

THE AMERICAN

# Postal Worker

APWU

May/June 2024

## Contract Negotiations Begin

🚩 **Protect Job Security**

🚩 **Win Good  
Wage Increases,  
Defend COLA**

🚩 **End Two-Tier  
Pay Scales**

🚩 **Secure an  
All Career  
Workforce**

🚩 **Ensure  
Safe Jobs**



**UNITED WE  
STAND!**

**Opening Day is June 25**



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# The Union Keeps Us Strong

PRESIDENT MARK DIMONDSTEIN

**W**hile Wall Street, bankers, and the billionaire class pad their profits by investing in and manipulating the stock market, the best investment workers make is with each other through our union.

The investment of our union dues and participation in the APWU is returned many times over in better pay, benefits, rights, safety, and job security.

Yet, many of the union accomplishments won over generations of struggle, especially resulting from the victorious 1970 Great Postal Strike, are often taken for granted. As we head into national negotiations, engage in our “Building Union Power” organizing drive, and face down management’s “network modernization” plan, it’s a good time to reflect on what a huge difference the union makes. Some highlights:

**Cost-of-Living Adjustment (COLA) and Wages:** Career employees’ union-won pay includes regular raises, COLAs, step increases, night and Sunday differential, overtime pay after eight hours and double time after 10. We remain the only postal union with full COLA. Due to high inflation, the COLA alone in our current contract amounts to \$5,325.00 annually for full-time employees, and \$2.67 per hour for part-time flexible employees (PTFs). Talk about financial security!

**Incredible job security:** Career employees with six years of service have “no lay-off” protection, a benefit few U.S. workers have. The 50-mile limit on excessing limits disruption to family life in situations where employees are moved due to changes in the network and mail mix.

**Protection against unjust discipline:** Without unions, bosses can terminate employees “at will.” With “just-cause” protection, discipline - including termination - can be challenged and overturned!

**Grievance Procedure:** Employees have the right to file grievances on the clock to address contractual violations. That’s worker power!

**Seniority and Bidding:** Seniority eliminates favoritism and discrimination in job assignments. Preferred off days, hours of work, and jobs are based on one’s years of service, not who the boss likes!

**Guaranteed Hours:** Prior to 1970, employees were often placed into a “non-pay status” when waiting for more mail to work, often having to work 12-14 hours just to receive eight hours of pay. Now, full-time career employees are guaranteed eight within nine or 10 hours, depending on office size. In addition, full-time career employees are guaranteed eight hours a day, and 40 hours a week. PTF guaranteed hours have improved!

**Paid Leave:** Strong annual leave, sick leave, and paid holiday benefits. Many other workers have no paid sick leave.

**Health and Safety:** Safety grievances are prioritized. Workers have the right to report unsafe work conditions using Form 1767s. Union-negotiated COVID safety provisions literally saved lives and enabled workers to take needed time off to protect themselves, co-workers, and families without repercussions.

**Non-career conversion to career:** With the exception of four-hour POSTPlan offices, Postal Support Employees (PSEs) receive automatic conversion-to-career after two years. Many are converted sooner due to negotiated provisions regarding the filling of residual vacancies.

**Legislative Engagement:** Legislation, good or bad, has a big impact on the Postal Service. The APWU keeps members informed and engaged around important legislative matters. The 2022 *Postal Service Reform Act* is an important example.

**Your voice, your union:** We are a democratic union. Local, state, and national officers are elected with one person, one vote. Any member can run for office. Regular union meetings enable workers to vote on issues. Locals and states send delegates to represent them at national conventions.

**Communications with the members:** The APWU website, magazine, News Service Bulletins, mailings, social media, and podcasts keep members informed about the many challenges and opportunities facing postal, and all workers.

When you hear a nonmember say, “the union doesn’t do anything for me,” shout the answer from the rooftops – “who are you kidding?!” No union is perfect, but together, union strong, we collectively build better workplaces, stronger families, and more vibrant communities! Be proud to be union! ■

## 2024 Union Contract Survey Closes: Over 12,000 Members Add Their Input

The 2024 APWU union-contract survey closed on April 16. Over 12,000 members of the APWU weighed in with their priorities for negotiations, helping the negotiating team understand what members want to see in the new union contract. While the APWU national negotiating team is guided by formal resolutions that are passed by various local and state organizations and are debated and voted on at our national convention this July, member responses to the contract survey help our negotiations team understand the priorities and needs of members on the ground.

“We appreciate everyone taking time to weigh in on their priorities for negotiations,” said Industrial Relations Director and Chief Spokesperson for APWU negotiations, Charlie Cash. “By adding your voice to our campaign through the survey, we are ensuring that voices of our members are heard when we open our contract for negotiations this June.”

Now the bargaining team will take these results and develop a strategy for the bargaining table that will bring home big wins on the priorities members identified. The next milestone in our campaign for a strong new contract is the kickoff of negotiations on June 25. Mark your calendars – there will be virtual events and rallies across the country. You don’t want to miss this one! ■

# APWU-USPS Contract Negotiations Open June 25, 2024

APWU representatives at all levels of our union continue to prepare for contract negotiations, which begin in Washington, DC on June 25. The main collective bargaining agreement (CBA or union contract) expires on Sept. 20, 2024. The CBA sets the wages, hours, benefits, and working conditions of APWU-represented workers.

To ensure that we enter negotiations with maximum worker power and leverage, our “Building Union Power” national organizing drive, with the goal of signing-up 5,000 new members, continues through opening day of negotiations. We encourage you to have a conversation with your coworkers to make sure they are union members as well. We can do this, for we are “Union Strong, All Day Long.”

The opening day will be livestreamed, and members are invited to participate in an online rally on the eve of opening. You can sign up for updates at [apwu.org/contract](https://apwu.org/contract) or by scanning the QR code.



“Thank you to all of the members who are helping build our strength as the opening day of contract negotiations approaches,” said APWU President, Mark Dimondstein. “Everything you do makes a difference. Completing a survey, building our membership, wearing your union gear with pride, and mobilizing our membership to action. As the negotiations team continues our preparations, we look to the membership to create the conditions for success. I encourage you to stay active, stay informed, and stay involved throughout the contract campaign.” ■

## Negotiations Launch Rally

Join the virtual rally to show the strength of our solidarity as we begin negotiations for a good, new collective bargaining agreement.

**7 p.m. EST June 24**

Join online – more information forthcoming at [apwu.org](https://apwu.org).





## Network Modernization – More Problems Arise as Management Moves Forward with “Local Transportation Optimization”

**A**s we reported in the last edition of the *American Postal Worker*, USPS management is in the process of implementing a new transportation plan they are calling “Local Transportation Optimization” (LTO).

Management's stated goal of the LTO strategy is to reduce “inefficiencies” in transportation between sorting facilities and distant delivery units (usually 50 miles or more from the plant), by increasing the volume of mail carried on each trip, and reducing overall costs for the Postal Service.

The LTO plans are part of a larger transportation strategy that management estimates could save the USPS up to \$3.5 billion per year. To date, postal management has implemented the LTO plans in many locations.

In practice, what LTO means is that mail received and collected during the day will sit in the Post Office for another day before it is entered into the processing network.

“We have been unequivocal from the outset: While we understand the need for change in light of the changing mail mix with less letters and flats and more parcels, the APWU will oppose those parts of the ‘network modernization plan’ that further delay mail and disrupt service to the people of the country,” said APWU President Mark Dimondstein. “The LTO plan can only slow down mail, particularly for rural America, and is the wrong direction for the public Postal Service, postal workers, and the people we serve.”

Recently, the USPS Office of Inspector General (OIG) underscored our concerns in a published audit report

looking at how LTO has been working in the Richmond, VA area. The results of the audit are disturbing. Prior to the implementation of the LTO scheme in Richmond, First-Class Mail was on time 86 percent of the time in the region. Following the introduction of LTO, service performance dropped to just 65 percent.

Significant problems are not isolated to the Local Transportation Optimization initiative. Another recent OIG study detailed mail processing delays at a recently-opened Local Processing Center (LPC) in Houston, TX. There, the OIG found that inadequate processing equipment and staffing shortages helped create a massive pileup of unprocessed letters and package volumes. In addition, a recent Senate hearing led by Sen. Gary Peters (D-MI), exposed that service problems are widespread throughout the country.

The APWU leadership has raised its serious concerns with the highest levels of management, as well as the OIG, members of the Postal Board of Governors, Postal Regulatory Commission (PRC) members, and with Congressional Representatives.

While there are sure to be some “growing pains” as new initiatives are implemented, the APWU national leadership will remain vigilant in defense of maintaining the “prompt, reliable and efficient” mail service the people are promised under the law. While management has a right to manage, every postal worker and postal customer has a right to demand that the USPS provide the service we all deserve, and that workers have the proper staffing to effectively carry out our postal mission. ■

# “BUILDING UNION POWER” National Organizing Campaign Is Underway!

On June 25, the APWU will begin negotiations with postal management for a new union contract covering 200,000 postal workers. Negotiations are never easy, and our success depends on building power and leverage. The foundation of our union starts with each and every member.

## APWU MEMBERS ARE STEPPING UP

On April 1, 2024, APWU members from all over the country joined together to kick-off our “Building Union Power” national organizing campaign to build our collective power as we prepare to open negotiations on our new union contract. Our goal is to sign up 5,000 new APWU members by June 25, when contract negotiations begin.

As the *American Postal Worker* went to press, we were already more than halfway to our goal of 5,000 new members, with new member sign-ups at more than 300 local and state unions! Union postal workers across the country have been speaking with nonmember coworkers about our union, holding informational events, doing house visits, phonebanking, and texting nonmembers.

## WHY DO WE ORGANIZE?

Building a stronger and more active membership makes us powerful. Whether we are fighting for a good, fair new union contract, protecting jobs and service in the face of “network modernization,” gaining better staffing, winning needed legislation, or ensuring on-the-job safety - working together in our union is what wins the day!



Angela McDonald, Maintenance Craft Director of the Miami Area Local, and member Miguel Mainegra, practice organizing conversations.

Since our first Collective Bargaining Agreement following the Great Postal Strike of 1970, we have stood together time and time again to win improved wages, benefits, and rights in the workplace. With the opening of contract negotiations just around the corner, this is an important time to build our strength. Will you join us?

“The work we’re all doing is making a difference and the great thing is that everyone can get involved in making our union stronger,” said Organization Director Anna Smith. It can be as simple as finding out who isn’t in the union on your tour and letting them know that you’d love them to join us. Wear your union gear and show that you’re union proud.”

“I commend the work that APWU members are undertak-

## SIGN UP THE NONMEMBERS!

We encourage every union member to have a conversation with your coworkers to make sure they are union members. You can take a photo of the QR code on this page and save it for when you talk to a nonmember about joining the union. Simply pull up the QR code photo and have them scan it to fill out the membership form.

And don’t forget to send your organizing photos to [communications@apwu.org](mailto:communications@apwu.org) so that we can feature your work in a future magazine.



ing up and down the country to build our union. Our best chance to secure another good union contract and to strengthen our public Postal Service is with a strong, united union,” said APWU President Mark Dimondstein. ■

# The Postal Service Health Benefits Program FOR ACTIVE USPS EMPLOYEES

We are committed to providing the membership with updates as the Postal Service Health Benefits (PSHB) Program is implemented.

*The Postal Service Reform Act of 2022 (PSRA)*, signed into law in April 2022, mandated the creation of the PSHB Program. The PSHB is a new, separate program within the Federal Employees Health Benefits (FEHB) Program, and will be administered by the Office of Personnel Management (OPM).

## IMPORTANT ITEMS TO NOTE:

- OPM will launch a new enrollment platform for health insurance. Information on how to make elections using the new system will be available prior to the 2024 Open Season.
- During the 2024 Open Season, USPS employees and annuitants will be automatically enrolled in a PSHB plan that is the same (or is close to) the 2024 FEHB Program

in which they are enrolled. If no similar PSHB plans are available, you will be placed in the lowest-cost nationwide PSHB plan that is not a high deductible plan and does not charge a membership fee.

- You will still have the option to enroll in a different PSHB plan of your choosing during open season.
- Enrollment in a PSHB plan will not disrupt enrollment in the following federal insurance/benefits programs:
  - Federal Employees Dental and Vision Insurance Program (FEDVIP);
  - Federal Flexible Spending Account Program (FSAFEDS);
  - Federal Employees' Group Life Insurance (FEGLI), or

Federal Long Term Care Insurance Program (FLTCIP);

- The APWU Health Plan has been conditionally approved to participate in PSHB. More information will be available this Open Season. For a list of the conditionally approved PSHB carriers, please visit: [apwu.org/pshb-carriers](https://apwu.org/pshb-carriers).

If you have any questions, call: 833-712-PSHB (7742), or email [retirementbenefits@usps.gov](mailto:retirementbenefits@usps.gov).

