

THE AMERICAN

Postal Worker

APWU

May/June 2025

APWU MEMBERS PROCLAIM:



Hands off!
OUR PUBLIC
POSTAL SERVICE

APWU

THE POST OFFICE
BELONGS TO
THE PEOPLE
NOT THE BILLIONAIRES
APWU



HANDS OFF OUR PUBLIC POSTAL SERVICE!

See coverage of our March 20 National Day of Action on Page 6.



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ABOUT THE COVER

On March 20, thousands of postal workers, joined by labor and community allies, took action at hundreds of events throughout the country for a National Day of Action to say, 'Hands Off Our Public Postal Service – The U.S. Mail Is Not for Sale!' in response to recent threats of postal privatization.

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Dangerous and Unprecedented Times

PRESIDENT MARK DIMONDSTEIN

These are certainly dangerous and unprecedented times for all workers.

Many have heard the saying – if we don’t learn from history, we are bound to repeat it. But to learn from it, we must know it.

In January, the world commemorated the 80th anniversary of the Red Army’s liberation of the Nazi Auschwitz concentration camp toward the end of World War II. Yet a recent survey shockingly revealed that two-thirds of the U.S. population under the age of 42 knew nothing of this notorious fascist death camp where over one million people, mostly Jewish, were murdered in gas chambers.

How does a society turn to such barbarism, where human beings exterminate other human beings, justifying their heinous crimes behind the “big lie” that the white, blond-haired, blue-eyed, “Aryan race” is superior to “inferior” peoples?

History shows it never starts with death camps.

It starts with actions like those that are happening again today: demeaning and degrading others based on who they are, where they were born, or the color of their skin; labeling those with differing views as enemies of the state; calling immigrants trash; mocking disabled people; eliminating women’s fundamental rights; criminalizing protests; placing a president above the law; chilling free speech; bullying universities and lawyers; pardoning convicted insurrectionists; banning books; declaring the teaching of true history as unpatriotic; defying court orders; and attacking unions and workers’ rights.

Retired conservative Marine General John Kelly, Donald Trump’s longest-serving chief of staff during his first term, warned us during the 2024 election that Trump is essentially a fascist and prefers ruling as a dictator. The start of Trump’s second term confirms his warning. Workers should be deeply concerned.

History teaches us that fascism is a bitter enemy of working people. One of Hitler’s first acts was banning trade unions, seizing union assets, and arresting, imprisoning,

and executing union leaders and activists. Millions of workers were forced into slave labor. Behind the Nazi call to “Make Germany Great Again,” and their military onslaught to rule the world and eliminate “inferior” peoples, over 85 million people were killed before world fascism was defeated.

History also provides a lesson on the importance of solidarity. Reverend Niemoller, a German Lutheran pastor who initially supported the rise of Hitler, resisted when the Nazis sought control over his church. He survived imprisonment and left us with this powerful message:

“First, they came for the Communists, and I did not speak up because I was not a Communist.

Then they came for the Socialists, and I did not speak up because I was not a Socialist.

Then they came for the trade unionists, and I did not speak up because I was not a trade unionist.

Then they came for the Jews, and I did not speak up because I was not a Jew.

And then when they came for me, there was no one left to speak for me.”

At the 2018 APWU National Convention, delegates wisely passed a resolution calling on members to “engage in the struggle to defend union rights and all democratic rights in opposition to rising fascism...”

Such democratic rights include defense of the public Postal Service, the rights of federal workers to join unions and bargain for a better life, voting rights – including Vote-by-Mail, of refugees seeking asylum, to protest and dissent, to due process, to public education, and to free speech.

Despite these challenging times, workers certainly are not helpless. No matter our political beliefs or how we vote, we can and should find common ground in meeting the rising tide of fascism with an even greater tide of resistance of workers’ unity and solidarity. Fighting back and winning against growing tyranny can help ensure that the devastating history of German-led world fascism will not be repeated on our watch! ■

Contract Negotiations Between APWU and Postal Management Nearing 'End Game'

The APWU's contract negotiations have been taking place as two other postal unions have also been in negotiations with management.

