

THE AMERICAN

# Postal Worker

APWU

March/April 2025



# WORKING PEOPLE STAND TOGETHER

TO SAVE OUR UNIONS, OUR RIGHTS  
AND OUR COMMUNITIES



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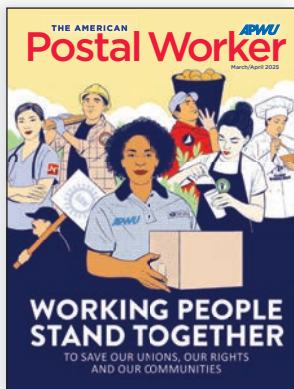
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An illustration from Alex Fine depicting an APWU member alongside our labor allies. Our fights aren't isolated - working people in every industry can and will win through our solidarity.



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# Postal Privatization Once Again Rearing Its Ugly Head!

PRESIDENT MARK DIMONDSTEIN

**I**n 2018, then-President Trump openly called for completely breaking up the public Postal Service and selling it to private corporations. A massive fightback led by the APWU, in unity with the people of the country, temporarily derailed those dangerous plans.

Not surprisingly, Trump is once again calling for postal privatization. Many conservative politicians and right-wing media pundits are jumping on the bandwagon, including *The Washington Post*, which is owned by Amazon founder and billionaire Jeff Bezos.

Despite Trump's past record, a significant portion of our members voted for him.

Few, if any, workers would willingly vote to destroy their own jobs, union, rights, and benefits. It appears too many underestimate the dangers of privatization and believe we would keep our union and negotiated union contracts if the Postal Service is sold off to private corporations. Consider the following:

**Q: What is postal privatization?**

A: The USPS is owned by the people and exists to serve everyone with universal, affordable service; if privatized, it would exist to make maximum profit to enrich corporations, Wall Street, and billionaires.

**Q: If the USPS is sold off to private corporations, what will happen to my job?**

A: We would no longer be working for the USPS. The new owners would decide how many employees it wants and who to hire. Fair hiring practices for disabled veterans and people from all walks of life would likely cease.

**Q: What would happen to our union contract and its negotiated wages and benefits?**

A: Our contract is with the USPS. The APWU and our union contract cannot be automatically carried forward to private companies. Our wage rates, benefits, cost-of-living adjustments (COLAs), and financial and job security will be gone unless and until workers rebuild the union and win them back.

**Q: What would happen to my retirement benefits?**

A: Our retirement is tied to our status as federal employees. If privatized, we would no longer be government employees. Those vested would have retirement benefits frozen and they would never increase. Not-yet-vested and

new workers would likely not be covered by any defined benefit retirement plan.

**Q: What about our health insurance?**

A: Our health insurance is tied to the Federal Employee Health Benefit (FEHB) system and secured in our union contract. We would be at the mercy of private companies that would determine whether to provide health insurance and they would determine cost.

**Q: Would I still have no-layoff protections?**

A: No. There are no private-sector workers, union or not, who have full protection from layoffs.

**Q: Would I still have "just cause" protections against unjust discipline, including termination?**

A: No. This tremendous job security right would be eliminated.

**Q: Would postal workers still maintain our strong leave and holiday benefits?**

A: No. Sick, vacation, and holiday leave would be at the whim of non-union companies.

**Q: Would I still have the right to file grievances to resolve problems?**

A: Not unless it is a unionized private company with such negotiated provisions.

**Q: Would I still maintain seniority for bidding jobs and other rights?**

A: No. Postal seniority and the benefits that come with it would be lost.

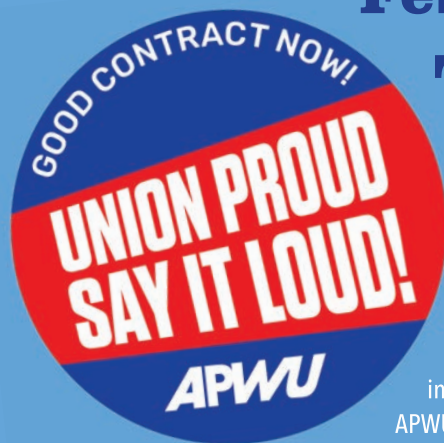
**Q: What would happen to postal services for the people of the country?**

A: No private company could be compelled to deliver everywhere, no matter who we are or where we live. Postal services would be based on profit and would likely cease for vast parts of the country. Our national treasure would be destroyed.

Privatization is bad for workers, bad for unions, and bad for the people. Prices go up and service goes down, while the bosses and billionaires like Elon Musk and Jeff Bezos laugh all the way to the bank. Let's be clear-eyed and ready for battle and declare **"The U.S. Mail Is Not for Sale!"**

Onward! ■

# February 2025 Contract Update



**T**he difficult battle for a new APWU contract covering the wages, benefits, and rights of 200,000 postal workers continues.

This current round of bargaining has a new and complicated ingredient: during the APWU's ongoing negotiations with the Postal Service, the NALC

reached a tentative agreement for their new contract in November 2024. In January, the NALC completed the contract ratification process, and the members soundly rejected their negotiated tentative agreement. On the date this magazine went to press, Feb. 13, 2025, it appears they will likely move to interest arbitration to determine the terms of their new contract.

Postal workers are weakened by the fact that the four postal unions negotiate separately. We do not have one postal union dealing with one postal management, nor do we jointly bargain together during negotiations.

The APWU is actively pursuing our two-pronged strategy: keep meeting at the negotiating table to reach a new voluntary agreement, while also moving forward towards interest arbitration.

Interest arbitration means that a neutral, third-party arbitrator will make the final and binding decision on a new contract, including our wages and benefits, after a series of hearings and presentations.

"While we are doing everything in our power to reach a voluntary agreement that rewards our members for their dedication and hard work, given the progress of negotiations, it is likely we will soon declare an impasse and head into interest arbitration. Stay tuned!" said APWU President Mark Dimondstein.

By the time this issue reaches your home, there will undoubtedly be new developments. We will continue to provide regular updates on the status of APWU negotiations on [apwu.org](http://apwu.org), and through news bulletins, emails, text, social media, videos, and podcasts.

In the meantime, stay union strong! Wear your union gear, join contract rallies, and build union power by signing up non-members. Send management, and any arbitrator, the message that we are indeed united in our demands for a good new contract. "Union Proud, Say it Loud!" ■

## Corporate Tax-Cut Plan Balanced on the Backs of Working People

**T**axes in America help pay for our schools, Medicare and Medicaid, Social Security, and many other things. But once again, Trump and the out-of-touch billionaires who celebrated his inauguration are calling for tax cuts for corporations.

Corporate tax cuts reduce the taxes that businesses must pay and have proven to be harmful to working people. In 2017, Trump reduced the corporate tax rate from 35 percent to 21 percent, following conservative logic for "trickle-down" economics. The Trump Administration claimed that, by allowing corporations to keep more money, executives would give their workers raises and create more jobs. Actually, many of these corporate executives took the money for stock buybacks and bonuses, creating more wealth for themselves and the companies they run. For the workers, those new jobs and raises never materialized from Trump's cuts.

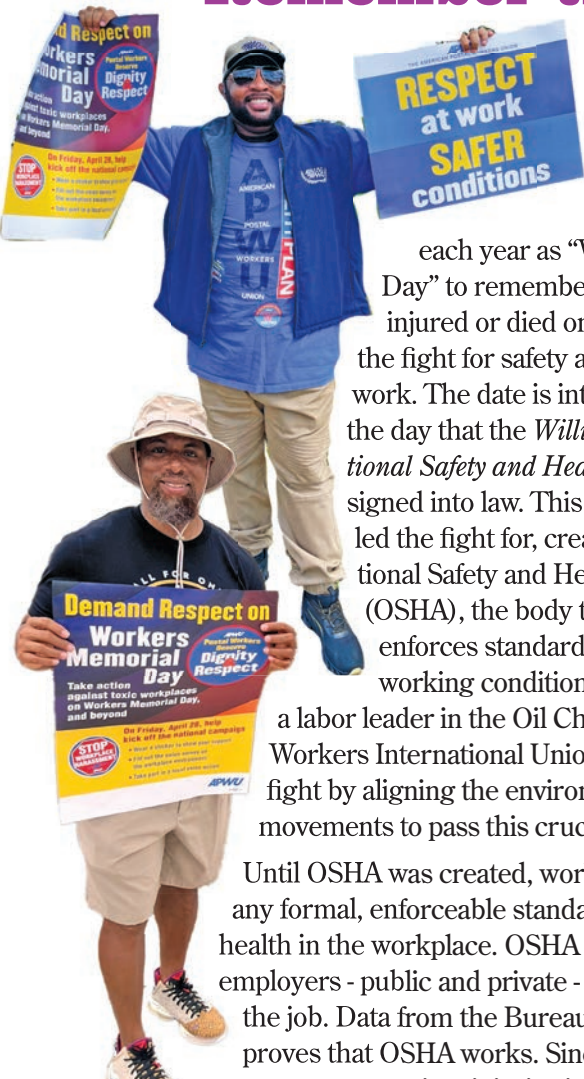
In 2023, huge corporations paid very little in taxes. T-Mobile used the cuts to pay only .4 percent of its earnings to federal taxes. The average American family pays 13.6 percent. "Massive American corporations are rolling in dough but contributing very little of it back to

the society that helps make their success possible," said David Kass, the executive director of Americans for Tax Fairness. "The share of federal revenue from corporate taxes had been declining for years. The 2017 Trump-GOP tax law made the situation worse by slashing the corporate tax rate by three-fifths and failing to close loopholes that let big firms shift profits and ship jobs offshore. When big corporations dodge their fair share of taxes, we get some combination of three bad results: working families pay more, vital public services are cut, or the deficit explodes."

Trump's budget proposals to accommodate these tax cuts once again come at the expense of working people. Behind promises like removing taxes on tips, Trump also wants to cut the federal estate tax, which taxes a percentage of a person's fortune after they die if the estate is worth more than \$14 million. To make up revenue for these extreme tax waivers, Trump's political allies propose cutting popular programs like Medicaid and tax credits for childcare. Cutting programs that much of the country relies on to pay for tax cuts for the rich is an injustice. ■



# Remember the Past, Fight for the Future This Workers' Memorial Day



In 1989, the AFL-CIO declared that April 28 would be celebrated

each year as “Workers’ Memorial Day” to remember workers who were injured or died on the job and renew the fight for safety and protections at work. The date is intentional - April 28 is the day that the *Williams-Steiger Occupational Safety and Health Act of 1970* was signed into law. This act, which unions led the fight for, created the Occupational Safety and Health Administration (OSHA), the body that establishes and enforces standards for safe and healthy working conditions. Tony Mazzocchi, a labor leader in the Oil Chemical and Atomic Workers International Union (OCAW), led this fight by aligning the environmental and labor movements to pass this crucial piece of legislation.

Until OSHA was created, workers didn’t enjoy any formal, enforceable standards for safety and health in the workplace. OSHA set a standard for all employers - public and private - to protect workers on the job. Data from the Bureau of Labor Statistics proves that OSHA works. Since OSHA’s implementation, injuries in the workplace have

fallen from 10.9 cases per 100 workers in 1972, to 2.8 cases per 100 in 2018.

OSHA protects workers against bosses who want to put profit over safety. Time and again, corporations have tried to get OSHA repealed, and this year is proving no different. On Sunday, Feb. 2, 2025, U.S. House Representative Andy Biggs (R-AZ-05) introduced a bill that would abolish OSHA.

ON APRIL 28, 2025, WE ENCOURAGE MEMBERS TO CONNECT WITH YOUR AFL-CIO CENTRAL LABOR COUNCIL OR STATE FEDERATION TO RECOGNIZE THE DAY, AND TAKE TIME TO FILE A PS FORM 1767 – REPORT OF HAZARD, UNSAFE CONDITION OR PRACTICE.

Biggs’ bill, which he named the *Nullify the Occupational Safety and Health Administration (NOSHA) Act*, demands that “*The Occupational Safety and Health Act of 1970* is repealed. The Occupational Safety and Health Administration is abolished.”

Removing OSHA is dangerous for many reasons. Among other things, OSHA protects whistleblowers; provides support training, outreach, education, and assistance to those who need it; and works collaboratively with state OSHA programs ensure they are effective at furthering worker safety and health protections. OSHA is the avenue workers have to win safety at work - it can enforce federal labor standards at almost every worksite. If a worksite does not meet these standards, OSHA can even fine employers. In 2024, OSHA investigated employee complaints about a Boston waterproofing contractor and fined the company \$451,694 for exposing workers to life-threatening excavation hazards that led to injured and buried workers.

OSHA, paired with the protections from our union contract, helps keep us safe on the job. Workers’ Memorial Day reminds us of the grim consequences that workers face when there are no safety regulations or means to enforce them.

Report hazards in your workplace that could affect you or your coworkers. If we don’t keep each other safe, no one else will. Read more about the safety issues that you can report on page 19. ■



# APWU President Dimondstein Responds to The Washington Post Editorial Board's Call for Postal Privatization

The Jeff Bezos-owned *Washington Post* called for the privatization of America's cherished public Postal Service in an opinion piece published on Dec. 18, 2024. APWU President Mark Dimondstein wrote a response, published on Jan. 7, which was edited by *The Washington Post* team before publication. While it is normal to

lightly edit a submission for clarity, these edits removed some language that criticized Bezos, who also owns Amazon and stands to profit if the public Postal Service is privatized. Dimondstein's entire response is below, with the removed parts formatted in red. ■

**Regarding the Post's Dec. 18 editorial, "To fix government, the Postal Service is a good place to start," President Dimondstein responds:**

## The Mail Is Not for Sale

The fast and furious online reaction to your editorial "To fix government, the Postal Service is a good place to start" (Dec. 18) underscores how strongly the people support and trust the public Post Office.

While the editors claim to be "agnostic" on postal privatization, they suggest it's been successful elsewhere. This couldn't be further from the truth; postal privatization has proven deeply unpopular globally, and it's led to higher postage rates and deep cuts in service.

Privatization here would end the constitutional right to universal postal services for all people no matter who we are or where we live. Universal service would be replaced by the "wild west" of price gouging and profit taking. Where profit cannot be made, especially in rural America, service would cease.

The bleak picture presented of the USPS's financial challenges ignores some obvious fixes: Allow USPS to provide expanded products such as financial services and licensing. Invest USPS pension and health funds in something other than low yielding U.S. Treasuries. End the massive pre-sort discounts, corporate welfare for big mailers which deprive the USPS of needed revenue. Update the business model from a 1970 law that no longer addresses the reality of growing packages and declining letter volume in an internet age.

In addition, your editorial devalues public postal services. Whether through providing tens of millions secure access to the ballot box, sorting and delivering medicines, packages, personal correspondence and advertising, enabling small businesses access to customers, bringing normalcy after natural disasters, exchanging of ideas and information, and a presence in every community, the USPS remains vital to binding the country together.

Your glaring omissions of USPS's role in ensuring everyone has full access to e-commerce and that package growth is key to addressing USPS's financial challenges is striking. **No surprise given that Amazon's Jeff Bezos owns the Post and would like nothing more than to undermine the USPS as the low-cost anchor on the entire package industry.**

Yes, the public Postal Service is facing financial and service challenges **as the internet reduces letter volume and the Postal Service transitions to handle more of an ever-growing package market.**

**The Post is using these fixable challenges to side with the Wall Street billionaire oligarchs.** The unionized, dedicated postal workers side with the people as together we say: "The U.S. Mail is Not for Sale!"