## KEY DATES

- PSHB plan options and premium information will be available in **October 2024**
- The 2024 Open Season runs from **Nov. 11, 2024 - Dec. 9, 2024**
- Coverage under the PSHB Program will be effective **Jan. 1, 2025**

## Observing Juneteenth for Dignity and Equality

Juneteenth, observed annually on June 19, commemorates and celebrates the emancipation of millions of Black slaves. The holiday has its roots in the Civil War era, when on June 19, 1865, Union federal troops entered Galveston, TX, more than two years after the Emancipation Proclamation of Jan. 1, 1863, to announce and enforce the freedom of enslaved peoples in the Confederate states.

While this day has been celebrated regionally by Black Americans for many years, it was officially signed into law as the 11th American federal holiday by President Biden in 2021.

The establishment of Juneteenth as a national holiday acknowledges the enslavement and systemic oppression of Black Americans throughout our country's history, while representing progress towards dignity and equality for all people.

The APWU was the first postal union, and one of the first unions nationwide, to successfully negotiate this holiday into our union contract. This Juneteenth, observed Wednesday, June 19, 2024, we encourage APWU locals, states, and members to participate in activities that celebrate Black Americans' freedom. Connect with your state federations, central labor councils, and local community organizations to engage in actions that highlight the significance of this day. ■



# APWU May-June QUIZ



Three lucky winners of the *American Postal Worker* quiz will receive a \$50 coupon for the APWU store so that you

can gear up and show your APWU union pride. To enter the quiz, email your answers to [communications@apwu.org](mailto:communications@apwu.org), together with your EIN by June 10, 2024. Winners will be randomly selected among those who correctly answer the following:

**The quiz winners from the March/April 2024 edition of the *American Postal Worker* were:**

**Tammi Finan** (Manasota Area Local, FL)

**Denise Mason** (Philadelphia PA Local)

**Ron Bayma** (Columbus Area Local Retiree Chapter)

**1. Heat-related illnesses, such as heat exhaustion and heatstroke, occur when the body's temperature regulation system becomes overwhelmed by excessive heat. Preventing heat-related illnesses requires proactive measures and awareness. List three of the five essential tips for staying safe in hot weather conditions.**

**2. What landmark U.S. law prohibited discrimination based on race, color, religion, sex, and national origin, outlawed segregation in businesses such as theaters, restaurants, and hotels, and is the most-far reaching act of legislation supporting racial equality in American history?**

**3. This year will be a critical one for Vote-by-Mail, and advocates of the public Postal Service have an important job to do of assuring voters that the postal system is a safe, secure, and reliable way for them to cast their vote. During the 2020 election, what percent of ballots were delivered within their Service Standards and what percentage of ballots were delivered within seven days?**

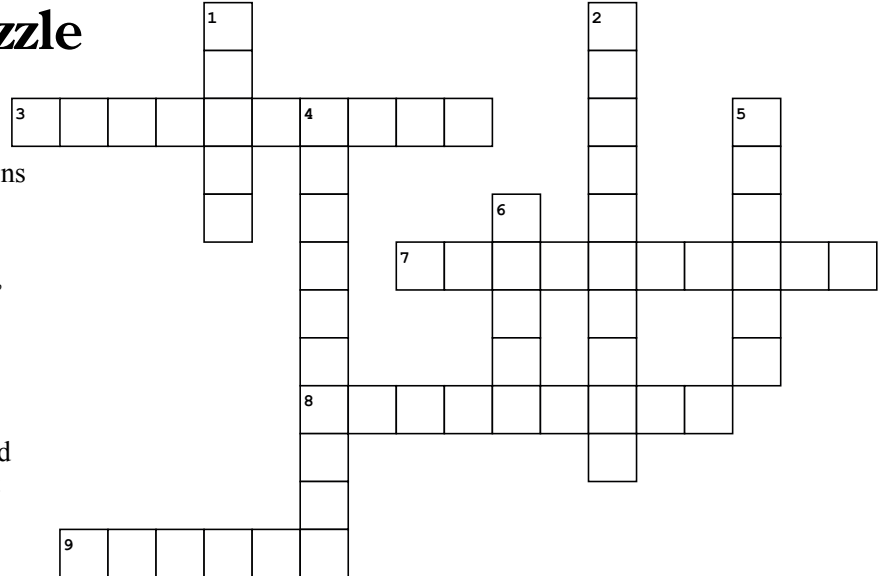
## APWU Crossword Puzzle

### Across

3. Building a stronger and more active \_\_\_\_\_ makes us powerful as we enter contract negotiations on June 25.
7. This spring, 30 applicants took part in this inaugural educational program of organized labor, known as the APWU \_\_\_\_\_ Institute.
8. The \_\_\_\_\_ Fire Decree suspended civil liberties and led to the arrests of thousands of political opponents in Nazi Germany.
9. More than 12,000 members of the APWU weighed in on their priorities for negotiations by filling out the Union Contract \_\_\_\_\_.

### Down

1. Identity \_\_\_\_\_ occurs when a someone obtains your personal information and uses it for fraud.
2. The eleventh American federal holiday known as \_\_\_\_\_, commemorates and celebrates the emancipation of millions of Black slaves after the Civil War.
4. \_\_\_\_\_ is the antidote to a toxic workplace.
5. The Civil \_\_\_\_\_ Act of 1964 prohibits discrimination based on race, color, religion, sex, and national origin.
6. The \_\_\_\_\_ Act is a federal law that passed in 1939 that regulates how federal employees take part in partisan political activities.



## ARE YOU A LUCKY WINNER?

**APWU members** - Do you want another chance to **win a \$50 gift card** to use in the APWU store? Whether you want a shirt, a hoodie, or buttons to show your union pride; or a new copy of the contract to make sure you know your rights... check the list below. If you see your name printed, email us at: [communications@apwu.org](mailto:communications@apwu.org) by June 10, 2024 and we'll send you a promo code worth \$50 to use towards gear at [apwustore.org](http://apwustore.org).

**Tamara Ducey (IL)**

**Isaac Veal (NJ)**

**Terry Banks (NC)**

**CROSSWORD ANSWERS:**  
Across: 3. membership; 7. Leadership; 8. Reichstag; 9. survey  
Down: 1. theft; 2. Juneteenth; 4. solidarity; 5. rights; 6. Hatch

**T**his spring, the APWU launched its inaugural APWU Leadership Institute. Thirty-two applicants representing all facets of our membership were selected to take part in this intensive educational program.

Held one week at a time over a three-month period in March, April, and May, participants engaged in a comprehensive educational program designed to strengthen the skills needed to become a more effective leader in the APWU and beyond the workroom floor.

“We are thrilled with the success of our first Leadership Institute class,” said APWU President Mark Dimondstein. “We’ve taken a group of postal workers who are already leaders in our union and made them even stronger. This was an important investment in our future and I can’t wait to see what’s next for our first class.”

Over the course of three weeks, the inaugural class learned the fundamentals of organized labor, significant labor struggles of the past and present, and how to effectively organize in the workplace and beyond.

In each of the sessions, participants were challenged to identify who has the power to make change: in the workplace, in our communities, and across the country. They learned how the corporate elite has waged an all-out assault on working-class people and our unions, and how that has led to runaway inequality in our society.

The class also examined how working-class people have tremendous power to effect change. In-depth analysis of labor history, including APWU victories like the Stop Staples and U.S. Mail Not for Sale campaigns, underscored this point.

The Institute challenged participants to think about how the APWU and the wider labor movement can be strengthened to advance the interests of the working-class. “We’re very effective at filing grievances and

preparing our members to arbitrate cases,” said President Dimondstein. “But this Leadership Institute is about something different. We need to prepare our leaders to understand how to build workers’ power that can win at the bargaining table, in the streets, and in the halls of power to win what we deserve.”

This included an examination of the history of collective bargaining in the Postal Service, lessons on the legislative process, how to influence lawmakers, how the courts respond to working-class interests and shape labor law, and more.

Participants also worked on building a number of important skills, including practicing organizing conversations, developing effective campaign plans, and critical communication skills like public speaking, effective writing, and social media tips and tricks.

While these skills are important for leaders, participants also learned the importance of recognizing that no single leader should be expected to do all the work of the union. Instead, they learned how having a high-participation union, where many members are involved in building the union, makes us all stronger.

The Institute was organized and facilitated by three veteran trade unionists. Violetta Ward-Diamond, an executive assistant at headquarters and member of the Cleveland Area Local, was joined by Stephen DeMatteo, President Dimondstein’s executive assistant, and Katherine Isaac, a former APWU staffer and Executive Director of the Debs-Jones-Douglass Institute.

In addition to the three facilitators, many APWU national officers, headquarters staff, and union allies led workshops and discussions with the class. These included leaders from Public Citizen, Greenpeace, the NAACP, the Institute for Policy Studies, the Labor Institute, and the Labor Campaign for Single Payer.



## WHAT THEY'RE SAYING ABOUT THE LEADERSHIP INSTITUTE:



"The Institute is preparing us as future leaders of the labor movement as a whole, not just of the APWU. As a labor movement, if we don't get involved at a grander scale, we won't have the collective strength to ask for what we want at the bargaining table."

Gabriel Medina, President, Puerto Rico Area Local



"The experience has been great, and I've learned a lot. I've been able to bring what I've learned back to our local and find members whose different skills contribute to building the union. Whether it's working on our local's website, or new member orientation, so many members have something to contribute."

Tiffany Ellsworth, President, Western New York Area Local



"Everyone should apply. If you're interested in understanding the present labor movement, if you're interested in understanding the history and future of the APWU. If you're interested in being in the company of APWU activists, the Institute gives you the chance to do that – not just learning academically, but also relationally... It's not been what to think but how to think about union activism and the labor movement as a whole."

Rev. Ibrahím Pedrián, President, American Postal Workers Union Local 390



"I think it's going really well and will only get better. The students of the class are experiencing a great deal of camaraderie. We have a diverse mixture in the class and the facilitators are great at bringing it all together. Attending this Institute will make anyone a better leader. It has taught me that there's room to learn more, there's always room to be a better leader."

Keith Combs, President, Detroit District Area Local

"Putting together this course was a tremendous collective effort," said President Dimondstein. "We're grateful to everyone who helped to contribute to strengthening the leaders of class one and the whole of the APWU." Each of the officers, staff members, and guests brought their extensive experience into the classroom and left participants with a new perspective on the challenges facing working class people and our movement.

By the Institute's conclusion, the inaugural class graduated equipped with the tools to build a better and stronger APWU. We hope the success of the APWU Leadership Institute continues into the next session, scheduled to occur twice annually. For more information, visit [apwu.org/institute](http://apwu.org/institute). ■



"Coming through the Leadership Institute has been a great experience. I've learned a lot of new information and met other leaders, and it's inspired me to push myself to limits I didn't know existed. I'm excited to take some of what I've learned home and keep building a stronger APWU."

Brittany Price, William H. Burrus Cleveland Area Local



# You Have Power as a Postal Worker and as a Customer

EXECUTIVE VICE PRESIDENT DEBBY SZEREDY

**I** am sharing information about how you can help save our public Postal Service by utilizing your power as an APWU member and customer.

There is an attack on many public, government services in this country. It's about corporate billionaires taking control and taking constitutional rights from the people so that they have no public services that provide prompt, reliable, secure, efficient, and affordable government services. When these services are degraded, these corporate billionaires use poor results as a case for privatization. Private-sector companies have no laws to provide prompt, affordable, secure services. I'm a Vote-by-Mail citizen and I'm very concerned.

It's difficult to provide First-Class services with consolidations and the degradation of public mail services. These attacks take away prompt, affordable, and secure services from our community, as well as living-wage USPS jobs. They affect the services that: connect you to your family members, no matter where they live; help small businesses thrive; receive medical prescriptions on time; provide mail ballots on time; if you run for office, send out political campaign materials on time; communication with legal services; apply for passports; send and receive money orders; provide overnight affordable express service for emergency needs. I could go on and on.

The Postal Service provides a service for the poor. Ask Reverend Barber, the leader of the Poor People's Campaign, how many people with minimum wage jobs have the need for public services, as well as those who live in rural areas, or on reservations. People need to connect with family in other countries or provide subsistence to family members overseas or in military service. We need to help save these services before it is too late.

Postal revenues are made off the backs of the communities and the workers across this country. Postal workers

are paid, thanks to our customers in every community. All communities deserve prompt, affordable, and secure services.

## What Power Do You Have?

You can demand that your senators and House representatives do more than write letters. Request that they vote to place a moratorium on the USPS plan, stop the consolidation of 57 plants that would delay mail service, stop the removal of automation that provides prompt services to the public and takes away jobs. Stop changing plants into Sorting and Distribution Centers (SDCs), with more transportation costs, delayed services, and lost jobs in small post offices. Stop the optimization plan to keep your mail and packages delayed and sitting in post offices overnight. Stop the USPS from silencing the public's voice after Board of Governors' meetings, stop the USPS from attempting to eliminate the right to in-person public meetings and input when there is a plan to shut down a post office. The USPS needs to stop their tactics that sabotage the rights of the public to have ample opportunity to attend public meetings when there is a study on possible consolidations to remove mail, automation, and jobs from a community plant. It's the people's Postal Service, and we have the right to ask questions, review studies, and make comments that affect the public services in our communities.