Since the publication of the last issue of the magazine, the National Association of Letter Carriers finished their nearly two-year negotiations with a mediation-arbitration award issued by arbitrator Dennis Nolan on March 21. To view the award, visit: bit.ly/NALC-2025-Award

Then on April 18, the National Rural Letter Carriers Association reached a tentative agreement with postal management that is now in the ratification process. Their contract expired in May 2024, four months prior to the expiration of the Collective Bargaining Agreement (CBA) between the USPS and the APWU.

The APWU has fully studied and discussed both of these results, as the outcome of negotiations with our sister postal unions certainly have an impact, positive or negative, on our negotiations with postal management.

The APWU is now seven months past the Sept. 20, 2024, expiration of our contract. By the time this issue arrives at your home, the APWU will be down one of two paths: we will either have a new voluntary agreement, which will have been presented to the Rank & File Bargaining Advisory Committee, per the APWU Constitution, for its decision on whether to put it out to a vote of the entire membership. Or alternatively, we will have begun the process of interest arbitration to determine the provisions of a new contract.

"Negotiations are never easy and never will be. However, these negotiations were complicated by the almost two-year length of time it took our sister union, the NALC, to complete their negotiation process," declared President Mark Dimondstein. "Most importantly, the political shift in the administration and ongoing assaults against federal workers, their unions, and union contracts, made negotiations even more difficult, as well as vital, to secure a new ratified and signed agreement."

What a Difference Worker Power Through Our Union Makes!

APWU members often view the general wage increases (GWIs), which have been relatively modest over the last 20 years, as the sole compensation package of our Collective Bargaining Agreement.

Our negotiated compensation package is much more, and includes:

- General Wage Increases
- Full Cost-of-Living Adjustments (COLAs)
- Regular Step Increases
- Night Differential
- Sunday Premium
- Overtime, including Penalty Pay

Just consider this one example of union-won results from the last nine years of three union contracts (2015, 2018, and 2021):

If an APWU-represented employee was hired in August of 2015 as a Level 6 career employee, this employee is now earning \$31,000 more **every year** based on union-secured modest GWIs, full COLA, and regular Step Increases! (Excluding overtime, increases to the Thrift Savings Plan, etc.!) This amounts to an incredible 83% increase over those nine years!

For the latest updates, visit: apwu.org/latest-updates-contract-negotiations

Postmaster General Louis DeJoy Resigns

After serving in the role for almost five years, Louis DeJoy officially stepped down from his position as postmaster general (PMG) on March 24, 2025. By law, Deputy Postmaster General Doug Tulino became interim PMG.

Make no mistake, DeJoy was forced out by a presidential administration that is intent on breaking up and selling off the public Postal Service. Whatever people think about the former PMG, he did not prove to be a privatizer.

At this critical moment for the Postal Service, we need a PMG who is committed to making the USPS a world-class delivery and service provider, able to meet the changing demands of our digital age with an unmatched physical and human network.

The APWU calls on the Board of Governors to move as quickly as possible to appoint a postmaster general who values the vital role the USPS plays in communities across the country and is committed to its public service mission, respects the rights of hardworking postal workers, and who will not break up and sell off our public Postal Service.

Our goals as the APWU remain the same – to defend the public Postal Service, fight for new and expanded services, defend the rights of postal workers, and fight to improve our pay, benefits, and working conditions. The services our members provide every single day, in every community, are vital to the country. We will continue to lead the fight to ensure that the Postal Service stays in the hands of its rightful owners – the people – and that it continues to provide the quality, universal service that the public both relies on and deserves. ■

'HANDS OFF!' MARCH 20

In a resounding show of solidarity, thousands of postal workers and community members took to the streets for a National Day of Action on March 20 to say, "Hands Off Our Public Postal Service – The U.S. Mail Is Not for Sale!"