# Social Security Fairness Act Signed into Law

On Jan. 5, 2025, President Joe Biden signed *The Social Security Fairness Act* into law. This legislation rights a decades-old wrong, and wins economic justice for postal, federal, and public-sector retirees by repealing the Windfall Elimination Provision (WEP) and Government Pension Offset (GPO). Passing it was the main legislative goal of the APWU in 2024.

H.R. 82 passed 76-20 in the Senate on Dec. 21, 2024, following a similarly strong bipartisan vote in the House of Representatives when it passed 327-75.

For years, APWU members have been fighting to repeal these decades-old Social Security laws that unfairly penalized postal and federal Civil Service Retirement System (CSRS) retirees by severely reducing the earned Social Security benefits for recipients and surviving spouses, despite meeting the requirements for Social Security benefits and paying their fair share into the program.

This fall, during the 2024 congressional session, the APWU was able to help push the legislation over the finish line with our activism, strong advocates from both parties on Capitol Hill, and a powerful coalition of union allies united in solidarity.

“The passage of H.R. 82 is a tremendous victory,” declared APWU President Mark Dimondstein. “I want to thank the key cosponsors of the bill, Representatives Garret Graves (R-LA-06) and Abigail Spanberger (D-VA-07) on the House side, and Senators Susan Collins (R-ME) and Sherrod Brown (D-OH) on the Senate side, for their principled stand and determination. I salute the activism of our members, especially our retirees, who made phone calls, rallied, met with elected officials, spoke to the media, and helped ensure that every hurdle was overcome to finally get this long-sought legislation over the finish line.”



APWU retiree Ina Wisdom seeks support for H.R. 82 from congressional representatives on Capitol Hill on Nov. 12, 2024.



Former Ohio Senator Sherrod Brown and APWU Legislative and Political Director Judy Beard attend The Social Security Fairness Act signing ceremony at the White House on Jan. 5, 2025.

Getting the bill from the House to the Senate was no easy feat. The bill's cosponsors held a press conference on Sept. 19, 2024, to rally support for a discharge petition that could force a vote on the House floor. APWU members around the country jumped into action and urged their representatives to sign the petition. Our efforts were successful, and the bill moved forward.

When the House vote was announced, APWU members mobilized once again to urge their representatives to vote “yes!” A coalition of public-sector retirees from the National WEP/GPO Repeal Task Force, including APWU Retirees Director Nancy Olumekor and APWU retiree members, went to Capitol Hill to speak to congressional staffers, hand out informational fliers,

and ask representatives for their support. It passed the House that night by an overwhelming majority.

H.R. 82 then moved to the Senate for consideration. A week before the vote, labor leaders and union members rallied in the pouring rain outside the Capitol, advocating for its passage before the congressional session ended.

Then-Senate Majority Leader Chuck Schumer joined the rally and pledged to bring the bill to the floor for a vote, which he did.

“We simply could not have achieved this level of bipartisan support without the continued activism of our members,” said APWU Legislative and Political Director Judy Beard. “Your stories made national headlines and allowed us to put pressure on Congressional leaders to finally correct this decades-long injustice. When we fight together, we win!” ■



(Left to Right) APWU President Mark Dimondstein with APWU member Yvonne Huntley, former Rep. Abigail Spanberger (D-VA-07), Legislative and Political Director Judy Beard, Retirees Department Director Nancy Olumekor, and former Rep. Garret Graves (R-LA-06) rally in support of a discharge petition on Sept. 19, 2024.





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 March 31, 2025. Winners will be randomly selected among those who correctly answer the following:

**The quiz winners from the January/February 2025 edition of the *American Postal Worker* were:**

**Amina Goodman** (Greensboro BMC Local)

**Hemant Damle** (Tucson Area Local)

**Heather Wojtalewski** (Central New York Area Local)

## APWU March/April QUIZ

1. Who was the first woman to hold a federal cabinet position in the U.S. when President Franklin Roosevelt appointed her as Secretary of Labor in 1933?
2. What sixth annual event was held in Las Vegas, NV by a group of labor organizations to monitor what new technology is being showcased that could affect workers and workplaces, and to help them formulate strategies and policies to strengthen workers' rights as they confront the many growing tech-related challenges in the workplace?
3. What is OSHA an acronym for?

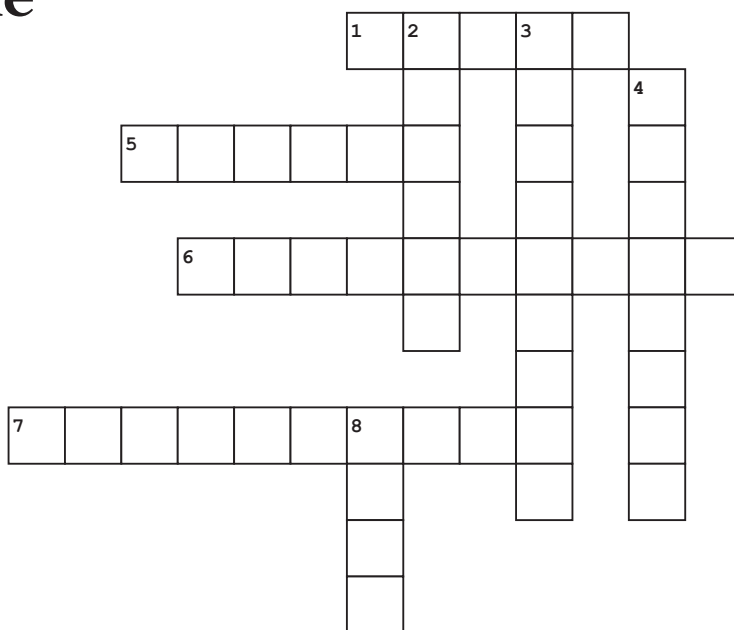
## APWU Crossword Puzzle

### Across

1. The Coalition of Labor Union \_\_\_\_\_ (CLUW) was formed in Chicago, IL in 1974.
5. A PS Form 1767 is used to report a \_\_\_\_\_, Unsafe Condition, or Practice.
6. Recently, social media parent company Meta announced that it would remove human content \_\_\_\_\_, which acts as a system to identify and stop the spread of falsehoods and hate speech.
7. The Postal Regulatory \_\_\_\_\_ recently issued an advisory opinion on proposed USPS changes to service standards.

### Down

2. President Trump is using Executive \_\_\_\_\_ like Schedule F or Schedule Policy/Career to limit the size and oversight of the federal workforce.
3. The rules and regulations for the 2025 APWU National \_\_\_\_\_ are posted at the back of this magazine edition.
4. Each year, on April 28, we observe Workers' \_\_\_\_\_ Day to honor those who were killed or injured on the job and renews the fight for safety at work.
8. On Jan. 8, 2025, what labor union returned as an affiliate of the AFL-CIO after nearly 20 years of independent operation?



## 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 copy of the current 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 March 31, 2025 and we'll send you a promo code worth \$50 to use towards gear at [apwustore.org](http://apwustore.org).

**Latasacha Wardlow (IL)**

**Michael Whitfield (FL)**

**Warren Bass (CO)**

**Crossword Answers:**  
Across: 1. Women 5. Hazard 6. Moderation 7. Commission  
Down: 2. Orders 3. Elections 4. Memorial 8. SEIU

# SEIU Rejoins the AFL-CIO

**O**n Jan. 8, 2025, the AFL-CIO and the Service Employees International Union (SEIU) jointly announced that the SEIU has rejoined the AFL-CIO as an affiliate organization, after nearly 20 years of independent operation. The SEIU, which has over two million members across industries like service and care, have joined forces with the 13-million members in the AFL-CIO. In a statement released by the AFL-CIO, the organizations have reunited to “launch a new, long-term effort to make it easier for workers to win a voice on our jobs with their unions, fight union-busting across industries, and secure wins for working-class families.”

“Today, I am more hopeful than I have ever been about the future of our labor movement,” stated SEIU President April Verrett. “I am more committed than I have

ever been to grow our solidarity and our strength... [and] I am more resolute than I have ever been to unleash a new era of worker power.” Verrett continued, “We are determined to grow our union and every union, because every single worker should have the chance to join a union, no matter where they work.”

“Workers know it’s better in a union, and together we are stronger in our organizing and bargaining fights because there is power in unity,” said AFL-CIO President Liz Shuler. “CEOs and billionaires want nothing more than to see workers divided, but we’re standing here today with greater solidarity than ever to reach the 60 million Americans who say they’d join a union tomorrow if the laws allowed, and to unrig our labor laws to guarantee every worker in America the basic right to organize on the job.” ■

## APWU Attends Labor Innovation and Technology Summit to Prepare for New Technologies in the Workplace

**O**n Jan. 7-8, 2025, the APWU attended the sixth annual Labor Innovation and Technology (LIT) summit in Las Vegas, NV. The summit was co-founded by SAG-AFTRA and the AFL-CIO, including the AFL-CIO’s Technology Institute that works to increase working people’s knowledge, expertise, and interests in the “innovation economy,” to ensure that technological change creates widespread prosperity and worker protections.

Each year, the LIT summit is held at the same time as the annual Consumer Electronics Show (CES), which is the largest technological show in the world and provides an opportunity for global tech companies to display innovative products and technologies – from artificial intelligence (AI) to lifestyle, vehicle, and advanced mobility tech.

While the CES is an opportunity to showcase advancements to prospective buyers, the LIT summit helps labor unions see what technology is emerging and what could pose a threat to workers’ rights and privacy. Ultimately, the summit helps unions formulate strategies and policies to strengthen workers’ rights as they confront the many growing tech-related challenges in the workplace.

This year, the LIT summit included training sessions to prepare leaders, workers, and activists with cohesive plans for collective bargaining, legislative advocacy, and member and community engagement around new technology.

For example, the use of AI poses continuous threats to workers. In late 2023, members of SAG-AFTRA won protections against the use of AI after striking during contract negotiations. They argued that programs like ChatGPT could replace writers who produce scripts for movies and television shows, and AI could replicate the likeness and voices of actors without proper consent or compensation for their work.

There were several notable technological advances on display at the CES that workers should pay close attention to, including AI programs with learning capabilities, autonomous vehicles, automated guided vehicles, and employee surveillance technologies. The APWU continues to stay up-to-date on new technologies that have the potential to threaten our work and livelihoods. Instead of using such advancements to minimize workforces, organizations such as the Postal Service should embrace technology to build upon and expand its services. ■



# Honoring Women's History Month

The APWU National Executive Board adopted a proclamation to honor the women of the APWU throughout March, in celebration of Women's History Month, recognizing the unique and powerful role women have played in the APWU and in society.

We encourage all locals and state organizations to pay tribute to women for the contributions they have made in our continuing struggle.



## 2025 National Election Committee Appointed

Pursuant to Article 12, Section 1, of the APWU National Constitution and Bylaws, APWU President Mark Dimondstein appointed the 2025 Election Committee for the 2025 APWU National Elections. Its members are pictured to the right.

The Election Committee met at APWU National Headquarters on Jan. 28-30, 2025, and adopted the Rules and Regulations for the conduct of the 2025 APWU National Elections. Please see pages 37-47 for a copy of the Rules and Regulations for the 2025 APWU National Elections. ■



Michelle Elliott,  
(Chairperson)  
Chicago Local



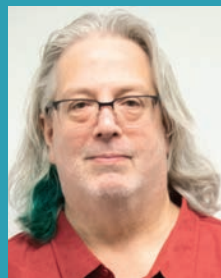
Tanya Jackson,  
(Co-Chairperson)  
Brooklyn Local



Vincent Crespo,  
(Co-Chairperson)  
Providence Area Local



Ben Love  
Central Florida Area  
Local



Andy Kubat  
Lehigh Valley Area  
Local



Jada Anderson  
Reno Local



Lisa Watson  
North Platte Local



Jerry Bennett  
Nashville Area Local



## Executive Actions Aligned with Project 2025 Seek to Dismantle Federal Workforce, Public Services

Within days of being sworn into office, President Trump signed a series of Project 2025-aligned Executive Orders aimed at dismantling and selling off the federal government and its regulatory oversight. All in the name of cost-cutting, these actions will go to pay for his tax cuts for billionaires and to make it easier for the oligarchs in his inner circle to get richer at the expense of public services and well-being of the working class.

One of the president's first actions in office was reviving his 2020 "Schedule F" order, which has since been renamed "Schedule Policy/Career," allowing officials in his administration to reclassify many civil servants as policymaking or policy-evaluating workers. This removes their civil service protections and makes these workers at-will employees. Nearly 50,000 civil servants and subject-matter experts could be replaced by Trump-friendly appointees, removing the nonpartisan and professional nature of civil service. These jobs should be filled by highly knowledgeable experts in the field, not with campaign donors and "yes-men."

The president also signed an order ending remote work and telework for federal employees. Trump-ally Elon Musk, whom Trump tapped to lead his so-called Department of Government Efficiency (DOGE), stated in an opinion piece in *The Wall Street Journal* that the return-to-office order could "result in a wave of voluntary terminations that we welcome." Paired with a newly-ordered hiring freeze, the federal government would not be able to fill those vacant positions, further dismantling the public trust and efficiency of these valuable federal programs.

Additional attacks on public servants include Trump's purge of 18 career Inspector Generals who conduct investigations and audits to detect and prevent waste, fraud, and abuse. Gutting the independent oversight of federal agencies will open the floodgates to unchecked

conflict-of-interest violations. The president's inner circle of tech-billionaires, with high-level security clearances, could stand to receive untold billions of dollars in a windfall of federal contracts with little recourse for such ethical violations.

Trump didn't simply create DOGE; instead, he and Musk repurposed the existing U.S. Office of Digital Service – an agency already working to deliver better services. When giving Musk the keys to DOGE, which has the stated purpose of "modernizing Federal technology and software to maximize governmental efficiency and productivity," Trump ordered federal agencies to provide Musk with "full and prompt access to all unclassified agency records, software systems, and IT systems." Kathleen Clark, a law professor at Washington University of St. Louis who has written extensively about government ethics and has worked as Counsel to the Senate Judiciary Committee, stated, "That gives this government contractor who has billions in federal contracts access to sensitive procurement data. If I were a competitor to Musk in any industry, I'd be really worried about him having this kind of head start."

Since Trump's first day in office, government watchdogs and labor unions, including the American Federation of Government Employees (AFGE), have filed multiple suits to stop this war on federal workers by self-serving oligarchs. "This fight is about fairness, accountability, and the integrity of our government," said AFGE National President Everett Kelley in a statement on Jan. 21. "Federal employees are not the problem – they are the solution. They deserve to have their voices heard in decisions that affect their work, their agencies, and the public they serve."

We must stand together with our union family, AFGE. Their fight is our fight, as both of our jobs are to make sure our communities stay connected to people and have the resources they need to thrive. ■



# Facebook Removes Human Content Moderation

**O**n Jan. 7, 2025, Meta CEO Mark Zuckerberg announced that the company, which owns and operates social media platforms Facebook, Instagram, and Threads, will no longer use human fact-checkers in favor of a user-generated “Community Notes” feature on its platforms.