Contact your local or state union, your coworkers, and your community members, and ask that they step up with you in this fight. The Postal Service is moving fast with no real transparency. We have to be faster to get a moratorium in place until the USPS plan has been thoroughly investigated on its effects to our communities. We can't afford to lose our very important public Postal Service. ■



July 2, 2024 marks 60 years since the passage of the groundbreaking *Civil Rights Act of 1964*, which was won with generations of determined freedom struggle. The *American Postal Worker* spoke with Melanie Campbell, President and CEO of the National Coalition on Black Civic Participation, which is a member of A Grand Alliance to Save Our Public Post Office, about the anniversary.



# Melanie Campbell

## Discusses 60 Years of the Civil Rights Act

### **Could you tell us about some of the common discriminatory practices that the Civil Rights Act was designed to tackle in 1964?**

Black people were subjected to an unequal application of voter registration requirements, racial segregation in schools and public accommodations, and they faced employment discrimination. Many states—particularly in the South—used poll taxes, literacy tests, and other measures to keep Black citizens essentially disenfranchised. They enforced strict segregation through “Jim Crow” laws and condoned extreme violence from white supremacist groups like the Ku Klux Klan. Black people were forced to attend schools within inferior structures and study from outdated textbooks. They were forbidden to use decent public bathrooms and drinking fountains. Opportunities for adequate jobs and promotions were limited. Black people were treated like second-class citizens, if not worse.

### **What do you see as some of the most important impacts of the Act?**

Title VII of the *Civil Rights Act* barred race, religious, national origin, and gender discrimination by employers and labor unions and created the Equal Employment Opportunity Commission (EEOC) with the power to file lawsuits on behalf of workers who were discriminated against.

Additionally, the Act forbade federal funding for any discriminatory programs; it authorized the U.S. Department of Education to assist with school desegregation; it gave extra power to the U.S. Commission on Civil Rights; and it prohibited the unequal application of voting requirements.

No longer, in theory, were African Americans to be subjected to racist Jim Crow laws and the ignorant political whims of Southern and Northern segregationists. African American youth were allowed to pursue the same quality education as their white counterparts. In turn, they were entitled to secure jobs that would allow them to enjoy many of the benefits associated with the “American Dream.”

The *Civil Rights Act of 1964* also paved the way for passage of the Voting Rights Act of 1965, which prohibited literacy tests and other discriminatory voting practices and the Fair Housing Act of 1968, which banned discrimination in the sale, rental and financing of property.

### **After the successes of the Civil Rights Act of 1964 and the 1965 Voting Rights Act (VRA), what are some of the biggest threats to Black civic participation, and our civil rights more generally?**

The *Civil Rights Act of 1964* and VRA have had a profound impact on the lives of every Black and Brown person in this nation. Unfortunately, there are forces in America today working tirelessly to reverse the rights and freedoms established by these historic acts.

In some cases, these despicable forces have had the audacity to use “race” as the pretext to roll back these rights and freedoms.

The U.S. Supreme Court ruled last year in *Students for Fair Admissions v. Harvard*, that “race-based affirmative action programs in college admissions processes violate the Equal Protection Clause of the Fourteenth Amendment.” This “reverse discrimination” ruling stymies and restricts the affirmative action efforts that have provided disadvantaged Black and brown students the opportunity to attend the colleges and universities of their choice. Diversity, equity, and inclusion public and private sector programs are now under attack as well.

### **There are also opportunities, such as increasing access to our democratic rights through Vote-by-Mail. How do we take those opportunities?**

First, what we MUST do, in an attempt to protect our rights and freedoms, is to encourage the Biden/Harris Administration to aggressively strengthen and enhance the enforcement entities such as EEOC, the Civil Rights Commission, etc. that were already put in place by the original Act.

With regard to the attack on our voting rights, the Administration needs to work harder for the passage of the *John R. Lewis Voting Rights Advancement Act of 2023*.

But at the end of the day, it’s up to those of us who believe in democracy, rights and freedoms for all Americans to vote in 2024 in record numbers. This is how we fight back and win. ■

THE CIVIL RIGHTS ACT OF 1964 HAS HAD A PROFOUND IMPACT ON THE LIVES OF EVERY BLACK AND BROWN PERSON IN THIS NATION. UNFORTUNATELY, THERE ARE FORCES IN AMERICA TODAY WORKING TIRELESSLY TO REVERSE THE RIGHTS AND FREEDOMS ESTABLISHED BY THIS HISTORIC ACT.



# Understanding the Travel and Expense, and Other Important Policies, at the Local and State Level

SECRETARY-TREASURER LIZ POWELL

Since Travel and Expenses is a major category of union expenditures, the Department of Labor prefers a policy in writing that details how the local pays for and reimburses travel and business expenses.

The purpose of the Travel and Expense policy is to protect the organization's funds and ensure uniformity and accountability. Locals should have control of their travel expenses and it should be clear that only expenses required for union business will be reimbursed. Locals should also adopt a Lost Time/Leave Without Pay (LWOP) policy, and a Credit Card policy. The policies should be established by the executive board and presented to the membership.

## Travel and Expense Policy

The travel and expense policy should include, but not be limited to, the following travel expenses:

- Expense Filing and Approval.
- Travel Arrangements.
- Air Travel (suggest the union pay with union credit card or by check).
- Lodging/Hotel (Suggest the union pay with union credit card or by check, room and tax only).
- Ground Transportation/Airport Shuttle.
- Per Diem (GSA rate or Reimbursement-fully receipted).
- In-Town Meetings and Assignments.
- Personal Car Usage/Mileage.
- Car Rental.
- Lost-Time Reimbursement.

## Lost Time/LWOP Policy

Required documentation includes:

- Constitutional language or motion to compensate LWOP.
- Properly approved PS 3971/Time and Attendance Collection System (TACS) Report.
- Properly approved local/state pay voucher.
- Reimbursement for Lost Annual and Sick Leave (after accumulating 80 hrs. of Code 084 Union LWOP).

## Credit Card Policy

- Authorized users (recommend only president and treasurer).
- Limit the amount of expenses that can be charged without executive board approval.
- Original receipts for each transaction.

To fulfill *Labor Management Disclosure Act* (LMRDA) and Internal Revenue Service (IRS) requirements, all authorized expenditures are required to be properly documented with an expense voucher, original receipts, approved PS 3917 for Lost Time/LWOP, and mileage log, when applicable. It is important to establish what will be reimbursed when properly documented and receipted, and what will be compensated at the GSA rate. The only advance payment should be a per diem check, if your local uses the U.S. General Services Administration (GSA) plan. Local and state treasurers should visit [gsa.gov](https://gsa.gov) to assist in determining the correct amount payable per diem by state and county. The GSA mileage rate for calendar year 2024 is 67 cents per mile. All expense vouchers should be submitted within 30 days of the expense being incurred.

The Travel and Expense policy should not be in your local constitution. This will permit changes to the policy without the formal constitutional amendment process. The policy should, however, be referenced in the constitution.

## Article 16 Compliance!

The Secretary-Treasurer's Department will continue to verify that locals are in compliance with Article 16 of the National Constitution. APWU locals who fail to abide by the regulations may have their Dues Check-Off (DCO) dues withheld until they comply or provide an explanation for non-compliance. Locals are required to provide verification that they have complied with DOL and IRS filings as well as the APWU Constitution by providing a copy of their DOL reports and IRS Forms 990 to the Secretary-Treasurer's Department after they have been electronically submitted. Also maintaining sufficient bonding coverage in addition to the \$5,000 bond provided to all APWU locals by the national union is required. Lastly, provide the results of local elections and a copy of the current local or state Constitution and Bylaws to the Secretary-Treasurer's Department. ■

## August 2024 APWU National Convention Resolutions Deadline is June 1, 2024

June 1, 2024, is the deadline for acceptance of resolutions printed in the convention book. Please continue to send all convention resolutions to [2024resolutions@apwu.org](mailto:2024resolutions@apwu.org).

## Scholarship Deadline Extended to June 30, 2024

The Scholarship deadline has been extended until June 30, 2024. The APWU Scholarship Program is one of the great benefits of being a member of the union. The 2024 APWU Scholarship applications are available at [apwu.org/scholarship-programs](https://apwu.org/scholarship-programs) on the Secretary-Treasurer's page of the website.



## APWU Young Members Make Their Voices Heard

Members of the APWU Young Members Committee, together with Western Region Coordinator Omar Gonzalez and Legislative & Political Director Judy Beard, meet with White House representatives.

On April 9, the APWU Young Members Committee was invited to the White House as part of the Biden administration's "Union Members in the White House" series. During their meeting with White House staff, the APWU young members were able to make their voices heard on a number of issues they are facing, both at work and in their communities.

They discussed issues such as making the connection between the role of unions and the federal government, how to stand up for young people and the working class, dealing with workplace harassment, the Postal Board of Governors and the Postmaster General, and the impact of the *Inflation Reduction Act* on the Postal Service.

The young members raised concerns stemming from the network realignment plan, including staffing, work hours, and closures and consolidations, as well as how to empower the next generation and ensure that the people's Post Office is here for generations to come. ■



*Communicating*  
WITH YOU, THE MEMBER

A podcast with APWU  
President Mark Dimondstein

**New Episodes Monthly!**  
[apwu.org/podcast](https://apwu.org/podcast)



# Solidarity Is the Antidote to a Toxic Workplace

INDUSTRIAL RELATIONS DIRECTOR CHARLIE CASH

**A**s the “Chief Spokesperson” for the 2024 contract negotiations, I have both a huge and humbling task. The outcome of negotiations, whether through a voluntary agreement or through a contract imposed upon us by an interest arbitration panel, will have a direct effect on 200,000 postal employees covered under the main agreement - and if we count our families, hundreds of thousands more. Rest assured that your APWU negotiators are up for the challenge.

As I have worked on these negotiations and thought about priorities, one thing that comes to mind is, how do we deal with the toxic work environment that postal employees of every craft face each day? I will not attempt to convince you that I know all the answers. I do know this is not a simple subject. Can we file grievances regarding the issue? Yes. But will grievances fix the problem? They might in the short term in a single facility, but many of these grievances go in the queue for arbitration scheduling. In the meantime, the toxic situation still exists.

WHAT DOES THIS MEAN? TO ME IT MEANS WE CANNOT SAY “IT’S NOT MY PROBLEM,” NOR CAN WE TURN A BLIND EYE WHEN OUR COWORKERS ARE BEING ABUSED. EVERYONE HAS THE RIGHT TO GET INVOLVED AND TELL THE ABUSERS TO STOP.

We have negotiated memorandums of understanding (MOUs) for setting up task forces and committees to attempt to address the issue at the national level. Unfortunately, what I have found is that management, at the highest levels, does not want to address the toxic work environment.

It is my opinion that toxic work environments are a systemic problem within the Postal Service. This has been a problem for decades. The term “Going Postal” is

offensive, but was born from Postal Service leadership’s acceptance—if not encouragement—of abusive and toxic leadership styles. Grievances alone will not fix the problem or force management to deal with the abusers. The leadership must want to change it. We, as union members, must organize to put pressure on management at all levels to want to change the toxic environment. We can do this by utilizing internal worker action, public campaigns, congressional pressure, and public exposure of the abusers, to not only demand change but to make management want to change.

But what is going to make them want to change? One thing I believe they are starting to see is that people do not want to come to work in these toxic and abusive environments. I believe they know that they need to improve the environment in order to make people want to come to work. Another thing that will help is being united and supporting one another on the workroom floor.

What does this mean? To me it means we cannot say “it’s not my problem,” nor can we turn a blind eye when our coworkers are being abused. Everyone has the right to get involved and tell the abusers to stop. Everyone has the right to write a statement about what they saw. I have been told before, “Well, they are a bad worker so that is why management treats them that way. They will never treat me that way.” Guess what? More than likely, your day will come when the abuse is aimed at you. Whether it’s because you had a health issue or just got slower with age, one thing about the Postal Service is that the abusers are equal opportunity abusers. Wouldn’t you want someone to stand next to you and be your witness when you are abused?

If the Postal Service sees employees united against abuse and toxicity, it might be the catalyst that makes them want to change. Standing together makes our grievances – and other efforts – better, and shows the Postal Service that we are serious. I am not saying this is the only solution—but it is an easy step to take in this battle. I end every article with the word **Solidarity!** This is one way we can practice it. ■



# Keeping Postal Workers Safe: A Guide to Heat Safety

As the temperatures rise, postal workers across the country face increased risks of heat-related illnesses while sorting and delivering the mail. The APWU is committed to ensuring the safety and well-being of all postal workers. Heat-related illnesses are not just an outdoor issue either. Postal workers can still experience heat-related illnesses while working indoors. Therefore, we encourage you to be aware of the symptoms and take the necessary precautions to minimize the effects of working in hot weather conditions.