From coast to coast and beyond, postal workers, joined by labor and community allies, took action at their more than 300 locations throughout the country to fight for our jobs, our service, and our future. Many thousands more, who due to work schedules were unable to attend a local event, took action by calling Congress and signing petitions.

Community engagement is key to building broader power and

support. To that end, APWU encouraged community supporters to create and host their own "Hands Off Our Public Postal Service" Day of Action events if one was not already being held in their area. "We threw this together with a day and a half of notice!" said Andrea Pollack, a community activist in Northern Virginia. "Five of us showed up at Herndon Post Office in Herndon, VA, and we had loads of fun out there. We'll definitely do more of these, and I really liked that we could register our mini event with the [American Postal Workers Union]. We're close enough to DC, but by getting out there with our signs, we captured the attention of our neighborhood and helped the people who live right around us to see what is happening right here where we live."

APWU MEDIA HITS

Event organizers took photos and videos of events and shared them on social media and in the press. In total, there were:



600+ Television News Stories



230+ Print Stories



3 Million Views on APWU Social Media Channels

Our message came through loud and clear – the **U.S. Mail Is Not for Sale!**



Trenton, NJ



Aurora, IL



San Antonio, TX

By holding informational pickets, handing out leaflets, speaking with customers, holding press conferences, and talking with the media, postal workers and community organizers underscored the importance of a vibrant, public Postal Service, and informed the public about the serious threat that postal privatization poses to our jobs and services.

Postal privatization would not just mean the end of reliable, affordable services, it would also destroy more than 600,000 good union jobs. That is why we spent the day speaking one-on-one with customers and reaching out to local media to get the word out that the U.S. Mail Is Not for Sale!

NATIONAL DAY OF ACTION



Portland, ME



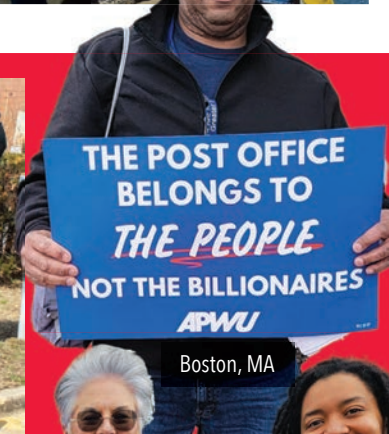
Boston, MA



Minneapolis, MN



Brentwood, MD



Boston, MA



Richmond, VA



Charlotte, NC



Many APWU members kept the momentum going by joining the National Association of Letter Carriers (NALC) at the National Rural Letter Carriers' Association (NRLCA) for allies in the following days.

Our message came through clearly – and at a critical moment. On Monday March 24, Postmaster General Louis DeJoy resigned. There is no doubt that he was forced out by a presidential administration that is intent on breaking up and selling off the public Postal Service. This is just the next step in the White House's plans for a hostile takeover of the Postal Service. APWU now calls on the Board of Governors to nominate a postmaster general who will respect postal workers and protect our public Postal Service.

"This is really a fight between Wall Street and Main Street. They want their hands on this money," said APWU President Mark Dimondstein, in reference to the nearly \$80 billion that the USPS generates in revenue each year. "And we want to take care of the people at the 169 million addresses that we move the mail to get delivered to every day," he continued.

"March 20 is not a one-day battle, this is the beginning of an ongoing fight," concluded President Dimondstein, while addressing attendees at the Brentwood Post Office in Washington, DC.

TAKE ACTION AND FIGHT BACK!

Indeed, the fight did not end on March 20. Congressional lawmakers in both the House of Representatives and Senate have introduced a pair of resolutions – House Resolution 70 (H.Res. 70) and Senate Resolution (S.Res. 147) – that express the sense that Congress should take all appropriate measures to ensure that the U.S. Postal Service remains an independent establishment of the Federal Government and is not subject to privatization. We encourage supporters of the public Postal Service to call your senators, email your House representatives, and record messages of support for postal workers. All of these actions, as well as talking points and other resources to help share your message, can be found at apwu.org/action.