Disabling the current systems that identify falsehoods, hate-speech, and posts that encourage violence will allow for the spread of extremist views and lies on the platforms. There is already precedence to show that, unmonitored by human oversight, Meta’s engagement-based algorithm will prioritize displaying harmful content simply because it gets engagement, not necessarily posts that are true or urgent. In 2022, Amnesty International reported that Meta’s system

was supercharging the spread of harmful and incorrect content about the Muslim-minority Rohingya people in Myanmar, further inciting violence and discrimination against Rohingyas.

Removing content moderation means that one of our most-used tools for connecting with each other will be overrun with questionable content. Instead of fostering relationships, we’ll simply see more incendiary content and photos created to generate clicks – not conversations.

The timing of this announcement is no coincidence. Meta is facing an antitrust trial in April, and Trump already threatened Zuckerberg with prison. Brendan Carr, the new Federal Communications Commission (FCC) chairman, aims to

regulate tech companies like Meta by increasing oversight. By bending his knee to MAGA extremists, Zuckerberg is signaling that he will do what it takes to ensure his wealth is safe from federal taxes and scrutiny.

Tech reporter Ryan Broderick said, “Billionaires like Zuckerberg aren’t champions of free expression, they’re opportunists weaponizing the concept of free speech to shield themselves from accountability...Their performative policies ultimately undermine the very principles they claim to espouse. Algorithms will mindlessly spread this slop, boosted by the loudest, dumbest, most reactionary users on the platform, helping it evolve and metastasize into darker, stickier social movements.” ■

## Trump Illegally Fires Pro-Worker NLRB Chair Gwynne Wilcox

**D**ays into his second term, President Trump fired the National Labor Relations Board (NLRB) Chairperson Gwynne Wilcox, citing her “radical” views. This unprecedented and illegal move from the White House serves as a direct attack on workers’ rights. It is another instance of the new administration stymieing the functions of the federal government by purging one of its top regulators.

The NLRB is an independent government agency, and its members have statutory protection, meaning they can only be removed by the president for “cause,” like malfeasance or neglect of duty. This is

meant to protect the independence of these boards from political pressure in their decisions. It appears Wilcox’s only crime was standing with working people, apparently a malfeasance to President Trump.

Former President and Democrat Joe Biden nominated Wilcox to the Board, while a Republican-led Senate investigated and confirmed her; a shining example of the working balance of power between the branches of government. By taking such an unmeasured approach in an agency meant to protect the interests of working people, President Trump is effectively ruling as a dictator.

Additionally, by removing the third member of the five-person NLRB, it no longer has the minimum number of members required to make decisions.

“By leaving only two board members in their posts, the President has effectively shut down the National Labor Relations Board’s operations, leaving the workers it defends on their own in the face of union-busting and retaliation,” said AFL-CIO President Liz Shuler.

Paired with the firing of NLRB General Counsel Jennifer Abruzzo, Trump has signaled that he will do what it takes to weaken the enforcement of labor laws and the rights of workers to unionize. ■



# Don't Panic, Organize!

EXECUTIVE VICE PRESIDENT DEBBY SZEREDY

**A**t the People's March in Washington, DC on Jan. 18, 2025, I took a photo of the sign below that was clear and to the point!



“Big Fish” corporations and the billionaires trying to run our country have an open path to swallow workers whole by driving down pay and benefits and busting unions for profit.

However, when we organize and stand together, we have the power to stop those who want to control our lives and work. We cannot allow the billionaires to take control of our lives. We have no time to play victim.

We cannot sit back saying, “Hey, we are moral people so we should be okay.” My role being a moral person is not enough; I need to be engaged in the world I live in. What I know is true, I do love and care about all people, and I must do something about protecting those values for myself and for the workers of our country.

One example is healthcare. Do you believe that healthcare is a right? Do you think it is right that the rich have access to better healthcare than the poor? Unions con-

tinue to fight for better healthcare for all, while many corporations fight to provide cheap or no healthcare for their employees who sweat and bleed to make them rich. We must create equal access to good healthcare that does not discriminate against economic and other differences. A good healthcare system should foster hope and life. Many people say they are against killing another human being, but many people, including babies and children, die every day because they cannot afford continuous healthcare services. The statistics are staggering.

We see unashamed racism, classism, and sexism returning to America at the highest levels of our government and in our communities. White and rich privilege are back in charge, and our outcry is faint. How naïve we were to think this was all behind us. Are you willing to close your eyes, or will you be fully aware, present, and actively embrace organizing with others to become the human beings we can be proud of? Step up and actively work with your local union to save the public Postal Service for all people and let us be an example by protecting our communities. We do care about all human beings.

It's real, our public service and all our inalienable rights are on the kitchen table to be devoured by the oligarchy this year!

The Postal Service is not a company, we are a daily communication service, a connecting network of good people who care about the survival of our communities, during good times or bad, and always wanting to provide a helping hand, whether it be to deliver COVID protections, medicines, good news, acceptance and legal information, letters and gifts of love, and urgent packages and products. We have programs and expanded-service initiatives that we cannot seem to get approved in Congress. These programs would benefit all people, regardless of background, that need a little help and community.

Are you willing to get involved in saving our public services? Let your APWU local union know you are willing to be a volunteer and take action. ■



## Recommit to Community This Earth Day

**O**n Earth Day, observed this year on April 22, we must recommit to steering our communities towards a sustainable course that takes care of our future and planet. We can do that by helping our union family rebuild after the devastation of last season's hurricanes and wildfires and take small steps to prepare for future climate emergencies.

Extreme weather, driven by climate change, is causing more climate emergencies. Increasingly frequent climate-driven disasters, like flooding in Western NC from Hurricane Helene and wildfires in Southern CA, are dominating our headlines.

Fossil fuel companies are at fault, spending billions of dollars to hide the damage they've done to our climate so they can keep lining their pockets while setting our forests on fire, flooding our coastal communities, and poisoning our children with toxic air and water. But there are more of us than there are of them, and as working people, we must keep taking care of each other so that we can repair and revive the places we call home.

One way that you can help fight against climate change is by participating in your local union efforts. Join or form your local union climate justice or safety committee.

The APWU is part of the Labor Network for Sustainability, which connects union members to climate justice leaders.

The Labor Network for Sustainability is a resource for union members to learn more about the economics of climate change and the importance of organized labor as a key partner in confronting the climate crisis. Find ideas for projects or information about how to form a climate justice committee on our website at [apwu.org/climate-justice](https://apwu.org/climate-justice).

If you have been affected by a natural disaster, please remember you are eligible to apply for financial relief through the Postal Employees' Relief Fund (PERF). This important resource is available exclusively to postal workers and helps us rebuild after natural disasters. If you have not been affected, remember that donations are welcome year-round and go directly to helping our coworkers. ■



## Postal Regulatory Commission Advisory Opinion on USPS Service Standard Changes Warns of 'Significant Negative Impact'

**I**n October 2024, the Postal Service announced changes that would lengthen delivery service standards for much of the country's First Class Mail. The Postal Service is legally bound to first seek an advisory opinion from the Postal Regulatory Commission (PRC).

The PRC issued its advisory opinion on the case on Friday, Jan. 31, strongly criticizing the Postal Service's plans, finding they were based on defective modeling and "overly optimistic" cost-savings projections. They were particularly concerned that the Postal Service had not adequately considered the "significant, negative impact of these changes on rural communities across the country." The opinion warns that the USPS's plan would result in significant service downgrades, particularly affecting rural America, and that any cost savings associated with the changes

may not be worth the serious impacts to the country's mail service.

The APWU participated in the review, submitting testimony and filing a brief. The APWU summarized comments of more than 9,500 postal workers and more than 48,000 customers who submitted their views on the proposals to the Board of Governors or their members of Congress. The majority of commenters had concerns about the impact of slower mail service to themselves, their businesses, and their communities. The PRC appears to have taken the public comments seriously.

The APWU brief underscored the impact the proposed service standard changes would have on rural communities. The PRC found that the changes will have a "disproportionate impact...on rural communities, and warned the Postal Service

to reconsider its proposed changes, in rural areas in particular, to avoid imbalances that could violate the law, which prohibits the USPS from making "any undue or unreasonable discrimination among users of the mails."

"The PRC's thorough analysis of management's proposal shows that postal management is out of touch with the needs of the mailing public. The APWU is proud to have stood with the public and stand up for the good service that every community deserves," said APWU President Mark Dimondstein.

"The ball is now in management's court to address needed changes in the postal system in a way that improves service, not slows it down," said Dimondstein. "Postal workers and the public have shown we are ready to keep fighting for quality and reliable mail service." ■



# It Is Time to File Your Labor-Management Report!

SECRETARY-TREASURER LIZ POWELL

**M**arch 31 is fast approaching! It is especially important that local and state treasurers file their annual Labor-Management (LM) report for the Department of Labor (DOL) by its due date of **March 31**. All locals must file an annual LM financial report with the DOL as part of the legal requirements by the *Labor Management and Disclosure Act* (LMRDA). Local and state affiliates who have a fiscal year that ended Dec. 31, 2024, must file their LM report on or before **March 31, 2025**. The DOL requires the annual report filed within 90 days of the end of the local fiscal year; therefore, if your local's fiscal year is other than Dec. 31, you are required to electronically file your LM report within 90 days of the end of your constitutional fiscal year.

The number of annual receipts the local receives will dictate which LM report your local will be required to file.

- **Form LM-2:** For locals with annual receipts of \$250,000 or more.
- **Form LM-3:** For locals with annual receipts \$10,000 to \$249,999.
- **Form LM-4:** For locals with annual receipts of less than \$10,000.

What constitutes “annual receipts?” Annual receipts refer to the total amount of money a local receives during a fiscal year from all sources, including dues, fees, investments, and other income (rental income), proceeds from sale of aprons and other union gear, which determine which LM report form the union must file. All LM reports filed with the DOL become a matter of public record and are posted on the its website.

The DOL provides the national Secretary-Treasurer with a list of locals that have failed to file their LM report or have filed a delinquent report. Article 16 of the national APWU Constitution and Bylaws requires all affiliates to provide the Secretary-Treasurer with local records showing: verification of filing the DOL report (LM report), a copy of the Internal Revenue Service 990 report, local elections records that should occur at least every three years, and a copy of the local's constitution and bylaws.

Do not delay! Ensure your LM report is electronically filed by the due date. If you need assistance contact

Annette August, Executive Assistant to the Secretary-Treasurer, at 202-842-8538 or email [aaugust@apwu.org](mailto:aaugust@apwu.org).

## Secretary-Treasurer's Training April 8-10, 2025, Miami, FL

Be sure to register to attend the Secretary-Treasurer's Training in Miami, FL. The following training will be provided:

- Officer Fiduciary Responsibility Training
- Beginners QuickBooks Training
- Advanced Refresher Training

Please note that all classes are conducted simultaneously on all three days. Therefore, individuals may register for only one class.

Registration deadlines may end before the cut-off dates if the class is full. The QuickBooks classes have a limited number of available spots. There will also be time made available for you to meet with individuals in the Secretary Treasurer's Department about specific questions that you may have.

For travel purposes, please count on classes going until 5:00 p.m. on Thursday, April 10, 2025. ■

## New 2025 General Services Administration Mileage Rate

Effective Jan. 1, 2025, the standard General Services Administration (GSA) mileage rate is **seventy cents (\$.70) per mile**, which is up three cents from 2024. It is important that reimbursement for mileage is requested at the appropriate rate and properly documented with a mileage log sheet, accompanied by Google Maps or MapQuest for the mileage reimbursement requested.

Visit the Secretary-Treasurer's page at [www.apwu.org](http://www.apwu.org) to find other items to assist you and your local function properly. Information on the page includes, but is not limited to:

- Constitution and By-Laws
- Election of Union Officers
- Dues, Mailings List, and Membership
- Protecting Local Assets
- Department of Labor Forms
- IRS Forms



## APWU Participates in AFL-CIO 2025 Dr. Martin Luther King Jr. Civil and Human Rights Conference

**A**PWU members and national officers attended the AFL-CIO's 2025 Dr. Martin Luther King Jr. Civil and Human Rights Conference in Austin, TX, on Jan. 9-12. The conference served as an opportunity for labor, civil rights, and social justice movements to strengthen community, build solidarity, and plan for the fights ahead.

The APWU was a sponsor, and Human Relations Director Daleo Freeman assisted in planning with the AFL-CIO. During the weekend, Director Freeman co-facilitated the "Strength in Solidarity: Defending Collective Bargaining" workshop, which examined threats to the rights of workers to collectively bargain from the incoming Trump administration. Facilitators and attendees discussed how to use storytelling and



action planning to show solidarity on the front lines, build power for working people, and protect the right to collectively bargain.

"The different workshops addressed the fact that Dr. King's fight is not over, even today," said Human Relations Director Daleo Freeman. "I hope that all the attendees will take what they learned back to their locals and use their knowledge for the struggle ahead."

National and local APWU leaders from across the country came together to learn from other unions and prepare the APWU for the fight ahead.

"Dr. King's legacy reminds us that labor and civil rights are tied closely together," said Brenda Middleton. "As postal workers, a very visible part of the community, we need to carry that message with us in our union and community work." ■

## Detroit Amazon Workers Demand End to Unfair, Hazardous Work-Rate System!

**A**mazon workers are standing up and fighting back in Romulus, MI. Workers who are organizing to form a union with the APWU at Amazon's DTW1 location, near Detroit, joined with their union organizing committee to deliver a petition to management on Dec. 4, 2024. They demanded an end to the unfair and dangerous work-rate system that grades workers based on how fast they work. If workers fall below the expected rate of work, they can be disciplined. In many cases, workers are unaware that they have been written up because Amazon has an unfair practice where it automatically disciplines workers at the "bottom percentage" of the work rates and moves the record into workers' personnel files without giving them notice. Workers have been terminated without the knowledge of receiving prior discipline!

The workers found both practices unfair and presented the petition with hundreds of signatures to management. Nearly 30 workers delivered the petition to the bosses. "This company cares more about getting product out [at certain] rates instead of worrying about what those rates will do to their injury rate," said Amazon worker Tasha Fuller, who was present for the handoff.

Unlike APWU-represented workers at the Postal Service, Amazon workers don't have the "just cause" or defined work-standard protections that we have in our main union contract. Not having those protections at Amazon allows its management to hold its workers to unilaterally-defined work rates and can discipline or fire them without notice or due process, leaving them without the opportunity to have their "day in court." ■

### Learn More About Private-Sector Organizing

The APWU is committed to supporting all workers in the postal and mail industry who seek to organize a union. If you or someone you know would like to learn more about unions and how organizing with the APWU can be a powerful force for positive change at work, visit [apwu.org/building-union-power-private-sector](https://apwu.org/building-union-power-private-sector) or scan the QR code to find out more.





# Stand Up for Safe Jobs on Workers' Memorial Day!

INDUSTRIAL RELATIONS DIRECTOR CHARLIE CASH

**I**n December 2024, the *National Census of Fatal Occupational Injuries in 2023* was released. According to the 2023 data, 5,283 fatal traumatic work injuries occurred in the U.S. On average, nearly 15 people died per day at work. Fifteen people woke up, said goodbye to their families, and never returned home.