## Understanding Heat-Related Illnesses

Heat-related illnesses, such as heat exhaustion and heatstroke, occur when the body's temperature regulation system becomes overwhelmed by excessive heat.

### Heat Exhaustion

Heat exhaustion is a serious condition that occurs when the body loses fluids and essential salts through sweating, leading to dehydration and overheating. Symptoms of heat exhaustion include:

- Excessive sweating
- Fatigue
- Nausea or vomiting
- Dizziness or fainting
- Headache
- Rapid heartbeat

If left untreated, heat exhaustion can progress to heatstroke, which is a life-threatening emergency.

**Heatstroke:** Heatstroke is a medical emergency that occurs when the body's internal temperature reaches dangerously high levels, typically above 104°F (40°C). Symptoms of heatstroke include:

- Hot, dry skin or profuse sweating
- High body temperature
- Rapid heartbeat

- Confusion or disorientation
- Loss of consciousness

Heatstroke requires immediate medical attention and can be fatal if not treated promptly.

**Preventing Heat-Related Illnesses:** Preventing heat-related illnesses requires proactive measures and awareness. Here are some essential tips for staying safe in hot weather:

1. **Stay Hydrated:** Drink plenty of water before, during, and after your shift. Avoid caffeinated and alcoholic beverages, as they can contribute to dehydration.
2. **Dress Appropriately:** Wear lightweight, breathable clothing that allows sweat to evaporate. Consider wearing a wide-brimmed hat and sunglasses to protect yourself from the sun.
3. **Take Breaks:** Schedule frequent breaks in shaded or air-conditioned areas to rest and cool down.
4. **Know the Signs:** Familiarize yourself with the symptoms of heat-related illnesses and be vigilant for any signs of distress among your colleagues.
5. **Communicate:** If you experience symptoms of heat-related illness or notice a coworker in distress, notify your supervisor immediately.

The APWU is committed to advocating for the safety and well-being of postal workers. If you encounter unsafe working conditions, or believe that your health is at risk due to extreme heat, do not hesitate to reach out to your local union representative for support and assistance. If you work in a building with broken air conditioning, fill out PS Form 1767, *Report of Hazard, Unsafe Condition or Practice*, to report the issue.

Extreme heat poses significant risks to postal workers, but with proper precautions and support from our union, these risks can be minimized. By staying hydrated, taking breaks, and recognizing the signs of heat-related illnesses, postal workers can work safely, even in the hottest weather conditions. Together, let's prioritize heat safety and ensure the well-being of all postal workers. ■

# MEMBERS



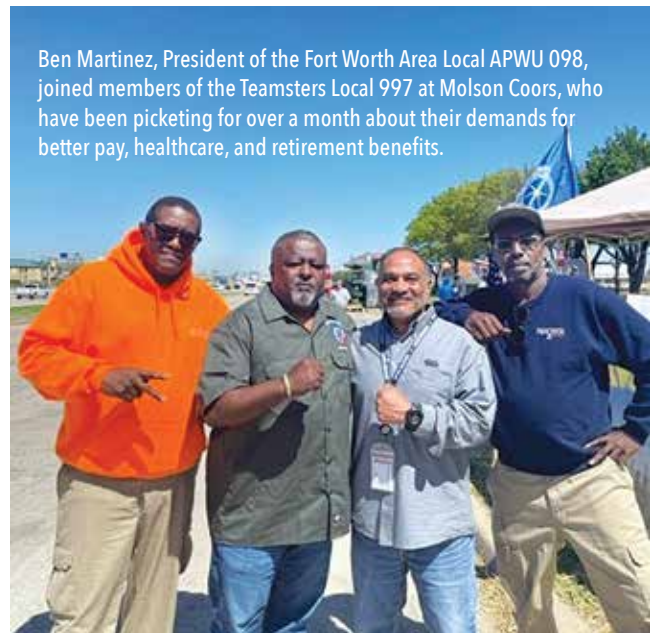
Florida Postal Workers Union Legislative Director Martha Shunn-King, State Director Angela Johnson, Northeast Florida Area Local editor Dorothy Hillman, and Florida Postal Workers Union editor Diane North joined the Florida AFL-CIO Working Family Lobby Corp for a Lobby Day in Tallahassee to meet with representatives like Angie Nixon (Duval County) and advocate on behalf of working people and postal workers.



APWU Local 145 in Wilmington, North Carolina held a steward training to keep members safe and protected on the job.



North Dakota, South Dakota, Minnesota, and Wisconsin held their four state convention in April. They join together as smaller states to have a bigger impact submitting resolutions at the national Biennial Convention. This is a tradition from the 1970s that they continue to this day.



Ben Martinez, President of the Fort Worth Area Local APWU 098, joined members of the Teamsters Local 997 at Molson Coors, who have been picketing for over a month about their demands for better pay, healthcare, and retirement benefits.



West Virginia Local 3264 shared information outside of the Charleston, WV community meeting about postal facility consolidations in its area.

# IN ACTION



The Oklahoma Postal Workers Union held a rally at the Oklahoma State Capitol, and then lobbied with representatives to bring awareness to the fact that Oklahoma communities deserve better mail service.



The Western Colorado Area Local mobilized members to attend a public meeting on the future of postal services in the Grand Junction, CO area.



Members of Local 113 gathered public petition signatures against the consolidation of regional sorting facilities in Missoula, MT.



APWU National Auxiliary members Jim Bilek, Kathy Bilek, Shelley Williamson, and Faron Williamson in Nebraska joined a "Build Day" for their charity, "Sleep in Heavenly Peace." Together they built beds for children in the community so that "no child sleeps on the floor in our town."



APWU members, including APWU Local 215 President Frank Resetarits and Rochester APWU President Ed Muoio were joined by NALC Presidents and vice presidents from Buffalo and Rochester in their successful effort to stop the facility from moving to Rochester.



# Clerk Division Fills Two NBA Vacancies



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

**A**fter the retirement of two long-serving National Business Agents (NBAs), Jack Crawford (Dallas Region) and Brian Dunn (Northwest Region), Clerk Division Director Lamont Brooks was tasked with naming their successors to complete the remainder of this term of office. The process included giving an opportunity for all interested candidates to provide their qualifications to Director Brooks, who took input for the possible replacements from local presidents and NBAs in their respective regions, and Clerk Division officers at headquarters.

Upon serious consideration of all applicants, the successors were presented to the Clerk Division National Executive Council (NEC), which consists of the three headquarters officers and the Clerk Division NBAs, in accordance with the APWU Constitution & By-Laws. By unanimous approval of the Clerk Division NEC, Morning Dunn was selected to fill the vacancy of NBA, Northwest Region, and Carlton Williams was chosen as the new NBA for the Dallas Region.

Morning Dunn began her union career as a steward in Mountain Home, ID. After transferring to Fairview, OR in 2016, she became a steward. She was soon elected to the position of District 1 Representative for the Oregon Postal Workers Union (OPWU). In 2022, Dunn was elected OPWU president, the position she held until her appointment to NBA. She was instrumental in the training and assistance of stewards throughout the state, which led to the full-time conversions of 83 Part-Time Flexible employees (PTFs) and over \$2 million in back pay. She was also an arbitration advocate in her area.

Carlton Williams served in several capacities in the Dallas, TX Area Local – steward, BMC Clerk Business Agent, Assistant Clerk Craft Director, and Clerk Craft Director. He was also Clerk Craft Director for the Texas Postal Workers Union (TPWU) before being elected TPWU president in 2013, a position he has held since then. Carlton is an experienced arbitration advocate who has presented numerous cases in both Texas and Louisiana.

“I would like to thank all of the candidates that applied, and I encourage them to continue to pursue their goals in the APWU,” commented Clerk Division Director Brooks. “Both Morning and Carlton received considerable praise from many of the local presidents in what will now be their areas of representation, in addition to building a strong background of work themselves. Our headquarters division officers, and the NBAs have offered our support and assistance to them as they begin a new chapter in their union lives. We look forward to working with them to better serve our Clerk Division members,” Brooks continued.

Morning Dunn began serving as NBA on April 8, 2024, while Carlton Williams began on May 6, 2024. The Clerk Division offers our congratulations to Carlton Williams and Morning Dunn. We wish them success in their new positions.

## Message from the Director

There is misinformation that a Clerk Division Director, as the supervisor, has the authority to override an NBA settlement. NOT TRUE! However, ANY officer can assist a local or grievant in resolving matters, hopefully without the necessary filing of a grievance. Grievance settlements and arbitration decisions are final and binding for both parties. Don't be fooled by the false narrative. While I will always respond to inquiries, I have no authority to unilaterally disturb settlements at any level of the grievance-arbitration procedure. No one on either side has that authority.

The parties expect that good faith observance, by their respective representatives, of the principles and procedures set forth above, will result in the settlement or withdrawal of substantially all grievances initiated hereunder at the lowest possible step, and recognize their obligations to achieve that end.

The Postal Service has sent out national-level directives to the field that all grievance settlements and arbitration decisions reached in stage of the grievance-arbitration procedure are final and binding. ■

# The Maintenance Division and the Article 12 Notification Process



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

**W**ith the Postal Service's restructuring plan moving forward, it is inevitable that Article 12 proposed notices of excessing will appear and may affect multiple occupational groups, ranging from Electronic Technicians, Mail Processing Equipment Mechanics, Maintenance Mechanics, Maintenance Support Clerks, etc. The unfortunate reality is that the Postal Service plans to involuntarily reassign some employees outside of their craft and/or installation. Below are a few of the required steps that our contract requires prior to excessing:

## Area/Regional Notification

The union at the area/regional level will be given notice when technological, mechanization, or operational changes impact the bargaining unit no less than 90 days in advance, and six months in advance whenever possible. This notice shall be in the form of an Impact/Work Hour Report. Involuntary reassignment of bargaining unit employees outside their craft or installation requires an area/regional labor-management meeting. It is in the interest of both parties to meet as soon as practicable and to develop an ongoing flow of communications to ensure that the principles of Article 12 (reassignment) are met. The first area/regional labor-management meeting must be held no less than 90 days prior to the involuntary reassignment.

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

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

If your office receives an Article 12 proposed notification, you must be ready to challenge the validity of the new Staffing Package by requesting supporting data, emails, rationale, submitted packages, denied submitted packages, approved packages, etc. If you need any help, do not hesitate to contact your Maintenance National Business Agent and Coordinator. We are all working together. The

Maintenance Division is offering the workshops below at the National Convention in July 2024.

## 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 Requests for Information (RFIs). (2:30 p.m.-5:30 p.m.) This workshop will be led by NBA Hector Baez.

## Preserving Maintenance Jobs!

In this environment of the Postal Service continuing to revert, or fail to fill, vacant duty assignments, this class will provide a comprehensive look at fighting job reversions, proper remedy requests, and what information to request. This class will also cover sub-contracting of custodial MOU guidelines and the Two-Hour Memo. (10a.m.-1 p.m.) This workshop will be led by NBA Dave Sarnacki.

## 2024 Maintenance Negotiation Team:

The preparations for national collective bargaining began in January 2024. I am proud to announce the members of our Maintenance Negotiation Team:

- Idowu Balogun, Maintenance Division Director
- Terry B. Martinez, Assistant Director A, Maintenance Division
- Jason Treier, Assistant Director B, Maintenance Division
- Curtis Walker, National Business Agent, Central Region
- Dave Sarnacki, National Business Agent, Northeast Region
- Hector Baez, National Business Agent, Western Region

I am honored to select Brother Dana Coletti, president of the Manchester Area Local, as a representative of the Maintenance Division on the Rank-and-File Committee.

We welcome your suggestions and comments for the upcoming negotiations. You can contact our team via email [Maint2024@apwu.org](mailto:Maint2024@apwu.org). ■

# Final and Binding?



Director Michael Foster and Assistant Director Garrett Langley

**A**rticle 15.5.A.6 of the Collective Bargaining Agreement (CBA) reads, “*All decisions of an arbitrator will be final and binding.*” Too often, when an arbitration decision is rendered, many union members and officers feel that the USPS selectively chooses which awards to comply with when they lose a grievance. Conversely, when the union loses a grievance, the issue is considered resolved.

Postal Service officials at the highest level have issued instructions to their subordinates, reaffirming the contractual language that “All decisions of an arbitrator will be final and binding.” However, every day throughout the organization, arbitration decisions and grievance settlements, at every level of the grievance procedure, are continually ignored by management. The MVS Division filed a Complaint to Confirm and Enforce Labor Arbitration Award in the US District Court of Washington, DC on Feb. 14, 2024.

The union seeks an order to enforce the final and binding award issued by Arbitrator Reeves on Aug. 15, 2022, remedying a dispute that has been ongoing for 17 years. This dispute occurred at the Denver Bulk Mail Center (BMC), where a private Postal Service contractor had an accident and failed to follow proper procedures for loading and unloading. The union alleged that the USPS violated the CBA by not providing a safe workplace. Four different arbitration decisions since 2007 have instructed the employer to take certain safety measures to ensure safe conditions in the yard, bringing the parties to the U.S. Circuit Court for compliance.

