICLE 11, SECTION 3(c)
(1) The Editor of the APWU official publication shall print an Election magazine (cover identified as such and back cover blank) with photographs and candidate statements not to exceed one thousand (1000) words for contested positions, submitted electronically, and received by the Election Committee in the office of the Secretary-Treasurer not later than July 1 to be valid for printing. The statements will be listed in order of the contested office and the candidates will draw for order of placement within the office they are running for. The Election magazine will be mailed in the same envelope as the ballot and no other material will be allowed.

ELECTION COMMITTEE RULE:
The pictures of the candidates must be of the same size and their 1000-word article (Times New Roman 10) must be of the same font. Submit a high-resolution jpeg (jpg) head shot photo (2 x 2) that is not blurry or grainy. Articles must be submitted electronically in a Word program, accompanied by the photo separately, to **candidatearticles2022@apwu.org** and received by the **Election Committee** in the office of the Secretary-Treasurer, no later than **4:00 p.m. [Eastern Time] on Friday, July 1, 2022.**

Any article that exceeds 1000 words will be cut off at the 1000-word limit. Receipt of articles submitted electronically will be acknowledged via email to the email address of the sender. The drawing will take place at APWU National Headquarters at **10:00 a.m. [Eastern Time] on Tuesday, July 5, 2022.** A candidate may attend the drawing at his/her own expense or may designate any one member in good standing of the American Postal Workers Union, AFL-CIO to represent him/her at the drawing.

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

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

ELECTION COMMITTEE RULE:
In compliance with the National Executive Board, candidates for contested positions may submit information, not to exceed one thousand

(1,000) words, which will be posted on APWU's website in the Members Only Section. All such information shall be submitted electronically in a Word program to **candidatewebarticles2022@apwu.org** and received by the Secretary-Treasurer not later than July 1 **to be valid for posting, no later than Friday, July 15, 2022.** Candidates may also submit new information and/or add to existing submissions of less than 1,000 words, by following the same procedures and submitting not later than August 1, for posting, **no later than Monday, August 15, 2022,** and again on September 1, for final posting, **no later than Friday, September 9, 2022.**

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

ELECTION COMMITTEE RULE:

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

1. Microsoft Office 2010, or later, Word Program will be used for the 1,000-word count.

2. Candidates should avoid submitting articles that contain typographical enhancements. Bold face type, bulleted or numbered lists, type set in all caps, underlined type, or extra punctuation are examples of typographical enhancements. All candidate articles must be equally presented when published so as not to draw more attention to one article over another. Therefore, any typographical enhancements included in a candidate's article will be removed prior to publication.

3. Any e-mail address, website addresses, or similar references in the text of an article will be published in all lowercase type.

4. All articles will be given a header with the candidate's name and the office for which he or she is running. Any additional headers or titles that a candidate includes in his or her article will be typeset into the first paragraph of the article and will be counted in the 1,000-word limit.

5. It is important for the candidate to double-check his/her article for grammar, punctuation and spelling errors prior to sending in the article. Such errors will not be corrected.

V. INSPECTION OF MEMBERSHIP LIST

ELECTION COMMITTEE RULE: Each candidate personally, or by another member of the Union in good standing authorized by a candidate in writing, is entitled to inspect the membership list during the five-day period **between 9:30 a.m. [Eastern Time] on Monday, August 1, 2022, and 5:00 p.m. [Eastern Time] on Friday, August 5, 2022**, upon a candidate sending written notice to the APWU National Secretary-Treasurer of the intent to do so and the identity of the one who will be inspecting the membership list on behalf of the candidate. Said notice must be received by the APWU National Secretary-Treasurer no later than **4:00 p.m. [Eastern Time] on Friday, July 22, 2022. NO PART OF ANY LIST MAY BE COPIED.**

VI. DISTRIBUTION OF CAMPAIGN LITERATURE

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

1. ELECTION COMMITTEE RULE: All campaign literature mailings or e-mailing of campaign literature will be

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

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

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

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

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

VII. CAMPAIGNING AND UNION PUBLICATIONS

SECTION 401(g) OF LABOR-MANAGEMENT REPORTING AND DISCLOSURE ACT OF 1959 (LMRDA), AS AMENDED, states: "No moneys received by any labor organization by way of dues, assessment, or similar levy, and no moneys of an employer shall be contributed

or applied to promote the candidacy of any person in an election subject to the provisions of this title. Such moneys of a labor organization may be utilized for notices, factual statements of issues not involving candidates, and other expenses necessary for the holding of an election."

ELECTION COMMITTEE RULE: Section 401(g) of the Labor-Management Reporting and Disclosure Act of 1959 (LMRDA), as amended, prohibits the use of Union or employer funds to promote the candidacy of any person in an APWU National Election. The Department of Labor may require candidates to account for campaign funds. The following rules, while not all encompassing, are offered in an attempt to preclude the most common types of Section 401(g) violations.

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

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

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

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

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

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

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

campaign related purposes, including press conferences.

ELECTION COMMITTEE RULE: Union employees and officers of the APWU National Union and all other APWU affiliates are prohibited from campaigning during their normal working hours (while on Union payroll). Normal working hours include evening or weekends when meetings occur which the officer or employee is expected to attend because of his/her office. Union officers and employees may not charge travel expenses for trips to campaign or make such trips while on Union paid time. While in postal facilities on Union business, campaign activities are not permitted. However, campaigning by Union officers which is "incidental" to Union business is not a violation of Federal law or these rules.

ELECTION COMMITTEE RULE: Any drawings for Local prizes for membership voting **will be done randomly by AAA**. Your request is to be mailed, or **emailed** to APWU National Election Committee, c/o APWU National Secretary-Treasurer at **secretary-treasurer@apwu.org** 1300 L Street, N.W., Washington, DC 20005. The request must be received, no later than **4:00 p.m. [Eastern Time] on Friday, September 23, 2022**.