That is a death rate of 3.5 deaths per 100,000 workers. The death rate for Black or African-American workers is 3.6 deaths per 100,000 workers, and for Hispanic or Latino workers it is 4.4 deaths per 100,000 workers. The death rate for White workers is 3.3 deaths per 100,000 workers.

The U.S. Postal Service remains one of the most dangerous companies to work for. In fiscal year 2023 (Oct. 1, 2022, to Sept. 30, 2023), 34,472 employees were injured or had occupational diseases. Additionally, five employees were killed on the job. This does not account for the thousands of unreported injuries or claims that were not approved by the Office of Workers' Compensation Programs (OWCP). Your work is dangerous.

Each year, April 28 is a significant day for workers and unions worldwide. It is the day to honor the hundreds of thousands of workers who die and are injured on the job each year. It is a day of action, reflection, and mourning for workers and unions. It is known as *Workers' Memorial Day*. April 28 was chosen because of its relationship with the *Occupational Safety and Health Act* going into effect on April 28, 1971. The law led to the creation of the Occupational Safety and Health Administration (OSHA) to enforce the Act, and after 200 years, the U.S. finally had a federal law that required workplace safety.

We cannot rely on OSHA to be there to enforce safety rules and regulations in 2025. Under the current Trump Administration, we are already seeing agencies gutted, starved of funds, and workers being asked to resign, such as government safety enforcement officials. Project 2025 is being implemented at a furious pace. One of its tenets calls for mass deregulation to include the dis-

mantling or severe curtailing of OSHA operations. This would lead to safety enforcement being up to individual businesses. This will not lead to less injuries or deaths at work, I believe it will lead to more.

**ON APRIL 28, I CHALLENGE ALL OF YOU TO BE WILLING TO STAND UP FOR SAFE JOBS AND TAKE ACTION ON THIS DAY. THERE ARE MANY THINGS YOU CAN DO.**

On April 28, I challenge all of you to be willing to *Stand Up for Safe Jobs* and take action on this day. There are many things you can do. Take a moment of silence at the beginning of your shift by yourself or with your co-workers to honor not just the postal employees injured or killed, but workers worldwide. Take a safe action on that day. Wear a high-visibility piece of clothing to make yourself visible at work but to also remind management and your co-workers of your dedication to workplace safety. You can also reinforce **your right to a safe workplace!** I challenge you to check your workplace and when you see a safety violation, report it! Complete PS Form 1767 - *Report of Hazard, Unsafe Condition or Practice*, turn it into your supervisor, and then make sure management follows the process required of them when this form is submitted. You can find some ideas of what can be reported on page 6.

The APWU contract with the Postal Service states in Article 14:

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

But not only does the contract require a safe workplace, so does the law! It is your right and all of us need to be willing to stand up and fight for that right!

**STAND UP FOR SAFE JOBS!  
IT IS EVERY WORKER'S RIGHT! ■**



# This Workers' Memorial Day, File a PS Form 1767 - Report of Hazard, Unsafe Condition or Practice

**E**ach year, on April 28, we observe Workers' Memorial Day. On this day, the labor movement remembers workers killed or injured on the job and vows to continue the fight for strong safety and health protections in the workplace. Without workers standing together and fighting for our safety, we would not enjoy the protections from the Occupational Safety and Health Administration (OSHA) and our union contract.

This Workers' Memorial Day, we are calling on our members to take part in collective action to make sure our workplaces are clean, safe, and healthy! On April 28, fill out and file a *PS Form 1767 – Report of Hazard, Unsafe Condition or Practice*. Whether something small like sticky floors, or a persistent problem such as a toxic workplace, stand up with your co-workers to shine a light on the hazards in your workplace. If we don't look out for each other, no one else will.

**Below is a list of some issues you can report on a PS Form 1767:**

- Blocked fire extinguishers
- Doors blocked
- Pallets stacked too high
- Mail Transportation Equipment overloaded
- Red-tagged equipment not being repaired
- Empty equipment stacked too high
- Personal protective equipment (PPE) not being provided
- Safety service talks not being given to all employees
- Fire extinguishers expired or not inspected
- Restrooms inoperable or unclean
- Emergency stops being bypassed on machine jams
- Fire and spill drills not conducted
- Safety barriers inoperable or unrepaired after damage
- Tractor trailer backing lines not visible nor repainted
- Insufficient parking lot lighting
- Air conditioning and heating inoperable
- Harassment, intimidation or bullying in the workplace
- Hazmat spill procedures ignored
- Compressed gas cylinders stored in unsafe areas
- Exit routes not marked or illuminated

- Doors, passageways, stairways not properly marked as "Not an Exit"
- Floors obstructed with equipment
- Inadequate lighting or ventilation
- Eye flushing stations inoperable or unclean
- Shelving not bolted down or to walls
- First aid kit material outdated or unavailable
- Missing guard covers on mail processing equipment
- Shelter in place not properly labeled
- Deaf and hard of hearing not included in safety talks
- Mold and asbestos issues
- Drilling without proper vacuum and or ventilation
- Dust and other unknown matter in ventilation systems
- Material Safety Data Sheets (MSDS) not updated
- Leaking roofs not repaired
- Worn out or torn floor mats not replaced
- Starting and stopping devices not clearly marked
- Roll up doors inoperable or malfunctioning
- DBCS machines damaged or malfunctioning ■

## How a PS Form 1767 Works:

- To report a hazard, find and fill out the PS Form 1767. These must be readily available to you. If it is not, you can find a form on [apwu.org](http://apwu.org).
- APWU recommends that you utilize the 4-copy NCR form provided by the USPS in your workplace. This way you can see what actions were completed or ignored.
- File a report of the condition on PS Form 1767 with the immediate supervisor and request an inspection of the condition.

The immediate supervisor must promptly (within the tour of duty): Investigate the alleged condition; Initiate immediate corrective action; Record actions or recommendations on the PS Form 1767; Forward the original PS Form 1767 and one copy to the next appropriate level of management (approving official); Give the employee a copy signed by the supervisor as a receipt; Immediately forward the third copy to the facility safety coordinator.

If the hazard is not fixed within 7 days, you can file a grievance to ensure action is taken.



# Clerk Division Fills Two Vacant National Business Agent Positions



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

**R**ecently, two National Business Agent (NBA) positions became vacant in the Clerk Division. Robert “Bob” Romanowski left his NBA job in the Philadelphia Region when he was promoted to the newly established Assistant Director “C,” Clerk Division position at APWU headquarters. Additionally, Robert “Bob” Kessler retired from his position as NBA for the St. Louis Region after over 44 years.

In accordance with the APWU Constitution and By-Laws, Clerk Division Director Lamont Brooks was tasked with filling these NBA vacancies, with approval of the Clerk Division Executive Council. By unanimous votes taken by the Clerk Division NBAs, Greater Kansas City Metro Area Local Secretary-Treasurer Sharon Curtis was appointed National Business Agent, St. Louis Region, and Keystone Area Local President Kim Miller was appointed National Business Agent, Philadelphia Region.



St. Louis Region National Business Agent Sharon Curtis

Curtis began her postal career as a part-time flexible (PTF) clerk in Cameron, MO while attending night school to earn her bachelor’s degree in accounting. She also worked in the Saint Joseph, MO Post Office and Stamp Fulfillment Services in Kansas City, during which time she became active in her local union. She has held several positions at her local, including steward, editor,

and secretary-treasurer. She was also an area vice-president for the Missouri Postal Workers Union.

She has attended APWU’s well-known National Advocacy School organized and prepared by Research and Education Director Joyce Robinson. For the past seven years, she has successfully served as an arbitration advocate in her area.



Philadelphia Region National Business Agent Kim Miller

Miller attended Mansfield University and earned a bachelor’s degree in criminal justice, in addition to serving honorably in the U.S. Army from 1996-2000. She began her postal career in Harrisburg, PA on Aug. 12, 2000, joining the APWU on the same day. In 2005, she began her union career as a steward. Shortly thereafter, she was appointed Secretary-Treasurer of the Keystone Area Local. She also served as

a state officer for the Pennsylvania Postal Workers Union, first as business agent and then as president.

Miller was also local president for the Keystone Area Local from 2014-2024. She attended arbitration advocacy training in 2015, served on the Constitution Committee twice, and is co-chair of the current APWU Rank-and-File Committee.

**BY UNANIMOUS VOTES TAKEN  
BY THE CLERK DIVISION NBAS,  
GREATER KANSAS CITY METRO AREA  
LOCAL SECRETARY-TREASURER  
SHARON CURTIS WAS APPOINTED  
NATIONAL BUSINESS AGENT, ST.  
LOUIS REGION, AND KEYSTONE AREA  
LOCAL PRESIDENT KIM MILLER WAS  
APPOINTED NATIONAL BUSINESS AGENT,  
PHILADELPHIA REGION.**

Both Curtis and Miller officially took office as NBAs on Jan. 6, 2025. The Clerk Division officers and the entire APWU congratulate both new officers and wish them the best during their terms of office. ■

# In-Service Open Season: March 1-31, 2025



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

**F**rom March 1-31, ALL career employees may request to be tested for Maintenance Craft eligibility ratings and placement on In-Service Registers. In March, career employees already on the In-Service Register can submit a written request to remain on those registers and avoid the annual purge that occurs on April 1.

**Below are the Jan. 18, 2023, Questions & Answers for the Memorandum of Understanding (MOU) Re: In-Service Examinations, Register and Eligibility**

*1. Is the March annual service wide opportunity to test for Maintenance Craft eligibility ratings limited to once per year during the month of March?*  
**Yes.**

*2. Who is eligible to participate in the annual opportunity to test for Maintenance Craft eligibility ratings?*  
**All career employees are eligible.**

*3. Can Maintenance Craft employees participate in the annual opportunity to test for Maintenance Craft eligibility ratings?*  
**Yes.**

*4. If In-Service Registers do not exist, where are the exam results placed?*  
**The HR MSS [Maintenance Selection System] Coordinator is responsible for placing the results in the employee's eOPF.**

*5. What form must career employees complete when submitting a written request to participate in the March annual In-Service opportunity?*  
**Management shall provide an Employee Maintenance Position Selection (EMPS) form as found in the EL-304 to employees.**

*6. What occupational group can career employees request to receive eligibility ratings for?*

**All Maintenance Craft occupational groups (MSS and non-MSS) that require an examination, except National Service Technician ET-11.**

*7. Can non-Maintenance Craft, career employees that have already received eligibility ratings request to be tested again in subsequent years in an attempt to improve their scores?*  
**Yes.**

*8. What options are available for non-Maintenance Craft employees who have failed the structured interview, but received an eligibility rating on examination 955?*

**In subsequent years, the employee may (1) request to re-take the examination for the structured interview only or (2) can request the opportunity to retake both the examination 955 and the structured interview. If the employee retakes examination 955, the highest achieved score is used as the eligibility rating.**

*9. Can current Maintenance Craft employees that have received In-service eligibility ratings for occupational groups that are not in their facility, request to be tested again in subsequent years in an attempt to improve their scores?*  
**Yes.**

*10. What happens if an employee is a "no show" for the proctored exam or structured interview during the In-Service process?*

**The employee is deemed ineligible and may request to take the exam/structured interview during the following year's annual opportunity.**

*11. Are there any changes to the way employees are ranked on In-Service Registers?*

**No, there are no changes.**

*12. If non-custodial In-Service Registers exist, how will employees be added in subsequent years?*

**Merged in score order.**

*13. If an employee on an In-Service Register declines to accept a position in the Maintenance Craft, is that employee's name removed from the In-Service Register?*

**No, the employee will be bypassed for that position.**

*14. When will In-Service Registers be purged?*

**Every year on April 1.**

*15. What must employees on In-Service Registers do to avoid the April purge and remain on In-Service Registers?*

**Employees must submit a written request by Mar. 31 to the District HR MSS Coordinator. The exception is employees on custodial In-Service Registers, which are not purged.**

*16. Is there a specific form that employees must use to submit their notification to management of their intent to avoid the April purge and remain on In-Service Registers?*

**No, any written/emailed request to remain on the In-Service Registers will be accepted. ■**

# Motor Vehicle Service Employees Are Essential



Director Michael Foster and Assistant Director Garrett Langley

## Voluntary Early Retirement

Whether meeting with the Postmaster General (PMG), Deputy PMG, members of Congress, or national arbitrators, the Motor Vehicle Service (MVS) officers are always extolling the value of our craft employees. The skill set and knowledge required to perform our duties, and the professionalism and pride of our members, should justify higher wages, better benefits, and the minimal contracting out of work.

The Postal Service recently offered Voluntary Early Retirement (VER) opportunities to eligible employees. These are occasionally offered over the years and can accomplish at least the reduction in the size of the bargaining unit and the ability to create lower-salary employees. While our value is obvious, the positions taken by the USPS during contract negotiations, interest arbitrations, and contracting-out decisions, makes essential employees appear to be expendable.

The USPS determined the MVS Craft employees to be essential, and only 12 percent of eligible employees would be allowed to complete the VER. If you choose to take it, you must make the Postal Service aware by March 7, 2025. If the 12 percent cap in MVS is exceeded, then the incentive will be granted based on total Postal Service seniority. The offer is also open to Part-Time Flexible employees on a pro-rated basis. The decision to retire is always a personal one, and for any APWU and MVS member who chooses the VER, congratulations and best wishes.

## Position Papers Exchanged

The APWU and the USPS have exchanged their respective positions in MVS-filed national disputes on the following issues:

### MVS Dispatch Coordinator

The first of several exchanges on this national dispute addressed the Postal Service's creation of the MVS Dispatch Coordinator and the combination of duties across craft lines. We believe that the number of duties associated with this job description are so numerous that many contract violations occurred with the creation of this position. The job description encompasses the entire job description of the

Clerk Vehicle Dispatcher, as well as duties from Vehicle Operations Assistant (Bulk Mail), Schedule Examiner Vehicle Runs (SEVR), as well as other APWU craft job descriptions. The MVS Dispatch Coordinator job description has the potential for employees to perform different duties daily, making it highly possible for management to begin siphoning work away from the bargaining unit. The Dispatch Coordinator is assigned to the MVS Craft.

### Schedule Examiner Vehicle Runs (SEVR)

The SEVR dispute is about the shifting of those duties to management, which has been the subject of multiple Step 4 national disputes in the past. The Motor Vehicle Craft has had to fight for the SEVR position in the past and we have no intention of giving this work back to management.

### Bulk Transportation of Mail

Bulk transportation of mail between facilities is the primary responsibility of the MVS Craft and Postal Vehicle Service (PVS) operators. In many locations, letter carriers or other employees are performing these duties. Where a Sorting and Delivery Center (S&DC) has been established, the USPS instructs the Letter Carrier Craft to transport mail between the hub and spoke offices. This is a direct violation of the S&DC Memorandum of Understanding (MOU) and the history of the bargaining language.

### Dynamic Route Optimization

Dynamic Route Optimization (DRO) was a plan by the Postal Service to change the Highway Contractor Route either weekly or even daily. However, when these routes became due for renewal, this dynamic routing did not allow for the APWU to fully exercise the rights we have bargained for in the contract. These programs utilize various methods of cost-saving strategies. DRO only uses a mileage calculation and does not include the hourly calculations required by Article 32.2.