Prior to the Drop Shipment incentives in the 1990s and 2000s, which gave mailers a deeper discount for bringing their mail (loads) directly to the docks, the spotter drivers at the BMC Network Distribution Center (NDC) were the drivers who moved the mail from the yard to the docks. Many locations had safety issues and violations that led to disputes being filed and arbitration decisions being issued, mandating safe working conditions in the yard.

In the award, Arbitrator Reeves noted that “As USPS representatives John Potter (1998) and Patrick Donohoe (2002) emphasized, ‘Compliance is not an option but a requirement.’” Donohoe specifically stated, “No manager or supervisor has the authority to ignore or override an arbitrator’s award or a signed grievance settlement.” (Reeves Award Ex A, at 13.) Over 25 years after these instructions from Postmaster Generals, management continues to selectively pick and choose what they want to comply with.

## Next Generation Delivery Vehicle Training Curriculum

We have reported multiple updates in previous articles regarding the new vehicles coming to a Vehicle Maintenance Facility (VMF) near you. We recently attended a meeting with USPS Fleet Management and National Career Employee Development (NCED) Trainers/instructors to review training plans and provide feedback to Oshkosh, the manufacturer of the Next Generation Delivery Vehicle (NGDV). During the review, we identified some discrepancies in the training material; however, those discrepancies were corrected by the manufacturer. Overall, the training material seems adequate. During the discussions with the manufacturer, essential tools and equipment were also discussed, with the Postal Service agreeing to purchase the equipment required to maintain this new fleet. The Postal Service has also created four new instructor positions for fleet training, all of which will be new to the process. The availability and quality of training remain major issues for the union. The initial deployment of the NGDV is rapidly approaching, and the training of our VMF staff will be in sequence with the deployment of those vehicles; however, the vehicles will not appear everywhere at once. While we were at NCED doing these reviews, we were able to see firsthand the new VMF training facility. Although the facility is not fully furnished yet, the VMF once again has a home for all vehicle training. This new facility should provide a positive learning environment. ■

# National Dispute on Safety, and Management's Use of Freight Brokerages



Director Arrion Brown

**T**he APWU is committed to ensuring that the Postal Service provides a safe and secure workplace for bargaining unit employees. The union leadership has taken the complaints about freight auction drivers who do not wear badges to identify themselves on postal property very seriously.

Postal badges allow individuals to be identified and are proof that proper background and security checks through the USPS Inspection Service have taken place. The complaints from our members, in combination with information obtained from an USPS Office of Inspector General (OIG) Contract and Trucking Safety Audit report, has led the APWU to file a National Dispute on March 22, 2024, citing Article 14 Safety and Health and Article 19 Handbooks and Manuals, to protect postal employees from possible threats.

The Postal Service transports mail and packages by means of postal employees and subcontracted private-sector drivers. Private-sector mail haulers competitively bid for Highway Contract Routes (HCRs) from the Postal Service. Until 2022, asset-backed carriers were awarded the vast majority of HCR contracts. The asset-backed carriers owned their own equipment and employed drivers directly. Drivers for the asset-backed carriers are subject to MI-PO-530-2009-4, which is a management screening protocol to determine the asset-backed carriers' eligibility to access mail and mail-processing facilities. This screening process consists of a personnel questionnaire, background investigation, fingerprints, a review of the driver's current driving record, the submission of two passport sized photos, and a drug screening.

There are automatic factors which disqualify drivers from gaining access to mail and mail-processing facilities, which include: the applicant driver being the subject of outstanding warrants, controlled substance convictions within the last five years, felony convictions within the last five years, and if there is an established pattern of criminal conduct that could undermine the efficiency of the Postal Service or the safety of its employees. This policy is in place to ensure the safety of postal employees and the mail.

**THE UNION LEADERSHIP HAS TAKEN THE COMPLAINTS ABOUT FREIGHT AUCTION DRIVERS WHO DO NOT WEAR BADGES TO IDENTIFY THEMSELVES ON POSTAL PROPERTY VERY SERIOUSLY.**

Since 2022, the Postal Service has used more freight brokerage firms to transport mail. These firms do not own equipment or employ drivers directly. They operate by receiving trips from the Postal Service and placing those trips on freight auction boards for drivers to accept. The Postal Service initially used freight auction to cover emergency trips, but has now shifted to the firms being awarded HCRs.

According to the USPS OIG Contract and Trucking Safety Audit report, there were 241,006 freight auction trips in Fiscal Years (FY) 2022 and 2023 (53,433 trips FY22 and 187,573 FY23). None of the drivers on these trips were subject to the same vetting process that asset-backed carrier drivers are subject to in the protocols of MI-PO-530-2009-4. The Postal Service only requires freight drivers to provide a color picture to an Administrative Official when arriving at a postal facility to gain temporary access. The freight drivers are not subject to background checks, drug screening, a driving history review, or any of the standards in MI-PO-530-2009-4. The contention that management is not adhering to their own policy is the core of our National Dispute.

The increase in unvetted freight auction drivers is an additional threat to our APWU private sector mail haul drivers' jobs. These drivers are employed by asset-backed carriers. The Postal Service's increase in freight auction has come at the cost of lost trips, routes, and contracts for our private sector mail haul drivers. They have experienced decreased hours and increased layoffs. Stopping the use of unvetted freight drivers protects our APWU mail haul drivers' jobs.

The APWU will always be proactive for the safety and security of our membership. We will challenge management's business decisions that are unsafe before problems develop. ■

## NORTHEAST REGIONAL COORDINATOR

NEW YORK | NEW JERSEY | CONNECTICUT | MAINE | NEW HAMPSHIRE | MASSACHUSETTS |  
RHODE ISLAND | VERMONT | PUERTO RICO | THE VIRGIN ISLANDS



Tiffany Foster, Northeast Regional Coordinator

# “We all we got.”

As postal employees and customers, many of you have seen and experienced the effects of the 10-year plan led by Postmaster General (PMG) DeJoy. Delayed mail, excessing, short staffing, etc., are all effects of the Sorting and Delivery Centers (S&DCs), Local Processing Centers, and Regional Processing and Distribution Centers, which are rapidly popping up nationwide, some under the guise of Mail Processing Facility Review (MPFR) studies.

Have you noticed that the MPFRs yield the same outcomes and regurgitate the same language? It's like copy and paste.

DeJoy has a team at Postal HQ making decisions for an organization they have no knowledge of. It's like the consolidations and implementation of these new facilities are an extension of DeJoy's business.

The MPFR study requires the Postal Service to hold a public input meeting, but they don't publicize the meetings as they should.

It's always the union that notifies the community and elected officials about these meetings. Locals in the Northeast Region paid for postcards and postage that the community could send to their state senators. Others copied the USPS public comments QR code and passed it out at the public meeting. Others took out ads in the local paper. The great job that locals have done, and continue to do, cannot go unrecognized because their fight is your fight.

The public meetings are not intended for public participation, otherwise, they would be scheduled for after work and meeting spaces would accommodate large groups. The union, community, and local officials must often fight to get the Postal Service to select suitable times and obtain large enough spaces to facilitate full public participation.

At the public meetings, postal management never have answers to any of the public's concerns, as the MPFR states they should. In fact, they said they were not there to answer any questions. They were there to take input.

How do you give input without information? You don't. You can't. If you have attended one of these meetings, you know what occurs.

Then there's this part: "There will be no career employee layoffs." This is mentioned in the final decision letters and at the public meetings.

The Postal Service may not be issuing pink slips to the employees, but consolidating facilities and implementing S&DCs will trigger excessing. The idea of being excessed is enough for some to call it quits, resulting in employees retiring, resigning, or transferring to another facility that may face the same fate. In essence, it's a silent, unspoken forced layoff.

The Federal News Network reported, "Postmaster General Louis DeJoy says the Postal Service may need to reduce its employee headcount by 50,000 positions, as the agency looks to consolidate its network of facilities that process mail."

Is this how DeJoy will get his 50,000 reduction – by discouraging and angering folks enough that they leave?

You have a right to be frustrated about the changes negatively impacting you, but it should not be directed at the union. That's what management wants you to do. I want to remind you that it's management who decides to excess employees from their office, not the union.

I also want to remind you that the union is fighting together with you and for you when management makes these decisions. We understand that the damage has already been done when you're excessed, but that doesn't mean we don't fight to rectify the harm. We've gotten employees retreat rights. We've gotten excessings canceled. Without the union, we would be workers-at-will and moved beyond the 50 miles they are contractually limited to.

On behalf of your Northeast Region NBAs and my fellow coordinators, Omar Gonzalez, AJ Jones, Yared Wonde, and Amy Puhalski, please don't give up on your union. As the saying goes, "We all we got." ■



Judy Beard, Director

# Hatch (Act) a Plan to Get Involved this Election Season!

**A**s we deepen our involvement in the 2024 election season, it is important to refresh your understanding of your rights and limitations under the *Hatch Act*.

The *Hatch Act* is a federal law that was passed in 1939 and regulates how federal employees take part in partisan political activities. The Office of Special Counsel (OSC) is tasked with enforcing the *Hatch Act*.

As a postal worker, the *Hatch Act* applies to you. It is important to understand what you **can** and **cannot** do to be politically active. Please see below for a list of some permitted and prohibited activities:

### Permitted Activities:

- May register and vote as you choose.
- May be a candidate in nonpartisan elections.
- May contribute money to partisan groups and candidates in partisan elections.
- May campaign for or against candidates in partisan elections.
- May express opinions about partisan groups and candidates in partisan elections while not at work or using official authority.

### Prohibited Activities:

- May not be a candidate in partisan elections.
- May not solicit, accept, or receive political contributions (including hosting or inviting others to political fundraisers).
- May not engage in political activity while on duty, in the workplace, wearing a uniform or official insignia, or in a government vehicle. For example:
  - May not wear, display, or distribute partisan materials or items.
  - May not perform campaign-related chores.
  - May not make political contributions.
  - May not use email or social media to engage in political activity.

For a more extensive list of permitted and prohibited activities, as well as some frequently asked questions and social media guidance, please visit: [apwu.org/hatch-act-election](https://apwu.org/hatch-act-election) or scan the QR Code.



## CLASSES ARE FILLING UP! REGISTER FOR OUR CONVENTION EVENTS TODAY!

### Promoting COPA at the Local/State Level Training

Friday, July 12, 2024 from 2:30 p.m. - 5:30 p.m.

Learn effective strategies to help promote and solicit voluntary contributions for COPA.

### Kick Back at COPA Night's Sneaker Ball!\*

Tuesday, July 16, 2024 , 7:00 p.m.

Join us as we celebrate our APWU members who have generously donated to APWU's Committee on Political Action (COPA)! Semi-formal attire and sneakers are encouraged.

*\*In order to attend COPA Night, APWU members must have made at least \$200 in COPA contributions from July 1, 2022, to June 30, 2024.*

### 2024 Elections Briefing

Thursday, July 18, 2024 from 7:00 a.m. - 9:15 a.m.

Find out how you can get involved in the fight to elect pro-postal, pro-worker candidates this November.

To learn more about these events and to register online, please scan the QR code.





Anna Smith, Director

## When We All Stand Together as Members of APWU, Our Voice Is Stronger at the Negotiating Table

**T**he 2024 “Building Union Power” national organizing drive is off to a strong start. We started this campaign on April 1, and locals everywhere committed to do their part to bring up our membership numbers. We know that the more members we have, the more powerful we will be at the negotiating table when contract negotiations start on June 25.

But we are now in the final weeks. APWU members across the country have stood up and joined in this fight with innovative ideas for recruiting new members and growing our collective power as a union.

As you read this, we are over halfway to our goal, but we can't stop yet.

Here are a couple of unique ways locals and members are recruiting new members during this drive:

- Visiting facilities to see the nonmembers face to face having organizing conversations.
- Letter writing campaigns: writing personal letters to nonmembers with an ask to join APWU.
- Hosting booths at community events such as the Rock and Roll marathon and local Pride parade.
- Visiting Remote Managed Post Offices (RMPOs) that aren't often visited to talk to nonmember.
- Phone banking.
- Meet-and-greet breakfasts for nonmembers to learn more about their local.
- Hosting Zoom meetings and orientations for nonmembers.
- Stand-up talks with nonmembers during April, May, and June.
- Hosting pizza lunches to learn more about the union.
- Sponsoring union fun days to engage members, nonmembers and their families.
- House visits to nonmembers.

The organizing drive is not over yet though - I encourage you to take some time today and talk to a nonmember during your tour. See what's holding them back from being a member, and engage them a little deeper. Then ask that nonmember to stand with you; this is how we'll make

progress together in our jobs and our communities.

Make sure everyone at your local is signed up as a member of APWU before June 25. If you recruit a new member before June 25, you'll get a prize! Read more online at [apwu.org/build-union-power](https://apwu.org/build-union-power).