VIII. ELECTION PROCESS

A. ARTICLE 12, SEC. 2. The President shall select a recognized outside ballot association to conduct the election under the supervision of the Election Committee. No later than September 15 of an election year, the selected outside ballot association shall mail ballots to each member in good standing at his or her last-known address. Notice shall be enclosed with the ballot advising the member of the deadline by which the ballot must be received by the Election Committee in order to be counted. The deadline for receipt of ballots from members in good standing, shall be no less than twenty (20) days, from the date on which the ballot association mailed ballots to members in good standing. To be eligible to vote,

a member must be in good standing according to the official records of the National Union, **on the last day of the first full pay period in June** of the election year. It shall be the duty of the Secretary-Treasurer to furnish the ballot association with a mailing list early enough so that ballots will be mailed out during the period September 10 through September 15 of an election year.

B. ARTICLE 3, SEC. 4(b) Members of this Union who retire from employment in an APWU bargaining unit may maintain full membership with all rights of such membership by continuing to pay full per capita taxes to the APWU plus whatever local dues may be required by their local union. They shall retain the same right to vote in all matters they had immediately before retiring from service.

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

ELECTION COMMITTEE RULE: Ballots will be mailed by American Arbitration Association, on or after, **Saturday, September 10, 2022, but no later than 2:00 p.m. [Eastern Time], on Thursday, September 15, 2022**, to each member who is in good standing according to the official records of the National Union, **on the last day of the first full pay period in June** of the election year.

ELECTION COMMITTEE RULE: Employees of the United States Postal Service who sign a Form 1187 on or before **Friday, June 17, 2022**, and submits it promptly, will be eligible to vote, even if no dues have been withheld, on or before **Friday, June 17, 2022**.

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

WHERE MEMBERS MUST OBTAIN PETITIONS

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

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

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

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

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

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

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

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

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

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

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

as the bargaining representative, who sign a membership application form allowing dues check-off after certification, on or before **Friday, June 17, 2022**, and submits it promptly, will be eligible to vote, even if no dues have been withheld, on or before **Friday, June 17, 2022**.

ELECTION COMMITTEE RULE: A member in good standing who has not received a ballot by **Monday, September 19, 2022**, is to request a duplicate ballot as follows:

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

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

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

H. ARTICLE 12, SEC. 3. The member voting shall indicate his or her choice for each of the candidates' names by making

a cross (X) or check (✓) opposite the name of the candidate for whom he or she wishes to vote. The voter shall then seal the ballot in the small envelope, without any writing, or other means of identification upon it, and enclose this envelope in the larger one and complete the address in accordance with the instructions enclosed with the ballot.

I. ARTICLE 12, SEC. 4(a) [in part] Write-in votes shall not be valid, counted or considered.

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

ELECTION COMMITTEE RULE: The Election Committee will take custody of the ballots from the designated box at **2:00 p.m. [Eastern Time]** on **Wednesday, October 5, 2022**, at which time they will bring them to the location where they will be counted. The identity of that location will be published in the **September-October** issue of the American Postal Worker.

L. ARTICLE 12, SEC. 5. [in part] The Chairperson of the Election Committee shall be responsible for having printed tally sheets showing the votes cast by each local. Tally sheets for Retiree National Convention Delegate shall show the total votes cast. Counting ballots must be completed by November 1.

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

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

IX. OBSERVERS

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

X. APPEALS

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

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

WHERE MEMBERS MUST OBTAIN PETITIONS

Candidates for National Business Agent in the Clerk Division must submit nominating petitions endorsed by at least eight (8) locals within the region they seek to represent, as listed below.

#1 – Atlanta Region (Southern)	Florida, Georgia, North Carolina & South Carolina
#2 – New England Region (Northeast)	Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island & Vermont
#3 – Chicago Region (Central)	Illinois & Michigan
#4 – Cincinnati Region (Central)	Indiana, Kentucky & Ohio
#5 – Dallas Region (Southern)	Louisiana & Texas
#6 – Denver Region (Western)	Arizona, Colorado, New Mexico, Utah & Wyoming
#7 – Memphis Region (Southern)	Alabama, Mississippi & Tennessee
#8 – Minneapolis Region (Central)	Minnesota, North Dakota, South Dakota & Wisconsin
#9 – New York Region (Northeast/Eastern)	New York (N & E)
#10 – Philadelphia Region (Northeast/Eastern)	Delaware, New Jersey (N & E) & Pennsylvania
#11 – St. Louis Region (Central)	Arkansas (S), Iowa (C) & Missouri (C)
#12 – San Francisco Region (Western)	California & Nevada
#13 – Northwest Region (Western)	Idaho, Montana, Oregon & Washington
#14 – Washington, DC Region (Eastern)	District of Columbia, Maryland, Virginia & West Virginia
#15 – Wichita Region (Central/Southern)	Kansas (C), Nebraska (C) & Oklahoma (S)

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

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

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

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

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

WHERE MEMBERS MUST OBTAIN PETITIONS

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

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

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

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

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

XI. TERM

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

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

B. ARTICLE 12, SEC. 11. Officers declared elected through applicable procedures of National, Local, Area Local, Regional and State organizations, shall assume and hold office pending final determination under the appeals procedures provided in this Article.

XII. APWU NATIONAL FIELD OFFICES

The location of the field offices for the Regional Coordinators and National Business Agents, effective for the new term of office in **November 2022**, will be within the geographic areas listed in the following chart.

**LOCATION OF APWU FIELD OFFICES
FOR REGIONAL COORDINATORS AND NATIONAL BUSINESS AGENTS
FOR NOVEMBER 2022 TERM**

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

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

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



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