As with all disputes, if you witness or have questions about these violations, please contact your local representatives, your National Business Agent, or the MVS Division.

**"The struggle continues – keep on trucking." ■**



# Information Technology and Accounting Services Negotiations



Director Arrion Brown

The Support Services Division negotiates several different contracts for postal and private-sector workers. The largest contract we lead in negotiations is the Information Technology and Accounting Services (IT/AS) contract, which covers nearly 1,000 bargaining unit postal workers. The current IT/AS contract expires May 17, 2025; we provided the Postal Service with an intent to bargain notice on Jan. 22, satisfying our contractual obligation to notify management no less than 90 days or more than 120 days before the expiration of the agreement.

For the upcoming IT/AS negotiations, the bargaining committee, which consists of national and local Support Services officers, met in the fall of 2024 to discuss proposals. Local leaders conveyed the most important issues that they would like to see addressed in our next contract based on input from their respective members. Our initial bargaining committee sessions were productive, and we will continue to meet to discuss additional proposals for negotiations, which are tentatively scheduled to begin in March.

This year, the APWU and USPS will also bargain to modify the IT/AS Telework Pilot Program agreements. These programs have been successful and beneficial to the bargaining unit and management. The ability to work from home has created a better work-life balance for workers by eliminating the commute time. Not having as many workers in the facility has also undoubtedly created energy savings for management with less equipment being utilized.

There has been concern from telework and remote workers in IT/AS and The Human Resource Shared Service Center (HRSSC) about the *Return to In-Person Work* Memorandum issued by President Trump and how it impacts postal workers. The memorandum issued by President Trump does not affect the postal workers who participate in telework or remote work. The Postal Service is not affected by executive orders or memorandums from the Executive Branch, unless specifically cited. It will be critically important to remember postal workers are not directly impacted by executive orders

or memorandums issued by the President for federal workers during the current administration. The APWU anticipates that the Project 2025 agenda will play a role in this administration, especially the segments of that plan that attack government employees.

## Continued Negotiations

The Support Services Division continues to work with the National Negotiating Committee on the main APWU and USPS collective bargaining agreement. These negotiations have slowed since the contract expired in September 2024. The progress for *Article 40 Operating Services* and *Article 41* has been frustrating and disappointing. The minor improvements we proposed in those articles have been denied by management. Currently, *Article 40* does not contain non-bargaining unit detail language that prevents management from detailing craft workers to management positions for extended periods of time, leaving the craft employees' work to be done by other craft employees. All other crafts under the main agreement have this protective language. It is reasonable to expect all crafts under the same agreement to have the same protections and rights. Management has not agreed to the proposal, nor provided legitimate explanations for why the proposal is not acceptable to them.

We are still negotiating the HRSSC agreement, which expired in October. We have made progress with the non-economic proposals and are currently working on the economics. These negotiations began very slowly, but through persistence and perseverance, we have been making progress on our proposals. We are looking forward to continuing and finishing these negotiations for our members.

We are also still negotiating with Albuquerque Mail Service (AMS) for the first contract of its newly formed bargaining unit created in early 2024. We have had productive negotiations sessions with contributions from the Albuquerque Local 380 leadership and AMS bargaining committee. Negotiations have been delayed by the company's inability to provide dates. We will continue to bargain to achieve a tentative agreement for our AMS drivers. ■



Southern Region Coordinator Yared Wonde

# Protecting the Postal Service, Our Livelihoods After the Election

The recent election brought significant changes to the political landscape, and unfortunately, the candidate that the APWU endorsed, Kamala Harris, did not win. While this outcome is disappointing, it highlights the need for our union to remain united and proactive in defending the Postal Service, our jobs, and the services we provide to the public.

The new administration brings challenges that could directly have an impact on the Postal Service and the lives of postal workers. Policies aimed at privatizing parts of the Postal Service, or weakening collective bargaining rights, remain real threats. These actions not only jeopardize our livelihoods but also undermine the Postal Service's critical role in serving communities, particularly in rural areas that rely heavily on us for essential deliveries.

## The Risks Ahead

Under the Trump Administration, we could face:

- **Privatization Efforts:** There is a continued push to privatize the USPS, which could lead to job losses, reduced wages, and diminished benefits. Privatization would also prioritize profits over service, harming the public.
- **Weakened Labor Protections:** The administration may support policies that undermine unions, threatening our ability to negotiate fair contracts and protect members' rights.
- **Reduced Service Standards:** Cuts to funding or operational changes could erode the quality of our services, affecting public trust and potentially reducing demand for USPS.

These risks highlight the urgency of standing together as a union to protect our rights, our jobs, and the public Postal Service.

## What We Can Do

While the challenges are significant, we are not powerless. As APWU members, we have the strength of solidarity on our side. Here's how we can take action:

- **Stay Involved:** Attend union meetings, stay informed about legislative developments, and participate in union actions. A strong, unified membership is essential to pushing back against harmful policies.
- **Advocate for the USPS:** Contact your elected representatives and urge them to support legislation that strengthens the Postal Service and protects union jobs. Encourage your coworkers, friends, and family to do the same.
- **Educate the Public:** The public is one of our strongest allies. Share the importance of the USPS as a public institution and the risks posed by privatization and remind members of your community that the USPS is a service, not a business.
- **Hold Leadership Accountable:** Monitor the new administration's policies and work with the APWU to challenge any actions that threaten USPS or its employees.

WE HAVE FACED CHALLENGES BEFORE  
AND EMERGED STRONGER BECAUSE  
WE STOOD TOGETHER.

## A Call to Action

The election results may not have gone as we wanted, but this is not the time to lose hope. Instead, we must focus on what we can control – our solidarity, our advocacy, and our commitment to protecting the Postal Service and our union.

Every APWU member has a role to play in shaping the future. By staying informed, engaged, and united, we can ensure that our voices are heard and that the Postal Service remains a public institution dedicated to serving the people.

We have faced challenges before and emerged stronger because we stood together. Let's continue to fight for what we believe in and protect the future of the Postal Service, our jobs, and the communities we serve. ■





Judy Beard, Director

# The Struggle Always Continues

**A**s the dust settles on the start of the 119th Congress, your Legislative and Political Department is hard at work fostering relationships with the new and returning members of Congress. While there are many issues we track, and legislative priorities we advocate for, it is first important to note specific attacks on postal workers.

### Potential Attacks on Postal Workers

There are several proposals for federal cost-savings that the APWU is firmly against, some of which were discussed during President Trump's first term, including:

- Raising the Federal Employees Retirement System (FERS) contribution rate;
- Reducing or fully eliminating cost-of-living adjustments (COLAs);
- Eliminating FERS supplemental retirement payments;
- Reducing annuity calculations, basing it on the highest five years of pay (High-5) instead of the highest three (High-3);
- Increasing Federal Employees Health Benefits (FEHB) contributions.

We will continue to carefully watch for potential attacks on the hard-earned benefits of APWU members and retirees during the upcoming congressional budget process.

### Recent Executive Actions

Two executive actions taken in January impact our fellow federal workers. First, a hiring freeze was placed on federal civilian employees, with limited exceptions. The executive action goes on to request a formal plan to reduce the size of the federal workforce. Second, President Trump reinstated Executive Order 13957 from Oct. 2020, which created Schedule F – now renamed Schedule Policy/Career. This is a reclassification of federal employees with “policy-influencing positions” as political appointees. In short, Schedule Policy/Career allows the president to appoint his supporters to key government positions, while removing qualified, merit-based hires.

While these two actions do not directly impact postal workers, we must pay close attention to any changes to the federal workforce and be prepared, when called upon, to help our federal union siblings fight back.

### The Department of Government Efficiency

The newly established Department of Government Efficiency (DOGE) was created by an executive order signed on Jan. 20, 2025. Recently, lawmakers and news organizations have discussed how to make the Postal Service more “efficient.” Ideas include downsizing the entire Postal Service, embracing Artificial Intelligence (AI) technology with robots replacing employee work, revoking the \$3 billion Congress granted to the Postal Service for the new electric vehicle fleet, and replacing the current retirement plan with a defined contribution plan for new hires – drastically reducing retirement benefits and eliminating the retirement security we have all fought to preserve. Another idea attempts to reduce the total number of career employees and have postal workers cover multiple tasks in various crafts.

### Committees to Watch

There are two committees of note with jurisdiction over the Postal Service. In the Senate, the Homeland Security and Governmental Affairs Committee (HSGAC) is tasked with, in part, the responsibility to, “study the efficiency, economy, and effectiveness of all agencies and departments of the federal government.” In the House, the Oversight and Government Reform Committee maintains jurisdiction over the Postal Service and will soon be tasked by Republican House leadership with finding areas of government spending to cut.

Please scan the QR code to see if your member of Congress is a member of either crucial committee. ■



We encourage all APWU members to remain vigilant of these and any future attacks on postal workers, especially our hard-earned benefits. It is important that we, as postal workers and retirees, defend the work we do to serve the public. Please visit our website at [apwu.org/legislative](https://apwu.org/legislative) to view information about our current fights and talking points for our legislative priorities.



Anna Smith, Director

## Protecting Our Rights During the Threats We Face!

**A**lmost from the day we start working at the Postal Service, we hear negative comments such as, “the Post Office is going under,” or “automation will replace our jobs.” For those who have been around for any length of time, those predictions have fallen short. Despite the threats, we are still here today!

We learn to adapt to changes and adjust how things are done, and we will continue to do so. One thing is for sure, the workplace as we know it today will not be the same in five years, or even a year from now.

However, the threats to our collective bargaining rights are very real. There are new policies that some people in power want to implement, which could significantly impact our ability to negotiate for our wages, rights, and benefits.

What can we do? We push back! We must strengthen our union’s power by increasing our membership, organizing, and taking action. Stay informed and know your rights. There is a wealth of information available at union meetings, in union publications, and by visiting [www.apwu.org](http://www.apwu.org). Together we must build community support for the work we do as postal workers. We must stand up and take action to protect the rights we have.

No action you take to protect our rights will be too small, such as having a conversation with your non-member coworkers asking them to stand with you, making a phone call to a legislator, or even just sharing a post on social media about a collective APWU action. Make protecting your job and rights a priority.

### **What does the Volunteer Early Retirement Incentive mean for the APWU?**

The Voluntary Early Retirement (VER) incentive may be beneficial and meet some members’ personal needs, but it will create challenges for our union as a whole and on the workroom floor. One of the positive effects of the VER is that junior employees might have the opportunity to bid into duty assignments that are typically held

by senior coworkers. It also gives workers the ability to enjoy their retirement early.

There are some challenging effects that we must adapt to and overcome. Our union membership will decline. Yes, we can build it back up, but any decline in membership means a decline in bargaining power. That isn’t a good position for us to be in during contract negotiations. We all know that management will test us on the workroom floor, demanding more work be done with less people.

As a union, we must protect both those taking the VER and those who remain in the bargaining unit. As the Postal Service replaces those retiring, it is essential that we take every opportunity to bring new employees into the APWU. Have conversations with your non-member coworkers. If you see new employees, ask them to stand with you and join the APWU. If you hear new employees stating they didn’t see a union representative at orientation, let your local union leaders know. Helping nonmembers join is easier than ever with “online join,” it’s quick and can be done from either a mobile device or computer at [www.apwu.org](http://www.apwu.org). Feel free to reach out to the department for any assistance with organizing.

Remember, for those who are retiring, be sure to take advantage of the rights and benefits of being an APWU Retiree Member. ■

### **Are You a Newly-Employed Career Employee in Your Craft?**

Be sure to request the recently updated Career Employee fliers from your local for the Clerk, Maintenance, and Motor Vehicle Crafts. The newest version has a revision date of 1/2025. Please discard any previous versions, as they have information pertaining to Federal Employees Health Benefits (FEHB) rather than the new Postal Service Health Benefits (PSHB) program. You can also find them online by visiting: [apwu.org/career-employees](http://apwu.org/career-employees).





Joyce B. Robinson, Director

# Eliminating the Gender Pay Gap

**B**ecause women earn less than men, they must work longer for the same amount of pay. Equal Pay Day originates from the 1996 National Committee on Pay Equity to illustrate the gap between men's and women's wages, and is the symbolic day when women's earnings catch up to men's earnings from the previous year. This year, National Equal Pay Day will be celebrated on Tuesday, March 25, 2025.

## Gender Gap by Race and Age

Federal women employees are protected by *The Equal Pay Act of 1963*, which made it illegal for employers to pay unequal wages to men and women who perform equal work. But many states do not follow these laws. According to the Bureau of Labor Statistics, in the second quarter of 2024, the median weekly earnings was \$1,253 for men and \$1,017 for women.

The data also revealed discrepancies by race. The median weekly earnings of white women were \$1,037, while Black women's earnings were \$906, or 87.4 percent compared to white women. Latina women earned \$831, or 80.1 percent of earnings per dollar by white women. Asian women earned \$1,337, which was higher than white women. And by age, the median weekly earnings of women were highest for women ages 45 to 54 at \$1,151, and lowest for women ages 16 to 24 at \$771.

## Institute for Women's Policy Research Findings

According to the Institute for Women's Policy Research, more than 36 million households in the U.S. are headed by women. Forty-eight percent of white mothers, 49 percent of Latina mothers, 79 percent of Black mothers, 64 percent of Native American mothers, and 43 percent of Asian and Pacific Islander mothers are breadwinners in their households. Yet, mothers overall are paid just 62 cents for every dollar paid to fathers.

The wage gap also varies by state and congressional district. In Utah, where the gap is the widest, women

are paid only 61 cents for every dollar paid to men (a gap of 39 cents for every dollar). Even in Vermont, where the gap is the narrowest, women are paid just 83 cents for every dollar paid to men – a gap of 17 cents. In each of the 435 congressional districts across the country and the District of Columbia, the median annual pay for women is less than the median annual pay for men.



Rep. Rosa DeLauro (D-CT-3) speaks during a 2019 press conference on *The Paycheck Fairness Act*.

## The Paycheck Fairness Act

*The Paycheck Fairness Act* (PFA) was a bill that addressed wage discrimination in the workplace. The House of Representatives formerly passed the bill in April 2021, during the 117th Congress, and it moved to the Senate in March 2023. However, it did not make it to the floor for a vote. If reintroduced and passed in the new Congress, *the PFA* would help strengthen *the Equal Pay Act* and eliminate wage discrimination by:

- Limiting an employer's defense that a pay differential is based on a factor other than sex to only bona fide job-related factors in wage discrimination claims,
- Enhancing nonretaliation prohibitions,
- Making it unlawful to require an employee to sign a contract or waiver prohibiting the employee from disclosing information about the employee's wages, and
- Increasing civil penalties for violations of equal pay provisions.

***Equal Pay Day is on March 25, 2025. Wear RED to show solidarity with the fight for pay equity and gender equality! ■***

*Resources: Institute for Women's Policy Research, National Committee on Pay Equity, Bureau of Labor Statistics and the US Census Bureau.*

## The ‘Hands Off Our Veterans’ Healthcare’ Fight Continues In 2025

**I**n the January/February 2025 Home Front article, we informed APWU veterans about the very serious consequences that Project 2025 will have on Veterans Affairs (VA) benefits, the quality healthcare services veterans receive, and the use of private contractors to process and evaluate their disability claims. We called it a “Code Red Alert” because Project 2025 plans to totally privatize our VA healthcare during President Trump’s second four-year term of office.