### 1187 - New Member Application Round up

Don't delay or hang onto unprocessed 1187s, now is the time to send them in so that your local gets credit for these new members before APWU's National Convention.

If you are holding onto 1187s for new members who have not showed up on your Dues Check-Off (DCO) for over two pay periods (PPs), more likely than not we need to look further into the application. After two PPs, please mail or email these applications to APWU National Headquarters advising that the application(s) have not appeared on your DCO.

**APWU MEMBERS ACROSS THE COUNTRY HAVE STOOD UP AND JOINED IN THIS FIGHT WITH INNOVATIVE IDEAS FOR RECRUITING NEW MEMBERS AND GROWING OUR COLLECTIVE POWER AS A UNION.**

Now is a great time to do a half-year round up by sending in any 1187s that might be laying around your union office or stewards room; verifying your DCO to make sure all the members who should be appearing on your DCO are there; and following up on with those who transferred from other unions to see if they are still listed in Pending status.

Bringing nonmembers into the APWU and asking them to stand with us is challenging enough to do once. Following up and verifying every new member application is essential. Not only do we not want to let these opportunities slip by, but we also don't want to be making the job of organizing more challenging than it needs to be. Most importantly, we don't want our new members feeling like their membership doesn't matter. Every member counts! ■



Joyce B. Robinson, Director

# Identity Theft Is on the Rise

**I**dentify theft is on the rise in the USA. It occurs when a thief obtains your personal information and uses it for fraud. The Federal Trade Commission (FTC) received 2.6 million fraud reports last year. Nearly 100,000 people reported losing \$10,000 or more. The most common types of identity theft, as well as steps you can take to help combat them, are listed below:

**Financial Identity Theft** - Your bank account or credit card numbers are used to steal money or make purchases, or your Social Security Number (SSN) is used to open a new credit card. Review your accounts monthly. Thieves start by making small credit or debit charges in hopes you don't notice them.

**Tax Identity Theft** - Your personal information is used to file a tax return and the thief gets a refund. Beware of phony phone calls, texts, and emails. The Internal Revenue Service (IRS) does not contact consumers using this method. Never provide any personal information in response. Contact the IRS by looking up the phone number yourself. Never call the phone number the thief provides.

**Medical Identity Theft** - Your personal information is used to receive health care in your name. Review any Explanation of Benefits statements from your health insurer for unfamiliar charges. If you see activity you don't recognize, or get bills for medical services you didn't receive, call the provider and dispute the charges.

**Child Identity Theft** - If you suspect child identity theft, check with the three nationwide consumer reporting agencies to see if your child has a credit report. If they do, file an Identity Theft Report with the FTC, and place a security freeze on your child's credit report.

**Criminal Identity Theft** - Occurs when someone who has been arrested provides your personal information to law enforcement. Contact law enforcement immediately. Limit the amount of personal information you share on social media.

For more information about criminal identity theft, visit the Department of Justice webpage on criminal fraud at: [justice.gov/criminal/criminal-fraud/identity-theft/identity-theft-and-identity-fraud](https://www.justice.gov/criminal/criminal-fraud/identity-theft/identity-theft-and-identity-fraud).

### Tips to Protect Yourself from Identity Theft

Following these tips will aid in protecting yourself from identity theft: Store personal information in a safe place, never carry your Social Security card in your wallet, and only give your SSN when necessary; don't share personal information on the internet; place a hold on your mail when you are away from home for several days; shred account statements and expired credit cards; avoid using public networks; install firewalls and virus-detection software on home computers; and review your credit reports at least once a year. Order it for free from [annualcreditreport.com](https://annualcreditreport.com).

IDENTITY THEFT IS ON THE RISE IN THE  
USA. IT OCCURS WHEN A THIEF OBTAINS  
YOUR PERSONAL INFORMATION AND  
USES IT FOR FRAUD. THE FEDERAL  
TRADE COMMISSION (FTC) RECEIVED 2.6  
MILLION FRAUD REPORTS LAST YEAR.  
NEARLY 100,000 PEOPLE REPORTED  
LOSING \$10,000 OR MORE.

### Reporting Identity Theft?

Request that consumer reporting agencies place “**fraud alerts**” in your file to let creditors know that you may be a victim of identity theft. An initial fraud alert stays in your file for one year and an extended one for seven years. Freeze your credit files with **Equifax**: 1(800) 525-6285, **Experian**: 1 (888) 397-3742, and **Trans Union**: 1(800) 680-7289 for free. Credit freezes prevent someone from applying for and getting approval for a credit account. Also, report identity (ID) theft to the FTC online at [IdentityTheft.gov](https://IdentityTheft.gov) or by phone at 1 (877) 438-4338.

If you are a victim of identity thief, file a report with your police department and consult with an attorney. ■

*Resources for this article are: American Association of Retired Persons (AARP), and Equifax Consumer Services Center.*

## Did You Know That Veterans Military and the Department of Veterans Affairs (VA) Medical Records Are Shared With Private Health Care Providers Nationwide, Without Millions of VA Enrolled Veterans' Permission?



**I**n this edition of Home Front, we will educate our APWU Veterans Membership about the devious VA health care laws created by the Trump-era *MISSION Act*, which are designed to legally privatize VA health care, while destroying the federal government privacy laws for release of military and VA healthcare medical records.

On June 6, 2018, then President Donald Trump signed the *MISSION Act* into law for VA health care. In January 2019, the veterans' notification flyer was posted on the *va.gov* Veterans Health Information Exchange with the following:

### Five Things You Need to Know About Sharing Your Health Information

1. The VA *MISSION Act* allows the VA to now share your health information with participating community care providers, for your care and treatment as permitted by federal privacy law.
2. Rest assured your health information is safe and secure, as it moves from the VA to participating Community Care providers. The VA uses a secure network called the Veterans Health Information Exchange (VHIE) to protect and easily share your health records information with other private community care providers nationwide in real time.
3. Sharing your health records information without the need for your permission saves you time and improves your health.
4. You can always opt-out of sharing your information. If you don't want to share your Health Record Information electronically, complete and return VA Form 10-10164 *Opt-Out of Sharing your Records Information* to the Release of Medical Records Information (ROI) Office at your local VA Medical Center, or by mail. If a Community Care provider requests your records in an emergency, your health records information will be shared, even if you have opted out of sharing. If you opted out of sharing,

but changed your mind, you can opt back in, and authorize the VA to share your health records information by completing and returning VA Form 10-10163 *Request for and Permission to Participate in Sharing Protected Health Information through Health Information Exchanges* to your local ROI office or by mail.

5. There is no deadline to submit your Form 10-10164. You can submit your Form 10-10164 at any time. If you submitted Form 10-0484 before Sept. 30, 2019, you do not need to submit Form 10-10164.

**SAD INDEED. WE WONDER, HOW MANY OF OUR APWU VETERANS' FAMILY KNEW THAT A LAW WAS CREATED THAT ALLOWED THEIR MILITARY AND VA HEALTH CARE RECORDS TO BE RELEASED TO PRIVATE HEALTHCARE PROVIDERS ELECTRONICALLY, WITHOUT THEIR PERMISSION?**

### VA Form 10-10164 Clearly States the Following:

*"By completing this form, you are requesting to be opted out of health information exchanges (HIE) for treatment purposes. HIE allows health care professionals and patients to access, and securely share a patient's protected health records information electronically. HIE enables the VA to share VA and military medical records information with Community Care providers, and other HIE partners. "Opt-out" means that none of your health records history can be shared through HIE for your treatment, except in a life-threatening medical emergency."*

Sad indeed. We wonder, how many of our APWU veterans' family knew that a law was created that allowed their military and VA health care records to be released to private healthcare providers electronically, without their permission? Our goal is to keep our APWU veterans informed and updated on Veterans Benefits information. ■



Daleo Freeman, Director

## Forging Stronger Union Bonds: Empowering Locals Through Training and Advocacy

In the pursuit of stronger union bonds and enhanced member empowerment, the Human Relations Department advocates for comprehensive training and advocacy initiatives at the local level. These initiatives not only equip members with essential skills, but also serve as pathways to unite and strengthen local communities.

### Training on the Office of Workers' Compensation Programs:

Local unions are encouraged to provide thorough training sessions on the Office of Workers' Compensation Programs (OWCP) for their members, stewards, and officers. By equipping individuals with the necessary tools to navigate the process in case of job-related injuries, we not only ensure their well-being, but also foster a sense of solidarity and support within the local community.

### Representation in the Employee Assistance Program Process:

It is imperative to ensure that locals have representation in the Employee Assistance Program (EAP) process. By negotiating for the establishment of District Advisory Committees (DACs), we provide vital support for members, guiding them through various life issues affecting their well-being. This representation not only promotes inclusivity, but also strengthens bonds and unity within the local community.

**Veterans' Rights and Benefits:** Training sessions focusing on veterans' rights and benefits serve to foster understanding and effective communication within the union. By encouraging inclusiveness and involving family members who have served, as well as engaging with local veteran's councils, we honor the contributions of our veterans and strengthen bonds within the local community.

### The Equal Employment Opportunity Commission Process Training:

Providing comprehensive training in the Equal Employment Opportunity Commission (EEOC) process is essential to ensure that members understand this important process. By empowering members to address workplace discrimination effectively, we promote fairness, equality, and unity within the local community.



### Civil Rights and Civic Engagement Awareness:

Promoting training and awareness initiatives on civil rights and civic engagement keeps members informed and engaged in current and future issues that affect their rights and interests. By empowering members to advocate for their rights and engage in civic discourse, we foster a culture of activism, unity, and community engagement within our union.

To paraphrase labor rights advocate Mary Harris "Mother" Jones: Let us remember the fallen, honor the living, and tirelessly strive for safer workplaces. This sentiment underscores the commitment of the APWU to prioritize the well-being and rights of its members and to unite and strengthen local communities through training and advocacy initiatives.

For assistance and guidance in implementing these initiatives, please don't hesitate to reach out to the Human Relations Department.

Daleo Freeman  
National Human Relations Director  
(202) 842-4270  
[dfreeman@apwu.org](mailto:dfreeman@apwu.org)

**Note:** While this message does not mandate locals to implement these initiatives, we recognize that these topics impact every part of our union. Therefore, it would be advantageous to integrate them into our union's growth and address them in our day-to-day operations as pathways to unite and strengthen local communities. ■



Nancy Olumekor, Director

## USPS Claim of Outstanding Debts from Retired Employees

**R**etirees have a right to file a grievance when they become aware of an alleged outstanding debt owed to the USPS. “If a grievance is initiated and advanced through the grievance-arbitration procedure or a petition has been filed pursuant to the *Debt Collection Act*, regardless of the amount of the debt, collection of the debt will be delayed until disposition of the grievance and/or petition have been had, either through settlement or exhaustion of contractual and/or administrative remedies.” These rights are in the Contract and the Joint Contract Interpretation Manual (JCIM) under Article 15, Section 7- *Outstanding Debts of Retired Employees* and Article 28.4 *Collection Procedure*.

The APWU and the USPS agreed, in part, that:

*Due Process requires prior notice. Retirees are entitled to a written notice, including notice of their right to file a grievance before the Postal Service takes any action to collect on an alleged payroll issue or outstanding debt.*

*Article 15-time limits apply. A Step 1 grievance must be filed within fourteen (14) days of the date on which the employee or the Union first learned of its cause, the alleged payroll or collection dispute. The Postal Service may not submit a Request for Recovery of Debt to the Office of Personnel Management (OPM) before the grievance/arbitration procedure has been exhausted.*

RETIREES ARE ENTITLED TO A  
WRITTEN NOTICE, INCLUDING NOTICE  
OF THEIR RIGHT TO FILE A GRIEVANCE  
BEFORE THE POSTAL SERVICE  
TAKES ANY ACTION TO COLLECT ON  
AN ALLEGED PAYROLL ISSUE OR  
OUTSTANDING DEBT.

Retirees, the bottom line is, when you receive any type of notice from the USPS or OPM claiming that you owe the Postal Service money, you must act at once. The notice may come in the form of a Notice of Determination of a Debt; a Letter of Indebtedness; a Letter of Demand, or an invoice from the Postal Service. Read the letter complete-

ly, then contact a local union representative of where you last worked to file a grievance. Once the local or state union files your grievance, request the grievance number as proof that it was filed and appealed to Step 2. Then, notify the proper agency/offices of the grievance and provide the case number. Ask the union to ensure the Post Office notified the proper agency/offices that the debt cannot be collected while the grievance is being processed.

### Postal Service Health Benefits (PSHB) Program Medicare Part B Special Enrollment Period

As a result of the *Postal Service Reform Act of 2022*, a Medicare Part B Special Enrollment Period (SEP) began on **April 1, 2024**, and ends **Sept. 30, 2024**. This SEP gives USPS annuitants and their covered family members who are entitled to Medicare Part A, but are not currently enrolled in Medicare Part B, a one-time opportunity to enroll in Medicare Part B without incurring the Late Enroll Penalty (LEP).