Project 2025 does not just affect VA healthcare benefits, it also affects five and 10-point Veterans’ Preference to regular federal government agency employment. So, while we are fighting to save our healthcare, we are also fighting to save our Veterans’ Preference jobs with the Postal Service, which are also threatened to be privatized under President Trump’s Project 2025 plans.

The plan to privatize VA healthcare has been a gradual, ongoing process ever since for-profit private contractors started replacing VA Federal Government Management and highly trained VA employees more than 22 years ago. In fact, the private contracting of VA healthcare services has increased to such an extreme over the years, that currently over 70 percent of the more than \$300 billion of the annual 2022, 2023, and 2024 VA healthcare budget went to private contractors, while only 27 percent went to regular VA federal government employee wages and VA healthcare.

Project 2025 tries to rationalize the privatization of VA healthcare. The most insulting excuse is that sending veterans to local private healthcare contractors would provide faster, top-quality healthcare services, and would reduce waiting times for medical appointments and claim decisions, more so than with fully staffed federal government medical professionals who are trained to serve and provide top-quality healthcare serves to veterans.

There is absolutely no proof that privatizing VA healthcare and increasing the wealth of those awarded private VA contracts would provide better or faster healthcare services than a fully staffed and trained federal agency that specializes in serving veterans. Has the increased privatization of VA healthcare services over the past 23 years reduced wait times for VA appointments? The answer is no! Wait times for a newly enrolled veteran’s first medical appointments are months long, which is a dramatic increase in waiting times for VA services.

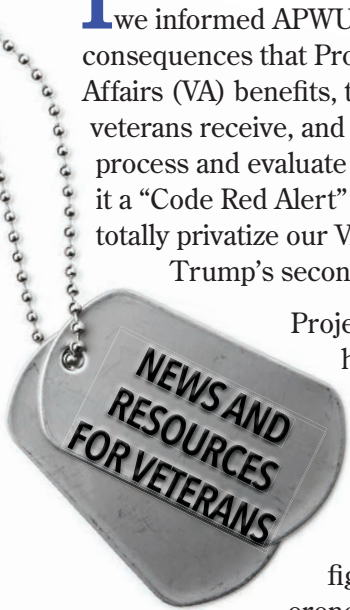
### **A Look at VA Services Diminished by Privatization**

While veteran suicide rates have increased, the process to access help from the privatized Veterans Suicide and Crisis Lifeline has gotten more challenging. When dialing 988 to access support, the automated process prompts veterans to dial 911 if it is an emergency, instead of connecting them directly to a real-life mental-health professional. This additional step a veteran must take adds another hurdle to access the care they need.

Veterans Community Care and Emergency Medical Care services have separate billing systems controlled by private contractors, which seem to change like the weather. Additionally, for-profit private contractors oversee electronic VA enrollment and disability claims processing procedures.

So, APWU family, it is time to act against further privatization and degradation of VA services! Contact your congressional leaders and tell them to stop allowing private for-profit companies to enrich themselves at the expense of our veterans and the services they have earned. How are private contractors providing so-called quality healthcare while enriching themselves from the billions of dollars of veterans’ co-payments and the wage garnishments that cause financial hardship? Isn’t it obvious that privatization like Project 2025 demands has already been implemented at VA medical centers across the country? It is up to our APWU veteran family to stand up and fight back!

Our “Hands Off Veterans Healthcare” initiative and the struggle to save the Postal Service continues! ■





Daleo Freeman, Director

## Strengthening Union Power

### Dr. Martin Luther King Jr. Human and Civil Rights Conference

I was honored to help plan the Dr. Martin Luther King Jr. Human and Civil Rights Conference in Austin, TX with other Human and Civil Rights directors from across the country. Danielle Noelle, the AFL-CIO's Human and Civil Rights Director, was a great leader who pulled us all together and united our interests to create a program that met every attendee's interests. From immigration, collective bargaining, and women's rights, many threads of commonplace issues were addressed, all centered around the framework that Dr. King stood for. That is how we landed on the theme "Reimagining the Fight for Justice, Freedom, and Progress..." For over nine months, we worked together to plan this exciting conference.

**IN THE 1970s, THE APWU CONVENTION BODY DETERMINED THAT THE APWU SHALL ALIGN OUR UNION WITH OTHER ORGANIZATIONS THAT FIGHT FOR EQUALITY IN THE WORKPLACE, THE COMMUNITY, AND THE WORLD. THIS CONFERENCE IS AN IMPORTANT PART OF MEETING THAT MANDATE AND CONTINUING THE IMPORTANT CIVIL RIGHTS WORK THAT THE APWU DOES. AS WE KNOW, WORKERS' RIGHTS ARE HUMAN RIGHTS.**

In the 1970s, the APWU convention body determined that the APWU shall align our union with other organizations that fight for equality in the workplace, the community, and the world. This conference is an important part of meeting that mandate and continuing the important civil rights work that the APWU does. As we know, workers' rights are human rights.

### 2025 Human Relations Educational Assembly

I am excited to discuss the vital role of coalition building, alliances, and community outreach to strengthen union power as host of the upcoming APWU Human Relations Educational Assembly in June. Our objective is for you to understand the significance of these strategies and explore how they contribute to successful union work. Coalition building is integral to strengthening union power. It involves forming partnerships with diverse groups who share common goals. These alliances amplify our collective voice, provide resources, and bolster advocacy efforts. Community outreach is essential for unions to engage with the broader community beyond our membership. By actively participating in the community, we build trust, support, and mutual understanding. This engagement has a positive impact on our union's goals and objectives, harnessing goodwill and solidarity. The Human Relations Conference will be held in Houston, TX between June 12-16, and we will delve into empowering and educating all attendees in civil rights and engagement, the Office of Workers' Compensation Programs (OWCP), the Equal Employment Opportunity Commission (EEOC), Veterans' rights and benefits, the Postal Employee Relief Fund (PERF), and the Employee Assistance Program (EAP).

Please make plans to attend. ■

### Human Relations Educational Assembly Registration

Opens Friday, March 17, 2025. Early Bird registration (through May 16) is \$125. Registration after May 16 is \$150. Additional details will be forthcoming, including registration and hotel information.

For updates, visit:  
[apwu.org/events/2025-human-relations-educational-assembly](https://apwu.org/events/2025-human-relations-educational-assembly)







Nancy Olumekor, Director

# What's Next in 2025?

**W**ith the recent passage of the *Social Security Fairness Act*, we have successfully navigated the repeal of the Windfall Elimination Provision (WEP) and Government Pension Offset (GPO). APWU members are now facing another life-changing decision with the announcement of the Postal Service's Voluntary Early Retirement (VER) incentive offer. **Before you decide if you should take the VER and the \$15,000 incentive, consider the following questions:**

Have you discussed your retirement plans with your family? Retirement is a family decision, not an individual decision.

Have you given due consideration to how this decision may impact you – are you financially prepared to retire or no longer work for the Postal Service? If you accept the VER or incentive, what benefits do you keep or lose?

Have you made realistic calculations for how much money it will take to maintain your standard of living?

Do you understand the estimated amount of annuity you will receive each month from the Office of Personnel Management (OPM)? In addition to federal income taxes, what other deductions will reduce your monthly annuity?

Did you provide a survivor benefit? How much will that optional life insurance cost you?

Did you talk to the USPS retirement counselor and get all your questions answered?

**If you are not satisfied with your answers to these questions, ask yourself, “Why not wait until I am ready to retire?”** For more information, visit [apwu.org/VER-2025](https://apwu.org/VER-2025)

### The Work to Protect Our Benefits Continues

Passage of the *Social Security Fairness Act* (H.R. 82) was a historic win for millions of Social Security beneficiaries; now, over two million public-sector retirees and their spouses will collect full Social Security benefits. APWU President Mark Dimondstein, Legislative and Political Director Judy Beard, and I, Retirees Department Direc-

tor Nancy Olumekor, were all in attendance on Jan. 5, 2025, when President Biden signed this historic bill into law at the White House, praising it as a “big deal” for the public servants “who dedicate their lives to their communities.” Those retirees now will receive an average \$360 monthly increase in Social Security benefits in 2025, and a lump sum payment for benefits they would have earned in 2024. Unfortunately, there is no fixed timeline for when the benefits will be implemented by the Social Security Administration, and we anticipate delays ahead.

On Jan. 28, 2025, OPM announced:

*“During the first week of his administration, President Trump issued a number of directives concerning the federal workforce.”* In its “Fork in the Road” notice to Federal Employees, the OPM stated, *“At this time, we cannot give you full assurance regarding the certainty of your position or agency, but should your position be eliminated you will be treated with dignity and will be afforded the protections in place for such positions.”* The announcement included an offer of a **deferred resignation program** to full-time federal employees, which would give employees an opportunity to resign while still receiving full pay and benefits through Sept. 30, 2025, provided they accepted the offer by Feb. 6, 2025. Postal workers were among those excluded from the program.

This is a direct attack on our union family in the AFGE. The time is now to join with all workers to protect our jobs and services. With a potential reduction in the federal workforce, we can expect longer waiting times for services at OPM, Social Security, Veterans Administration, and all other federal agencies. We must continue the fight against the threat of privatization of the Postal Service and seek congressional support for *House Resolution (H. Res.) 70*, which reaffirms our public Postal Service is essential and must remain in the hands of the people, not private interests. Retirees know that it is important for us to continue the fight. The struggle continues! ■



Sarah Jane Rodriguez, Director

# National Colorectal Cancer Month

**M**arch is National Colorectal Cancer Month, and I would like to highlight the importance of getting your colorectal cancer screenings. At my recent annual physical, my doctor said that I was a good candidate to use the Cologuard test. It was delivered to my doorstep and only took a few minutes to complete the test. Very convenient and easy!

## What Is Colon Cancer?

Colon cancer is a growth of cells that begins in a part of the large intestine called the colon. The colon is the first and longest part of the large intestine. The large intestine is the last part of the digestive system. The digestive system breaks down food for the body to use.

Colon cancer typically affects older adults, though it can happen at any age. It usually begins as small clumps of cells called polyps that form inside the colon. Polyps generally are not cancerous, but some can turn into colon cancers over time. Polyps don't often cause symptoms. For this reason, doctors recommend regular screening tests to look for polyps in the colon. Finding and removing polyps helps prevent colon cancer.

Colon cancer is sometimes called colorectal cancer. This term combines colon cancer and rectal cancer, which begins in the rectum.

**COLON CANCER TYPICALLY AFFECTS OLDER ADULTS, THOUGH IT CAN HAPPEN AT ANY AGE. IT USUALLY BEGINS AS SMALL CLUMPS OF CELLS CALLED POLYPS THAT FORM INSIDE THE COLON. POLYPS GENERALLY ARE NOT CANCEROUS, BUT SOME CAN TURN INTO COLON CANCERS OVER TIME.**

**High Option and Consumer Driven Option members pay nothing for preventive colorectal cancer screenings when visiting an in-network provider.**

If a surgical procedure is needed, regular plan benefits apply. Screening options for colorectal cancer include tests

that look for signs of cancer in the stool and visual exams of the colon and rectum. Recommended and approved testing from the Centers for Disease Control and Prevention (CDC) and Food and Drug Administration (FDA) includes:

## Colonoscopy

A colonoscopy cancer test is when a doctor uses a long, thin, flexible, lighted tube to check for polyps or cancer inside the rectum and the entire colon. During the test, the doctor can find and remove most polyps and some cancers.

Before the procedure you will need to bowel prep, which is a process to clean out the colon so the doctor can see inside clearly. The prep may include fasting and drinking a liquid laxative. Most people do not feel any pain during the tests. If nothing is found, you can generally go up to 10 years without another test. As always, please consult your physician to see if they recommend you undergo the procedure.

## Stool DNA test (Cologuard)

Cologuard is an FDA-approved type of at-home colon cancer test. It is available by prescription, and is ideal for some people looking for an alternative to a colonoscopy. One advantage of Cologuard is that it does not require any special diets, bowel prep, laxatives, or enemas. The patient collects a stool sample at home and mails it to a lab for analysis. Cologuard is not suitable for everyone. Some people will need to follow it up with a colonoscopy. To qualify for Cologuard, you must be at least 45 and have no symptoms or family history of colon cancer.

Whether or not Cologuard is right for you, be sure to ask your doctor about getting tested for colorectal cancer.

I understand some might feel reluctant, but it is important to know that any minor discomfort or embarrassment from a colon cancer screening is only temporary, and early detection could save your life.

To find an in-network provider, please visit [apwuhp.com](http://apwuhp.com) and click "Find Care."

For more information, please go to [cdc.gov](http://cdc.gov) and [cancer.org](http://cancer.org). ■

## German Postal Workers Strike for Higher Pay, Paid Leave

Postal workers at Germany's Deutsche Post walked out on Jan. 28 for a one-day strike across the country to highlight their demands during contract negotiations. German trade union Ver.di, which represents nearly 170,000 Deutsche Post workers, is demanding wage increases to make up for rising costs of living and additional days of paid leave. But Deutsche Post, which is a mostly privatized subsidiary of the DHL logistics giant, said the union's demands were not economically viable due to high costs in the industry, prompting the following response: "In the second round of negotiations last week there was hardly any movement and no tangible negotiation results," said Ver.di Deputy Chairperson Andrea Kocsis. "We mean [this] seriously. We're ready to fight for our demands." ■



German postal workers protest with a sign that reads "They made billions off the backs of employees, but they don't want to give any to them."



## Whole Foods Workers Form First Union at Amazon-Owned Grocery Store

On Jan. 27, Whole Foods grocery store workers in Philadelphia's Spring Garden neighborhood voted 130 to 100 in favor of organizing with the United Food and Commercial Workers (UFCW) union. Workers organized a union for better wages and benefits, citing frustrations with the reduced benefits and cuts to staffing levels since Jeff Bezos-owned Amazon took over the Whole Foods grocery brand.

The organizers hope to inspire a new wave of organizing across the grocery chain's more than 500 stores, adding to organizing drives that Amazon warehouse workers and delivery drivers are already engaged in. "I expect others to follow, and that will increase the leverage that we have at the bargaining table," said Whole Foods employee and campaign organizer Ben Lovett. "We've shown them that it's possible to organize at Amazon." ■

## Starbucks Corporation, Union Agree to Mediation for Contract Negotiations

On Jan. 30, retail coffee giant Starbucks, and Starbucks Workers United (SBWU), the union representing more than 10,000 baristas across the country, announced in a joint statement that they have agreed to meet with an outside mediator to resume stalled contract negotiations.

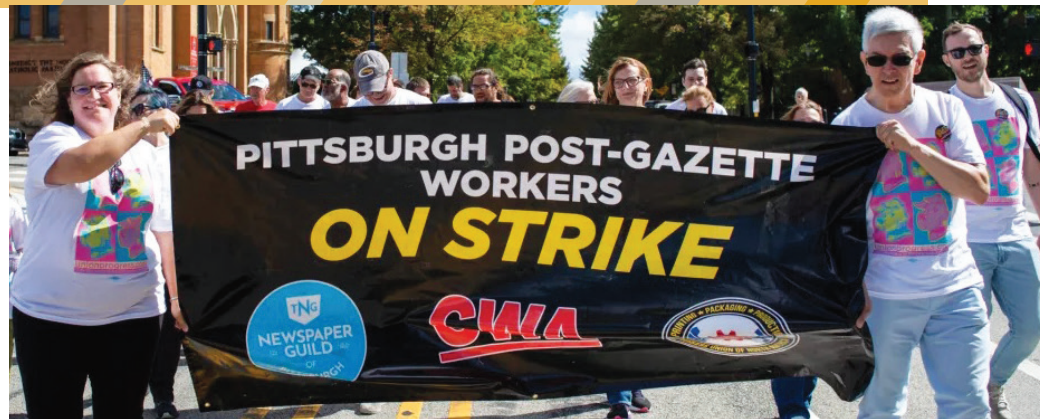
Since April 2024, Starbucks and SBWU have been negotiating a template for the company's first collective bargaining agreements to cover more than 500 cafés in the U.S. that have organized unions since 2021. However, negotiations halted in Dec. 2024, leading to a five-day nationwide strike during the holidays. The union filed a series of unfair labor practice charges, alleging that Starbucks engaged in bad faith bargaining over economic issues and that the company did not provide the union with a comprehensive package during negotiations. In a separate statement, barista and bargaining delegate Michelle Eisen said that the union is "optimistic that Starbucks will move off of their fixed position on wage and benefits improvements in this next phase of negotiations."



## Pennsylvania Supreme Court Upholds Striking Workers' Right to Picket Pittsburgh Newspaper

On Jan. 15, the Supreme Court of Pennsylvania upheld the right of striking workers to picket when they denied a final appeal by the *Pittsburgh Post-Gazette* newspaper company, affirming a Superior Court ruling that the workers' actions are protected under both state and federal laws. The company claimed the workers were trespassing when they picketed a facility that was using scab strike breakers. The newspaper is now responsible for the cost of legal fees to the striking unions.

The workers, represented by both The News Guild-CWA and the Printing, Packaging, and Production Workers Union (PPPWU), went on strike in October 2022 demanding the restoration of their expired 2014-17 contract and dignified healthcare. The newspaper has waged a war on its workers since the expiration of that contract, most



notably declaring a unilateral impasse in negotiations and tearing up a contract it had with its editorial workers in 2020. The company also refused to pay increased healthcare costs for its production, advertising, and distribution workers, in a failed attempt to force them onto a company plan with no year-to-year cost controls, ultimately cutting them off from healthcare access in 2022. For more than two years since, the workers have been on the picket line in America's longest-running strike and

have won numerous legal battles along the way. They are currently waiting for the results of a decision that would restore the expired 2014-17 contract. ■

## Minnesota Healthcare Workers Ratify Contract, Ending 49-Day Strike at Essentia Deer River

Members of SEIU Healthcare MN & IA voted to ratify a tentative agreement with Essentia Health-Deer River, ending a 49-day unfair labor practice (ULP) strike. Since contract negotiations began in August 2024, more than 70 workers at the Deer River hospital, nursing home, and longterm care facility had demanded higher wages and increased staffing to provide the level of care that the patients deserve. The group also participated in a five-day ULP strike in November. The agreement includes, amongst other gains, across the board raises, language to prevent wage “leap-frogging” when new employees are hired, a bonus increase, and a uniform allowance.

## Canadian Postal Workers Union Contract Extended Through May 2025

More than 55,000 members of the Canadian Union of Postal Workers (CUPW) were sent back to work on Dec. 17, 2024, after the Canada Industrial Relations Board (CIRB) intervened in their strike, which began on Nov. 15 during contract negotiations with Canada Post. The union is opposed to the use of contractors and is demanding better pay, benefits, and working conditions. Since the CIRB order to return, the CUPW and Canada Post have agreed to extend the contract until May 22, 2025, when negotiations are set to resume. Management has agreed to implement a five percent wage increase retroactive to the day after the previous contract expired. The CUPW had been demanding a 24 percent increase during negotiations. In the meantime, the union said it intends to challenge the constitutionality of the CIRB intervention.



## Culinary Workers, Bartenders Ratify New Contract, Ending Prolonged Strike at Virgin Las Vegas Hotel

Nearly 700 members of the Las Vegas Culinary and Bartenders unions unanimously voted to ratify a new five-year contract with the Virgin Las Vegas Hotel on Jan. 22, ending a high-profile 69 day strike just ahead of Formula 1's Las Vegas Grand Prix. The strike began on Nov. 15, 2024, when hundreds of workers walked off the job after stalled negotiations over pay. The new contract secured wage increases, reduced workload and house-keeping room quotas, and increased on-the-job safety protections for workers. ■



# 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.

“I want to thank all of you for standing together and being unified in these difficult and constantly changing times. The Union is made [by] you and me. Think about the way it’s spelled...Union. Standing together is the only way we are going to get what we have earned and deserve. Sometimes, that is helping your coworkers out when they have no idea that they are being done unfairly by management.”

— Clyde Trent, Secretary-Treasurer  
Kentucky Postal Workers Union  
*The Kentucky Postal Worker*

“President-Elect Trump convened with his pick for commerce secretary and co-chair of his presidential transition, Howard Lutnick, to talk about privatizing the U.S. Postal Service. Part of his plans to push thousands of federal employees out of the government include Postal Workers. There is money to be made by privatizing our services. Be vigilant and stay informed.”

— Cathy Hanson, Editor  
Minneapolis Area Local  
*The Northern Light*

“Thanks to all the good work done by state officers and APWU Auxiliary in raising COPA funds. THE BIG THANK YOU goes out to our members who attend our conferences, bring items for our raffles and auctions, and spend their dollars on these items. Knowing the work that everyone puts into COPA fundraising, we expect to see some of this money come back to our APWU-backed candidates from Wisconsin, which they have.”

— Steve Lord, Legislative Director  
APWU of Wisconsin  
*Badger Bulletin*

“As we look toward the future, we must recognize the challenges facing the postal system. The rise of technology, economic pressures, and evolving consumer needs all present obstacles. Yet, as we have done throughout history, we will adapt, innovate, and find ways, to make the system stronger. It is our responsibility to ensure that the service remains efficient and affordable.”

— Joseph Martir, Executive Vice President  
New York Metro Area Postal Union  
*The Union Mail*



# United to Defend Our Rights Against Financial Abuse

**A** new presidential administration always spells change. This year, advocates of postal banking are on the lookout for changes to federal regulation that would make it easier for big banks and payday lenders to rip off consumers across the country.

Much of what has us concerned are proposals in Project 2025 that would affect our rights as they relate to financial institutions.

## Consolidating Regulators

The authors of Project 2025 suggest that various financial regulatory bodies could be consolidated into a single office at the Department of Treasury. The Federal Deposit Insurance Corporation (FDIC), which insures individuals' deposits and conducts important analysis of banks' overall financial health, is one agency that is slated to be rolled into Treasury. The Heritage Foundation, the organization primarily responsible for Project 2025, has previously argued that deposit insurance should be reduced to \$40,000, from the current limit of \$250,000, before being phased out entirely.

Project 2025 also calls for the Financial Crimes Enforcement Network (FinCEN) to be severely curtailed. FinCEN is responsible for investigating and prosecuting financial crimes, such as money-laundering and the financing of terrorism.

## Killing the Consumer Financial Protection Bureau

Another key commitment of Project 2025 is one we've reported on before; the conservative movement's long-standing desire to eliminate the Consumer Financial Protection Bureau (CFPB). The CFPB emerged out of the 2008 financial crisis and has been the federal government's key regulator in protecting consumers from the abuses of the financial industry. The CFPB regulates mortgages, student loans, credit cards, payday lenders, and other financial instruments that are central to household finances.

Since its creation, the big banks and lenders on Wall Street have bristled against increased regulation and oversight brought on by the CFPB. In 2024, opponents

of the CFPB brought a lawsuit to the Supreme Court, hoping to overturn the funding mechanism for the Bureau. While their lawsuit failed, the new Trump Administration could present their best chance yet to kill the CFPB.

Currently, the architects of Project 2025 are proposing deep cuts to the CFPB and hope to overturn many of the regulations that emerged after the 2008 financial crisis caused by the banking industry. Doing so would make everyone more vulnerable to predatory practices of banks, credit card companies, and other lenders.

There are a number of lawsuits the CFPB brought against some of the country's biggest financial institutions in 2024, such as Capital One, Walmart, JP Morgan, Bank of America, among others, that are now in doubt, as the new Administration plans to overhaul the Bureau's leadership. Those cases centered around protecting consumers from fraudulent activity on Zelle, the peer-to-peer payment platform, and in the case of Walmart, charging junk fees to delivery drivers, that could potentially be thrown out by a new director or after other rule changes.

Project 2025 also has proposals that would affect the way the Federal Reserve functions. While some of these would reduce compliance issues for banks – seemingly a gift to Wall Street – others would make it more difficult and expensive for banks to access funding. In turn, consumer borrowing could be more expensive, despite commitments from the authors to use the tools of government to drive down prices.

The road ahead for postal banking is still a long one. In this moment, we must stay united in our fight to defend our rights to be protected from financial abuse and keep building the movement to bring public options, like postal banking, to the world of finance. ■

**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).



# Looking Back: This Time in Our Labor History

## Frances Perkins, First Woman to Hold Federal Cabinet Position, Appointed Secretary of Labor

**April 10, 1880** – Frances Perkins was born in Boston, MA. She was a workers' rights advocate and the first woman to hold a cabinet position in the Federal Government. She was appointed Secretary of Labor in 1933 by President Franklin Roosevelt because of



her experience in labor issues. Perkins made a list that she called "practical possibilities" for Roosevelt's time in office, which would ultimately become the blueprint for the progressive 1930s New Deal legislation that improved the lives of millions after the Great Depression.

Perkins studied economics in college and became troubled by the disparity

between the privileges she enjoyed from her families' wealth and the abject poverty of millions of working people; she was particularly appalled by the working conditions at factories she toured for her studies. After graduation, she volunteered as a social worker in settlement houses and witnessed the dangers factory workers faced. In 1910, Perkins was among the crowd that helplessly witnessed

the Triangle Shirtwaist factory fire where 146 workers died. For her, it served as a never-to-be-forgotten reminder of why she spent her life fighting conditions that permitted such a tragedy.

Perkins' solidarity spanned class and geographic lines – she fought for desegregation in federal programs and rallied support for German-Jewish refugees fleeing Nazi persecution. She also informed working people on New York City streets about the need for women's voting rights and successfully pressured the state's legislature to limit the workweek for women and children to 54 hours.

As secretary of labor, she served as chair of the President's Committee on Economic Security and played a key role in the reports and hearings that led to the passage of *The Social Security Act* of 1935, which established the federal Social Security program, unemployment benefits, and state-based welfare programs for the elderly. She also helped establish *The Fair Labor Standards Act* and *The National Labor Relations Act*, the foundational statutes of U.S. labor law that give workers the right to organize, negotiate contracts, and participate in collective action.

Read more at [apwu.org/news/frances-perkins-trailblazer-workers'-rights](http://apwu.org/news/frances-perkins-trailblazer-workers'-rights). ■

## Coalition of Labor Union Women Forms in Chicago

**March 24, 1974** – The Coalition of Labor Union Women (CLUW), a national nonprofit, nonpartisan organization of trade union women, was formed in Chicago, IL. Olga Madar, the first woman to serve on the executive board of the UAW and its first female vice president, and Addie Wyatt, the first female local president of the Meat Cutters and Butchers union, wanted to better address the needs of millions of unorganized working women. Realizing that the AFL-CIO had no women in the Executive Council and feeling disempowered in their individual unions, they met in June 1973, during a wave of constituent group organizing within the AFL-CIO, to organize women workers and make unions more accountable to the needs of working women. Gloria Johnson (IUE/CWA), Dorothy Haener (UAW), and Edith Van Horne (UAW) joined the cause and led the creation of CLUW.

At the founding conference on March 23-24, 1974, in Chicago, more than 3,000 women labor union leaders from across the country joined in support. They elected Olga Madar as its founding president and adopted four core objectives: to empower women for greater participation at all levels in the labor movement; to organize the unorganized; to promote affirmative action, social and economic justice in the workplace and to increase the participation of women in the political and legislative processes.

CLUW continues to be an organization that uplifts working women and helps develop action programs through their unions to create change. APWU Legislative and Political Director Judy Beard attended the inaugural conference and currently serves as the CLUW National Treasurer. ■

# RULES AND REGULATIONS GOVERNING 2025 APWU NATIONALELECTIONS

*Pursuant to Article 12, Section 1, of the APWU National Constitution and Bylaws, President Mark Dimondstein appointed the **2025 National Election Committee**. Its members are Michelle Elliott (Chairperson), Chicago Local; Tanya Jackson (Co-Chairperson), Brooklyn Local; Vincent Crespo (Co-Chairperson), Providence Area Local; Jada Anderson, Reno Local; Ben Love, Central FL Area Local; Andy Kubat, Lehigh Valley Area Local; Lisa Watson, North Platte Local; and Jerry Bennett, Nashville Area Local.*

*The Election Committee met January 28, 2025 – January 30, 2025 and adopted these Rules and Regulations for the conduct of the 2025 APWU National Election. Following are relevant sections of the APWU National Constitution and Bylaws, along with rules and regulations for each segment of the election process. The APWU National Election Committee may modify or change any current rule, change dates, and/or adopt additional rules, which will appear in bold, **including decisions as to whether events will occur virtually, or in-person.***

## I. ELIGIBILITY

### A. MEMBER IN GOOD STANDING

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

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

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

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

**ELECTION COMMITTEE RULE:**  
Candidates must be members in

good standing on **Monday, June 16, 2025**, with all dues paid except as provided in Article 3, Section 1, of the APWU National Constitution and Bylaws.

### B. DISQUALIFYING ACTIONS

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

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

Any member who has submitted an application for a managerial, EAS, or

supervisory position shall withdraw such application prior to acceptance of nomination for any office in the APWU.

### ELECTION COMMITTEE RULE:

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

## II. NOMINATION/ PETITION PROCESS

### A. OFFICERS AND DELEGATES TO BE ELECTED

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

**APWU NATIONAL FIELD OFFICES.** Please refer to Section XII of these Rules and Regulations and the chart on page 11 for the listing on the location of field offices for the Regional Coordinators and National Business Agents, effective for the new term of office in **November 2025**. All other National Officers will work at the union’s national headquarters located in Washington, DC.

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

**CLERK DIVISION:** Director, **three (3)** Assistant Directors who will be referred to as Assistant Director (A), (B) and (C), and **thirty-eight (38)** National Business Agents. (Refer to the chart below for complete breakdown into regions).

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

**MAINTENANCE DIVISION:** Director, two (2) Assistant Directors who will be referred to as Assistant Director (A) and (B), and **ten (10)** National Business Agents (Refer to chart for breakdown into regions).