Those USPS annuitants and their covered family members who are eligible to enroll during this SEP should have received a special mailing from the USPS that includes an *Eligibility Notice for Medicare Part B SEP*, an *Application for Enrollment in Medicare Part B*, and a special Business Reply Envelope to return the required forms to a special P.O. Box. Enrollment in Medicare Part B during this SEP is optional. If you enroll in Medicare during this SEP, your Medicare Part B coverage effective date will be Jan. 1, 2025.

Medicare Part B has a monthly income-based premium for all who enroll. The 2024 Medicare Part B premium is \$174.90 per eligible family member, based on an income of less than or equal to \$103,000.00 filing single tax return (\$206,000.00 joint filing). Certain Medicare Part B enrollees will pay higher premiums based on higher income.

If you did not receive the enrollment packet and believe you are eligible to enroll in Medicare Part B during this SEP, or have questions about Medicare Part B and/or the PSHB program, contact the USPS at **1-833-712-7742** or email [retirementbenefits@usps.gov](mailto:retirementbenefits@usps.gov). ■

# HEALTH PLAN



Sarah Jane Rodriguez, Director

## Together. Better Health.

I wanted to take this moment to say "thank you" for the continued privilege to serve as your Health Plan Director. On behalf of everyone at the APWU Health Plan, we are grateful for the trust and loyalty that you have given us, and we are committed to continuing to support your health and wellness journey. Our mission is to enrich our members' lives through consistent, exceptional member experiences. **See what our members are saying!**

In addition to the low premiums and PCA account, another HUGE factor is 'PERSON'ABLE CUSTOMER SERVICE. UnitedHealthcare has great people in customer care AND you can also contact live people from APWUHP when needed.

**Erin Linn**, Local 7065

I've recently switched from Self Plus One to Family; the change was smooth and without any issues. Now I have a peace of mind knowing that my entire family is covered with a great plan that is not only affordable, but has great coverage.

**Marcela Torres Vega**, High Option Member

Since the creation of the Consumer Driven Plan, the only year I had to pay expenses out of my own pocket was in 2015, when I suffered a heart attack. I was released from the hospital after four days and received a bill for \$105,000. My responsibility was less than 5 percent of the total hospital bill. Other than in 2015, I've never had to pay a single dollar for any doctor visits, specialist visits, physical therapy, prescriptions, or three separate MRIs. Any unused PCA allowance rolls over each year into the next plan year, which is a significant feature of the Consumer Driven plan.

**Wayne Maurer**, Director, APWABA

The beautiful thing about the High Option is that it covers a majority of my medications, and my FSA covers the other portion. I believe it's cost efficient, and I've learned to keep all my doctors in network.

**Robbie Robertson**, Area Local #8

I've been a member of the Health Plan for 26 years. In 2014, my wife was diagnosed with lupus and needed a new FDA drug approved for lupus that cost \$8K per month (which the Health Plan pays today). Not only has the treatment worked for her these past five years, but the APWU Health Plan also helped get her approved with UnitedHealthcare. She is now healthy, and I couldn't be more proud to be member of the APWU Health Plan.

**Hilliard Sharper**, Columbia, SC Local 807

I have APWU Consumer Driven for my family! Have for the last seven years, and it's the best decision I ever made!

**Heidi Maas**, Local 7141

The APWU Health Plan is the best in the business!

**Keith Richardson**, General President  
APWU Chicago Area Local

**PSHB Announcement:** The APWU Health Plan is proud to announce that we have been conditionally approved to participate in the new, upcoming 2025 PSHB Program designed specifically for postal employees and retirees! In addition, we will continue to offer coverage for federal employees and retirees under the current FEHB Program.

For more information please visit our website: <https://www.apwuhp.com/postal-service-health-benefits-program/>

## MEMBER PROFILE:

# APWU Member Danny Bailey Is Sticking With the Community She Loves



**D**anny Bailey, a window clerk at the Lewiston, ME Post Office and Steward of the Portland Maine Area Local, is passionate about art, customer service, and the role of community. In a heartwarming culmination of all three of her passions, she started making stickers to share with customers to make their day a little brighter when they visit the Post Office. She took some time this month to speak with *The American Postal Worker* about her union work, art, and her unique way to make customers smile at the window.

Bailey has been working at the Postal Service since August 2021, where she began as a PSE. She was active in her local from early in her postal career, completing observation sheets when management touched the mail. “Once I transferred to Lewiston, I finally got to be the full steward. And I was recently voted in as the AO Director for the local.

It's basically helping all the smaller offices that don't have a steward present. I make sure that they have representation and that I can help them with their grievances.”

She continued, “I do feel like I'm very good with people and communicating, and I'm very approachable.”

Remembering the “I visited the Post Office today” stickers a kindly window clerk gave her as a child, Bailey decided that she would create her own versions of the discontinued stickers. “...when I got a job as a postal worker I tried to find those stickers, [but] I couldn't find them, and so I was like, ‘I'm going to make my own!’

She has always enjoyed doodling, but it was only when she left her native California a few years ago that she really took to drawing. “I moved to Maine and quickly made friends and moved in with a bunch of local art-

ists in the Portland area. They were very encouraging and started me on my journey to making more art.”

“I just kept making weird little animal stickers and my coworkers loved them. So, I kept making more and I like calling them ‘fur-ever friends,’ like forever stamps, but with F-U-R, instead. It's just a dorky thing I do - it's my enthusiastic mail-nerd person thing.”

And, as anyone who works in customer service knows, you meet people at their best and their worst. “I know that it's not usually me they're mad at. It's something else that I can't control. So, I try not to take it personally when people are having a bad day, because I have bad days too. We all do. And when your customers come in and they're there to do some sort of arduous task that's no fun and their kids [are] bored, I give them a sticker and then, suddenly, everyone's smiling and having a better time.” ■



Do you have a story to share? Contact the APWU national communications office at [communications@apwu.org](mailto:communications@apwu.org).



## FROM the FIELD

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

"Speaking on events from the APWU All-Craft Conference - as a young member, I was not entirely aware of the complete history of the APWU or its purpose. However, [I received] a brief history lesson on how the Young Members Conference started. It was fascinating for me to learn how operations were run at the United States Postal Service at the very beginning of the APWU and what the postal workers had to endure that led up to the 1970 strike. Understanding what so many people fought for in the past to help pave the way to create not only a better working environment within the USPS, but the working benefits as well [that] I get to enjoy in the present, was a very educational subject. In addition, it was enticing to see the crowd of young members that were able to attend this conference. In an area where numerous individuals are close to retirement, it is us, the young members, who will one day take over and continue the good work of the APWU for future generations."

– Thomas Ritter, Trustee  
Youngstown, Ohio, Local 443

"As an APWU Shop Steward, you will play a crucial role in empowering your colleagues, enforcing the contract, and addressing workplace concerns. This is an opportunity to be the voice of your fellow workers, championing their rights and contributing to a fair and equitable workplace."

– Maceo Cosper, President,  
Central Michigan Area Local 300

"Some facts to improve your knowledge: An Official Discussion is done in private and is not done at a service talk or in a group setting. For the newer members, how do I ask for a union steward? Find your immediate supervisor and say, 'I would like to see a union steward.' Note the time and ask again, if needed, if two hours pass. When the supervisor is able, they will inform you to come to the union office. They can ask you why you need to see a steward. You can be vague in your description. Exercise your Weingarten Rights and ask for a steward if you are brought in for an investigative interview. Help us protect your job."

– Michelle Mack, President,  
Western Michigan Area Local

"The impact of abusive supervisors on employee turnover rates in the US Postal Service is significant, as employees may feel compelled to leave their jobs in search of a healthier work environment. High turnover rates can result in increased recruitment and training costs, as well as a loss of institutional knowledge and expertise. This can ultimately affect the quality of service provided to customers and lead to a decline in overall organizational effectiveness."

– James K. Parker, Jr., Vice President, Raleigh Cosmopolitan Area Local

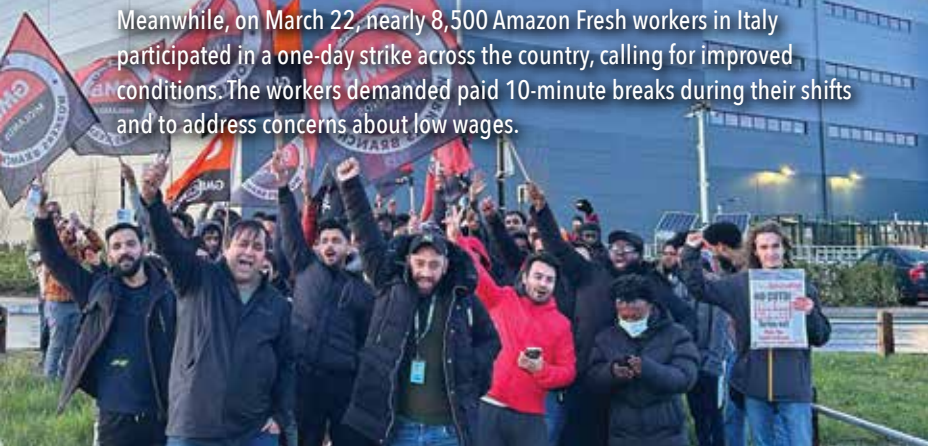
## Amazon Workers Mobilize for Change in Italy and the UK

On March 19, more than 1,400 workers at an Amazon warehouse in Coventry, England went on a two-day strike demanding better pay, working conditions, and union recognition. The following week, workers at Amazon's Birmingham office also participated in a two-day strike.

The Coventry strike occurred one week after workers represented by the GMB trade union, submitted a formal application to the Central Arbitration Committee (CAC) for recognition.

The CAC is the independent authority that adjudicates collective bargaining disputes. In April, they ruled that a vote for union recognition should be held at the worksite. If the workers' organizing campaign is successful, Amazon will be forced to recognize its first union in Europe.

Meanwhile, on March 22, nearly 8,500 Amazon Fresh workers in Italy participated in a one-day strike across the country, calling for improved conditions. The workers demanded paid 10-minute breaks during their shifts and to address concerns about low wages.



## Coordinated Strikes in the Twin Cities

In March, more than 13,000 workers from multiple industries in the Minneapolis-St. Paul, MN region participated in a series of coordinated actions.

The campaign was called "What Could We Win Together?" It brought together unions that had contracts expiring around the same time, with labor centers and community organizations: a coalition more than a decade in the making.

During a week of action, the coalition advanced both industrial and community campaigns with a wide set of demands under the headings: 'Dignified Work', 'Good Schools', 'Stable Housing', and 'Livable Planet'.

4,000 Service Employees International Union (SEIU) Local 26-represented commercial janitors took part in a three-day strike. 1,000 nursing home workers also struck. The janitors eventually settled a record-breaking contract. More than 2,600 security officers and retail janitors, and 3,700 teachers and hourly school workers settled agreements before striking.

The coalition also undertook coordinated actions on issues including a minimum wage for Uber and Lyft drivers, construction safety, affordable housing, better schools, and affordable healthcare. 150 workers and community members met daily to plan, learn, and organize together.

"All of this organizing happening at the same time keeps that energy amongst us alive, it keeps the energy in the public alive, and it keeps pressure on folks on the other side of the bargaining table," says Quentin Wathum-Ocama, an academic support teacher in St. Paul and a member of the St. Paul Federation of Educators executive board.

## Southern California Hospitality Workers Ratify Hotel Contracts



Thousands of hospitality workers represented by Unite Here Local 11 voted by an overwhelming 98 percent vote to ratify a new contract with 34 hotels in Southern California after months of picketing and strike actions. The new contract covers luxury hotels such as the Beverly Hilton and the Waldorf Astoria, and has won higher pay, affordable insurance, increased pension contributions, and fair workload guarantees for its workers, consisting of housekeepers, cooks, front desk clerks, and other workers.



## Unionized Starbucks Workers Have Grounds for Celebration

This February, after more than two years combatting the organizing efforts of workers at nearly 400 stores, Starbucks committed to working on a path forward for bargaining with Starbucks Workers United, which represents 10,000 organized workers. Starbucks agreed to a “foundational framework” to create collective bargaining agreements at its unionized stores and partners, fair organizing processes, and the end of all litigation against the union. Additionally, Starbucks agreed to unlock the wage and benefits agreements first announced in May 2022, which includes credit card tipping for baristas.



On April 19, nearly 4,000 Volkswagen (VW) autoworkers won a groundbreaking victory at the German company's manufacturing plant in Chattanooga, TN.

According to the National Labor Relations Board, 73 percent of the 3,600 workers who cast ballots voted overwhelmingly in favor of forming a union with the United Auto Workers (UAW). Voter turnout was 84 percent among eligible voters. They are the first ever auto manufacturing workers to unionize a foreign-owned plant in the South.

This is the first victory in a UAW campaign to organize workers at non-union automakers across the country following the successful “Stand Up” strikes of 2023 at the “Big Three” automakers.