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

National Business Agent, Caribbean Area

National Business Agent, Alaskan Area, “as-needed”

National Business Agent, Pacific Area

## B. PETITIONS

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

**ELECTION COMMITTEE RULE: ARTICLE 11, SEC. 3(a). Petitions may be requested via email/mail.**

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

**ELECTION COMMITTEE RULE:** Completed and signed petitions must be mailed to **Post Office Box 34100, Washington, DC 20043** in time so as

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



to be in that Box no later than 5:00 p.m. {Eastern Time} on Monday, June 16, 2025. This post office box is only for returning completed petitions. **PETITIONS THAT ARE PERSONALLY DELIVERED, E-MAILED OR FAXED TO THE APWU NATIONAL SECRETARY-TREASURER'S OFFICE WILL NOT BE ACCEPTED.**

**ELECTION COMMITTEE RULE:**

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

**ELECTION COMMITTEE RULE:**

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

**ELECTION COMMITTEE RULE:**

Each Local or **State** submitting a petition needs to be clearly identified and the petition must bear the official name of the Local or **State**.

**ELECTION COMMITTEE RULE:**

All nominating petitions are to be signed by the Local or **State** President and one of the following: Vice President, Secretary-Treasurer, Secretary or Treasurer, with the

exception of Article 11, Section 2 (b), (i), (j) and (k) of the National Constitution and Bylaws. At least one signature must be an original. A facsimile signature may be used for the second signature. **State Presidents representing members-at-large (MALs), may sign applicable petitions, following the same rules as above.**

**ELECTION COMMITTEE RULE:**

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

**C. REQUIREMENTS FOR NOMINATING PETITIONS**

**1. ARTICLE 11, SEC. 2(a). CANDIDATES FOR NATIONAL RESIDENT OFFICES.**

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

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

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

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

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

(e) Candidates for National Business Agent, Clerk Division, must be members-at-large or members in good standing of a local in the region they seek to represent and endorsed by at least eight (8) locals within that region.

Candidates for National Business Agents, Clerk Division, will be elected from the Region they represent pursuant to the chart for National Business Agents in the American Postal Workers Union National Constitution and Bylaws.

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

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

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

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

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

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

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

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

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

Human Relations Director, and APWU Health Plan Director.

**ELECTION COMMITTEE RULE:** If a member of the Retirees Department assigns his/her Local Retirees Chapter Membership to a chapter outside the jurisdiction of the local from which he/she retired, he/she may run only in the Region in which the membership is assigned on **Monday, June 16, 2025.**

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

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

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

**ELECTION COMMITTEE RULE:** The charts on pages 8-10 show from which areas members must obtain signed petitions, depending on which office the member is seeking.

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

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

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

**ELECTION COMMITTEE RULE:** Any nominated candidate who decides to withdraw his/her name from the ballot must do so by so notifying the APWU National Secretary-Treasurer by hand-delivery, fax (202) 842-8530 or email [secretary-treasurer@apwu.org](mailto:secretary-treasurer@apwu.org) or express or certified mail, addressed to and received in the office of the National Secretary-Treasurer, American Postal Workers Union, AFL-CIO, 1300 L Street NW, Washington, DC 20005 **no later than 4:00 p.m. [Eastern Time] on Monday, June 23, 2025.**

**ELECTION COMMITTEE RULE:** Members in good standing of the Retirees Department who are nominated by others and are not self-nominated for Director, Retirees Department, and Retiree National Convention Delegate must agree in writing to accept the nomination by so notifying the APWU National Secretary-Treasurer by hand delivery, fax (202) 842-8530 or e-mail [secretary-treasurer@apwu.org](mailto:secretary-treasurer@apwu.org) or express or certified mail, addressed to and received in the office of the National Secretary-Treasurer, American Postal Workers Union, AFL-CIO, 1300 L Street, NW, Washington, DC 20005 **no later than 4:00 p.m. [Eastern Time] on Monday, June 23, 2025.**

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

### III. BALLOT PLACEMENT

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

#### **ELECTION COMMITTEE RULE:**

For contested offices, the placement of names on the ballot will follow the past practice of having the incumbent's name at the top of the list of candidates for that office. Where there are two or more candidates for the same office or two or more candidates for the Retiree National Convention Delegate for the same region who are not incumbents, the determination of the order of their names on the ballot will be made by a drawing for position on the ballot. The drawing will take place at APWU National Headquarters at **10:00 a.m. [Eastern Time] on Friday, June 27, 2025**. A candidate may attend the drawing at his/her own expense or may designate any one member in good standing of the American Postal Workers Union, AFL-CIO to represent him/her at the drawing.

### IV. CANDIDATES' ARTICLES

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

#### **ELECTION COMMITTEE RULE:**

The pictures of the candidates must be of the same size and their 1000-word article (Times New Roman 10) must be of the same font. Submit a high-resolution jpeg (jpg) head shot photo (2 x 2) that is not blurry or grainy. Articles must be submitted electronically in a Word program, accompanied by the photo separately [candidatearticles2025@apwu.org](mailto:candidatearticles2025@apwu.org) and received by the Election Committee in the office of the Secretary-Treasurer, no later than **4:00 p.m. [Eastern Time] on Tuesday, July 1, 2025**.

Any article that exceeds 1000 words will be cut off at the 1000-word limit. Receipt of articles submitted electronically will be acknowledged via email to the email address of the sender. The drawing will take place at APWU National Headquarters at **10:00 a.m. [Eastern Time] on Tuesday, July 8, 2025**. A candidate may attend the drawing at his/her own expense or may designate any one member in good standing of the American Postal Workers Union, AFL-CIO to represent him/her at the drawing.

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

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

#### **ELECTION COMMITTEE RULE:**

In compliance with the National Executive Board, candidates for contested positions may submit information, not to exceed one

thousand (1,000) words, which will be posted on APWU's website in the Members Only Section. All such information shall be submitted electronically in a Word program to [candidatewebarticles2025@apwu.org](mailto:candidatewebarticles2025@apwu.org) and received by the Secretary-Treasurer not later than July 1 **to be valid for posting, no later than Tuesday, July 15, 2025**. Candidates may also submit new information and/or add to existing submissions of less than 1,000 words, by following the same procedures and submitting not later than August 1, for posting, **no later than Friday, August 15, 2025**, and again on September 1, for final posting, **no later than Tuesday, September 9, 2025**.

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

#### **ELECTION COMMITTEE RULE:**

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

1. Microsoft Office Word Program will be used for the 1,000-word count.
2. Candidates should avoid submitting articles that contain typographical enhancements. Bold face type, bulleted or numbered lists, type set in all caps, underlined type, or extra punctuation are examples of typographical enhancements. All candidate articles must be equally presented when published so as not to draw more attention to one article over another article. Therefore, any typographical enhancements included in a candidate's article will be removed prior to publication.
3. Any e-mail address, website addresses, or similar references in the text of an article will be published in all lowercase type.



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

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

## V. INSPECTION OF MEMBERSHIP LIST

**ELECTION COMMITTEE RULE:** Each candidate personally, or by another member of the Union in good standing authorized by a candidate in writing, is entitled to inspect the membership list during the five-day period **between 9:30 a.m. [Eastern Time] on Monday, August 4, 2025, and 5:00 p.m. [Eastern Time] on Friday, August 8, 2025**, upon a candidate sending written notice to the APWU National Secretary-Treasurer of the intent to do so and the identity of the one who will be inspecting the membership list on behalf of the candidate. Said notice must be received by the APWU National Secretary-Treasurer no later than **4:00 p.m. [Eastern Time] on Friday, July 25, 2025. NO PART OF ANY LIST MAY BE COPIED.**

## VI. DISTRIBUTION OF CAMPAIGN LITERATURE

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

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

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

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

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

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

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

## VII. CAMPAIGNING AND UNION PUBLICATIONS

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

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

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

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

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

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

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

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

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

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

using any Union logo for campaign related purposes, including press conferences.

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

**ELECTION COMMITTEE RULE:** Any drawings for Local prizes for membership voting **will be done randomly by AAA**. Your request is to be mailed, or **emailed** to APWU National Election Committee, c/o APWU National Secretary-Treasurer at [secretary-treasurer@apwu.org](mailto:secretary-treasurer@apwu.org) 1300 L Street, N.W., Washington, DC 20005. The request must be received, no later than **4:00 p.m. [Eastern Time] on Friday, September 26, 2025**.

## VIII. ELECTION PROCESS

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

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

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

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

**ELECTION COMMITTEE RULE:** Ballots will be mailed by American Arbitration Association, on or after, **Wednesday, September 10, 2025, but no later than 2:00 p.m. [Eastern Time], on Monday, September 15, 2025**, to each member who is in good standing according to the official records of the National Union, **on the last day of the first full pay period in June** of the election year.

**ELECTION COMMITTEE RULE:** Employees of the United States Postal Service who sign a Form 1187 on or before **Friday, June 13, 2025**, and submits it promptly, will be eligible to vote, even if no dues have been withheld, on or before **Friday, June 13, 2025**.

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

## WHERE MEMBERS MUST OBTAIN PETITIONS

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

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

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

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

**Candidates for National Business Agent in the Maintenance Division for Eastern, Northeast, Southern, and Western Regions** must submit nominating petitions endorsed by division members

representing at least 10 locals in at least four states within their region as listed below.

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

**Candidates for National Business Agent in the Maintenance Division, Central Region, and Motor Vehicle Service Division, Central and Southern Regions and All-Craft National Business Agents for the Alaskan Area, Caribbean Area and Pacific Area**, see chart on page 10.

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

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

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

as the bargaining representative, who sign a membership application form allowing dues check-off after certification, on or before **Friday, June 13, 2025**, and submits it promptly, will be eligible to vote, even if no dues have been withheld, on or before **Friday, June 13, 2025**.

**ELECTION COMMITTEE RULE:** A member in good standing who has not received a ballot by **Monday, September 22, 2025**, is to request a duplicate ballot as follows:

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

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

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

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



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

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

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

**ELECTION COMMITTEE RULE:** The Election Committee will take custody of the ballots from the designated box at **2:00 p.m. [Eastern Time] on Monday, October 6, 2025**, at which time they will bring them to the location where they will be counted. The identity of that location will be published in the **September-October** issue of the American Postal Worker.

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

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

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

## IX. OBSERVERS

### ELECTION COMMITTEE RULE:

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

## X. APPEALS

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

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

## WHERE MEMBERS MUST OBTAIN PETITIONS

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

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

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

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

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

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

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

## WHERE MEMBERS MUST OBTAIN PETITIONS

**Candidates for National Business Agent offices not covered by the charts on pages 8 and 9** must submit nominating petitions as listed below.

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

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

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

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

## XI. TERM

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

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

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

## XII. APWU NATIONAL FIELD OFFICES

The location of the field offices for the Regional Coordinators and National Business Agents, effective for the new term of office in **November 2025**, will be within the geographic areas listed in the following chart.

**LOCATION OF APWU FIELD OFFICES  
FOR REGIONAL COORDINATORS AND NATIONAL BUSINESS AGENTS  
FOR NOVEMBER 2025 TERM**

**CENTRAL REGION**

**Chicago, Illinois**

Regional Coordinator, Central Region  
National Business Agents (A), (B), & (C),  
Chicago Region, Clerk Division  
National Business Agent,  
Central Region, Motor Vehicle Service Division

**Bloomington, Minnesota**

National Business Agents (A) & (B),  
Minneapolis Region, Clerk Division  
National Business Agent (C),  
Central Region, Maintenance Division

**Overland Park, Kansas**

National Business Agents (A) & (B),  
St. Louis Region, Clerk Division  
National Business Agent (B),  
Central Region, Maintenance Division

**Dayton, Ohio**

National Business Agents (A) & (B),  
Cincinnati Region, Clerk Division  
National Business Agent (A),  
Central Region, Maintenance Division

**EASTERN REGION**

**Sicklerville, New Jersey**

Regional Coordinator, Eastern Region  
National Business Agents (A), (B), & (C),  
Philadelphia Region, Clerk Division  
National Business Agent,  
Eastern Region, Maintenance Division  
National Business Agent,  
Eastern Region, Motor Vehicle Service Division

**Elkridge, Maryland**

National Business Agents (A) & (B),  
Washington, DC Region, Clerk Division

**NORTHEAST REGION**

**Rockville Centre, New York**

Regional Coordinator, Northeast Region  
National Business Agents (A), (B), & (C),  
New York Region, Clerk Division  
National Business Agent,  
Northeast Region, Motor Vehicle Service Division

**West Springfield, Massachusetts**

National Business Agent (A),  
New England Region, Clerk Division

**Danvers, Massachusetts**

National Business Agents (B) & (C),  
New England Region, Clerk Division  
National Business Agent,  
Northeast Region, Maintenance Division

**San Juan, Puerto Rico**

National Business Agent,  
Caribbean Area

**SOUTHERN REGION**

**Houston, Texas**

Regional Coordinator, Southern Region  
National Business Agents (A) & (B),  
Dallas Region, Clerk Division  
National Business Agent (C),  
Southern Region, Maintenance Division

**Birmingham, Alabama**

National Business Agents (A) & (B),  
Memphis Region, Clerk Division

**Tampa, Florida**

National Business Agents (A), (B), & (C),  
Atlanta Region, Clerk Division  
National Business Agent (A),  
Southern Region, Maintenance Division  
National Business Agent,  
Southeast Sub-Region,  
Southern Region, Motor Vehicle Service Division

**Norman, Oklahoma**

National Business Agents (A) & (B),  
Wichita Region, Clerk Division

**Irving, Texas**

National Business Agent (C),  
Dallas Region, Clerk Division  
National Business Agent (B),  
Southern Region, Maintenance Division  
National Business Agent,  
Southwest Sub-Region,  
Southern Region, Motor Vehicle Service Division

**WESTERN REGION**

**Burlingame, California**

Regional Coordinator, Western Region  
National Business Agents (B) & (D),  
San Francisco Region, Clerk Division  
National Business Agent,  
Western Region, Motor Vehicle Service Division

**No Office - Alaska**

National Business Agent, Alaskan Area

**North Glenn, Colorado**

National Business Agent (A),  
Denver Region, Clerk Division

**Mesa, Arizona**

National Business Agent (B),  
Denver Region, Clerk Division  
National Business Agent (A),  
Western Region, Maintenance Division

**Pasadena, California**

National Business Agents (A) & (C),  
San Francisco Region, Clerk Division  
National Business Agent (B),  
Western Region, Maintenance Division

**Honolulu, Hawaii**

National Business Agent, Pacific Area

**Portland, Oregon**

National Business Agents (A) & (B),  
Northwest Region, Clerk Division





# On April 28, Stand Up for Safe Jobs!

UNITED STATES  
POSTAL SERVICE®

EMPLOYEE'S ACTION  
(Specify Work Location)

Describe hazard, unsafe condition or

Report of Hazard, Unsafe  
Condition or Practice

Report of Hazard, Unsafe  
Condition or Practice

**On Workers' Memorial Day,  
File a PS-Form 1767  
Report of Hazard, Unsafe  
Condition or Practice.**

Every worker has the right to a work environment free of harassment, hostility, and discrimination. Make the Postal Service commit to their policy by providing a harassment-free environment!

**If you see something:**



- ✓ Report It
- ✓ Pursue It
- ✓ Don't Tolerate It

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