“This election is big,” said VW worker Kelcey Smith in a UAW statement. “This is the time; this is the place. Southern workers are ready to stand up and win a better life.”

“It's you who made this happen,” said UAW President Shawn after the results were

announced. “I want to give a shoutout to all the badass members here who put in the blood, the sweat, and the tears to fight for a better life.”

“The workers at VW are the first domino to fall. They have shown it is possible. I expect more of the same,” he continued.

On April 5, workers at the Vance, AL Mercedes-Benz manufacturing plant filed a petition to join the UAW. A supermajority of more than 5,200 of the plant's 6,100 employees signed union cards over the past three months. The workers mobilized to improve pay, create safer jobs, and eliminate the two-tier wage system.

“At Mercedes, at Hyundai, and at hundreds of other companies, Alabama workers have made billions of dollars for executives and shareholders, but we haven't gotten our fair share,” said Jeremy Kimbrell, a machine operator at the plant. “We're going to turn things around with this vote. We're going to end the Alabama discount.”



## Video Game Workers Win New Unions, New Contracts

Quality Assurance (QA) workers at Activision Blizzard celebrated the certification of their vote to join the Communications Workers of America (CWA) on March 8. With

more than 600 workers on staff, they are now the largest union in the video game industry.

Additionally, CWA-represented workers at SEGA of America (SOA)

voted to ratify their first collective bargaining agreement on March 26, which is a first of its kind for developers at a U.S. games company. They won pay raises,

layoff protections – including severance – and a guaranteed continuation of hybrid work, for all 150 full-time and temporary workers.

## Election 2024: Your Ballot's in the Mail

Since its founding, A Grand Alliance to Save Our Public Postal Service has led the charge in advocating for expanded services as a means to save the Post Office, to cement its role in our society, and to fend off efforts to slash postal services.

If you've somehow missed the widespread TV ads and lawn signs that have popped up recently, 2024 is a presidential election year. That means one critical expanded postal service is going to be put to the test in the months ahead: Vote-by-Mail.

This year will be a critical one for Vote-by-Mail advocates for a number of reasons. Access to mail-in and early voting has grown significantly in recent years. Advocates of the public Postal Service have an important job to do of assuring voters that the postal system is a safe, secure, and reliable way for them to cast their vote.

There are serious threats to voting rights in general, and to Vote-by-Mail in particular, which are sure to be hallmarks of this year's political campaigns. Defeating those who would like to see Vote-by-Mail fail is also critical to its long-term success, its contribution to the Postal Service, and to the vibrancy of our democratic institutions.

First, let's look at how Vote-by-Mail has expanded in recent years. In the 2000 general election, just 21 states allowed for "no-excuse" mail-in voting, representing less than 40 percent of all eligible voters. This year, voters in 36 states and Washington, DC can exercise their right to vote by mailing in their ballot.

But, while Vote-by-Mail has become more accessible for more American voters, serious threats remain to its existence. Perhaps most visibly, one of the two major presidential candidates continues to rail against Vote-by-Mail. After attempting to discredit it as "fraudulent" and calling the Postal Service "a joke" during the 2020 election, former President Trump has continued his assault on mail-in balloting, claiming recently, "any time the mail is involved, you're going to have cheating."

Those claims, of course, have been thoroughly discredited. From court cases to academic studies, every serious observer has concluded that voting by mail is one of the safest and most secure methods of casting one's vote. What's more, while there's ample evidence that shows Vote-by-Mail increases overall voter participation, it has



also been shown to have no meaningful benefit to one political party over another.

If the damaging rhetoric wasn't enough, political lawyers have been busy in court trying to make mail-in voting more difficult in the upcoming election. While states have generally made efforts to expand the use of Vote-by-Mail, opponents of our democratic rights are attempting to use the courts to claw back this expansion of our voting rights.

Of course, the 2020 election was a singularly important moment for Vote-by-Mail. During the height of the pandemic, more than 65 million people relied upon the Postal Service to ensure they could vote in the general election. And, despite the threats of Covid and the politically-charged atmosphere, postal workers delivered in record fashion, delivering 97 percent of ballots within their service standards and 99.7 percent of all ballots within seven days.

To defeat those who are attacking our democracy, and attacking our public Postal Service, we'll need to do it again in 2024.

Many Grand Alliance members will be actively engaged in voter turnout efforts in the upcoming election. As postal workers, you can do your part by ensuring your neighbors, friends, and pro-postal allies that postal workers are committed to serving our country again in this year's election. ■

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



# Understanding “Financialization” and How to Defeat It

In the 1970s, something happened to the American economy that many people failed to appreciate at the time. After decades of strong and growing labor power, a burgeoning consumers’ protection movement emerged, and efforts to win new environmental protections were taking root. Corporate America was shaken, concerned that these three aligned movements would threaten to weaken their control of the economy and their ability to earn profits and enrich shareholders.

So, they adopted a new strategy. At the time, it didn’t have a name, but it’s since come to be known as “financialization.” While it’s a word many of us might not know, it’s caused a radical transformation in American life.

Quite simply, “financialization” describes the shift among businesses away from producing goods and services to earn money, to focusing on ways to use money to make money. Longtime union activist and labor educator Les Leopold, Director of the Labor Institute, calls financialization the “financial strip-mining of America.”

Financialization has led corporations to focus on short-term gains and maximizing shareholder value. The most important thing for CEOs, who now receive most of their compensation in stock options instead of salary, is increasing their company’s share price, delivering record dividends, and keeping investors happy while growing their own wealth.

The corporate elite has cooked up all sorts of ways to boost their stock values. Leveraged buyouts, where a company buys out another company with borrowed money and uses the acquired company’s assets to pay off the debt, is one such example. This often leads to mass layoffs, and attacks on workers’ rights at the acquired company. Stock buybacks are another example, where companies will purchase their own shares from the open market, reducing the number of outstanding shares and driving up the price of the stock.

If that focus on immediate shareholder value means the quality of products suffers, the environment is damaged, that workers are treated poorly, or even if it comes at the expense of the long-term sustainability of the business, that’s too bad! Today’s profits are the only thing that matter in a world of financialization.

These types of tricks don’t just threaten workers’ rights and the sustainability of existing companies, they also con-

tribute to the record levels of wealth and income inequality the country faces. While financialization has taken hold, corporations have also succeeded in winning massive corporate tax cuts, and cuts in regulations from Congress, and have worked for decades to erode the power of the labor movement. The International Labor Organization has found that financialization has contributed more than any other cause to wage stagnation in the last four decades. At the end of the day, corporations keep getting richer and working people continue to fall farther and farther behind.

**THE MOST IMPORTANT THING FOR CEOs, WHO NOW RECEIVE MOST OF THEIR COMPENSATION IN STOCK OPTIONS INSTEAD OF SALARY, IS INCREASING THEIR COMPANY’S SHARE PRICE, DELIVERING RECORD DIVIDENDS, AND KEEPING INVESTORS HAPPY WHILE GROWING THEIR OWN WEALTH.**

In addition to our efforts to build a stronger labor movement, winning postal banking can also be an important tool to reverse runaway inequality and the impacts of financialization.

Ensuring that financial services are provided in a responsible and sustainable manner promotes economic sustainability, social justice, and grows the power of average people to shape our economy and our society. By winning a financial system that operates with a public service mandate, prioritizing the needs of people over the profits, we can take back some of our power from the corporate elites and the big banks, and build a world that works for working people. ■

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



**LEO F. PERSAILS**  
1939 – 2024

**L**eo Persails, former Central Regional Coordinator of the APWU, passed away on April 3, 2024, in Avon Park, FL.

Brother Persails was born in Flint, MI on Nov. 17, 1939. He graduated from Beecher High School in 1958 and married his wife of 63 years, Jeannine Kay (Duley), on March 3, 1961.

He began his career with the Postal Service in 1962, when he was hired as a Hand Sort and Letter Sorting Machine Operator. Shortly after, he became a proud member of the Flint Michigan Area Local, where he served as the local president. The union office is currently nicknamed “The Lion’s Den” in his honor. In 1972, he was elected President of the Michigan Postal Workers Union, a position he held until 1984 when he was elected as a National Business Agent for the Chicago Region.

Brother Persails served as the Central Regional Coordinator from 1995 until 2002, when he retired from the APWU.

After his retirement, Brother Persails and his wife Jeannine enjoyed many years wintering in Avon Park, FL. He enjoyed playing golf and spending time with friends and family.

“Postal workers and our families across the country are better off because of the many contributions brother Persails made to our movement. We send our heartfelt condolences to his family,” said APWU President, Mark Dimondstein.

As well as his wife, Jeannine, he is survived by four children; twelve grandchildren; six great-grandchildren; his brother and sister-in-law; and many beloved cousins, nieces, and nephews. ■

**JAMES P. CONNORS, 1934-2024**

**J**ames “Jim” Connors, former Assistant Director, Clerk Division, passed away on March 21, 2024, in Tequesta, FL.

Brother Connors was born on Jan. 18, 1934, in Springfield, MA and was the youngest of 13 siblings. He grew up in nearby Wilbraham and graduated from Cathedral High School. In 1956, Connors enlisted in the Navy. At age 21, he married Gabrielle Connors (née Marchand) with whom he had two daughters.

After serving in the Navy, Connors began his career at the Postal Service, where he worked for 23 years and was an active member of the Springfield, Mass. Area Local. During his time as a union representative, Brother Connors served as the local steward; Vice President, Clerk Craft; Executive Vice President; and three terms as Local President, before moving to Washington, DC when he was elected Assistant Director (A), Clerk Division. He held the position for two terms before retiring in 1989.

During retirement, Brother Connors fulfilled a lifelong dream by visiting Ireland during a once-in-a-lifetime international adventure. In 2018, he moved to Tequesta, FL where he became an active member of his church and expanded upon his faith and friendships.

He loved cooking, hosting dinner parties, playing card games with friends, watching sports, and gardening. Along with his daughters, Brother Jim is survived by his granddaughters and his many nieces and nephews. ■



# Looking Back: This Time in Our Labor History

## *A Notorious Part of History:*

### **May 1933: The Dissolution of Labor Unions in Nazi/Fascist Germany**

History is valuable for lessons learned. As authoritarianism and a march toward fascist rule are taking a dangerous hold in the United States, the May 1933 lessons from Nazi Germany should be a wakeup call for all workers and our unions.

In early 1933, Hitler and the fascist Nazi party took power. At the time, the German free trade union movement was one of the largest in the world.

When Hitler was appointed Chancellor on Jan. 30, 1933, he did not have a majority in the German parliament (Reichstag). In order to consolidate power, in February 1933, the Nazi Party set fire to the Reichstag, and then blamed it on a “communist plot” to overthrow the government.

The fire was used to promote the “Reichstag Fire Decree,” which suspended all civil liberties and democratic rights, including: habeas corpus, privacy of the mail and telephone, freedom of expression and the press, the right to public assembly, and protections against search and seizure in relations to homes and property. Opposition leaders were arrested. All these draconian measures were used to allow Hitler to rule by decree.



Nazi paramilitary thugs stand guard outside a German trade union headquarters in Berlin as their fellow fascists attack and arrest union leaders. <https://collections.ushmm.org/search/catalog/pa9707>

However, the German labor movement's seven million union members still posed a real threat to the Nazis' fascist consolidation of power, despite the unions' weakened state.

The Nazi Party's paramilitary “storm troopers” (fascist armed thugs) stepped up attacks on union members and their offices in dozens of towns. The day after 1933's May Day International Workers' Day celebrations, real and free labor unions were outlawed throughout the country.

Police and “storm troopers” raided labor union offices across the country. Union funds were confiscated, and their organizations dissolved. The Nazis beat union officials, murdered many, and arrested many more. Leaders were imprisoned in concentration camps, including Dachau, which was specially built to imprison and murder trade unionists, members of the Communist Party (KPD), the Social Democratic Party (SPD) and other dissidents.

In place of genuine labor unions, workers were forced to join the German Labor Front (DAF), which was the national labor organization of the Nazi party.

Collective bargaining and the right to strike were abolished, and pay and working conditions were set by Nazi officials. The DAF counted bosses within its membership and was primarily used to spread the Nazis' antisemitic propaganda among workers. Wages were frozen and the work week increased by 20 percent in just a few years.

With labor unions liquidated, the Nazis moved next to abolish political parties. Within six months of coming to power, Hitler had used a combination of his paramilitary thugs, a series of manufactured crises like the Reichstag fire, and, importantly, the existing authority of the German constitution, to give himself absolute power to carry out some of the worst crimes against humanity in history. ■

# BUILDING UNION POWER



*Recruit a not-yet-member  
during our 2024  
Organizing Drive*

Participate in APWU's "Building Union Power" National Organizing Drive, currently underway until opening day of contract negotiations, June 25, 2024.

This is how we **show our power** at the bargaining table and win a **strong union contract!**



*Scan to recruit  
or join!*