Salt Lake City, UT



Whitefield, ME



Des Moines, IA



Dallas, TX



Albuquerque, NM



Longwood, FL



Wilmington, DE



Philadelphia, PA



Harrisburg, PA



Annandale, VA



Muncie, IN



Charleston, WV



Honolulu, HI



Anchorage, AK



Jacksonville, FL



FIND YOUR PHOTOS ONLINE!

OUR MARCH 20 NATIONAL DAY OF ACTION WAS A HUGE SUCCESS! WE DEMONSTRATED THE STRENGTH OF OUR SOLIDARITY TO DEFEND A PUBLIC POSTAL SERVICE THAT BELONGS TO THE PEOPLE, AND NOT THE BILLIONAIRES! SEE ALL YOUR PHOTOS FROM ACROSS THE COUNTRY, VISIT [APWU.ORG/PHOTOS](https://www.apwu.org/photos), OR SCAN THE QR CODE.



The Postal Service is **Under Threat** *Hands off!* our public Postal Service!

No matter how you voted in last year's election, no one voted to destroy the Postal Service.

But the new administration plans to break up the Postal Service and sell it off to private corporations.

Here's what you need to know and what you can do to help save the Postal Service.

FACT The Post Office is enshrined in the US Constitution and created by an act of Congress. The public Postal Service is part of the fundamental infrastructure of our great nation - binding us together.

FACT By law, the USPS is self funded. It operates through the sale of postage and postal products alone, without tax dollars.

FACT The Post Office will celebrate its 250th anniversary in July. Let's work together to bring another 250 years of strong, public postal services for every American!

FACT The USPS delivers to every address in the country—169 million addresses and 318 million pieces of mail each day—no matter who we are or where we live. In contrast, private delivery companies will only go where they can make a profit.

FACT If the Administration's plans to sell the USPS to corporations for private profit goes through, it will result in higher costs, reduced delivery days, and the end of universal delivery to every address in the country.

FACT The USPS is the low-cost anchor of the giant mail and package industry. The industry employs more than seven million people and generates more than \$1.2 trillion in economic activity. At a time of booming e-commerce, the public Postal Service is as necessary as ever.

FACT The United States Postal Service is consistently ranked among the most favorable and most trusted federal agencies.

FACT Postal privatization wouldn't just be the end of reliable mail delivery, it would destroy over 600,000 good union jobs. The USPS is also the country's largest civilian employer of veterans. Good jobs build good communities.

Support and protect your public Postal Service.
Sign our petition.

Scan the QR code or visit usmailnotforsale.org/petition



APWU

The Public Postal Service — Keep It. It's Yours!



[LEAKED]

WALL STREET DOCUMENT REVEALS BILLIONAIRE INVESTORS FIGHTING TO PRIVATIZE POSTAL SERVICE

Not even a month into the new presidential administration, Wall Street speculators were already excited at the prospect of White House plans to break up and sell off our public Postal Service, according to a leaked Wells Fargo report.

Despite the critical role that the Postal Service plays to serve the public, the big banks of Wall Street have been gleefully working to destroy this national treasure, raise prices, and put the revenue of the USPS into their own pockets.

Wall Street Circulates Document Detailing Potential Profit from Postal Privatization

In a document circulated within the banking industry, Wells Fargo equity analysts argue that postal privatization could be a huge money-maker for investors, calling the Postal Service "an obvious source of value." They could buy the most profitable parts of the service – primarily packages - while putting taxpayers, who don't currently pay a dime, on the hook for the costs of the rest of the services.

The Postal Service generates nearly \$80 billion in revenue each year. That is \$80 billion in the public sector that Wall Street investors want to get their hands on.

The report suggests investors should raise parcel prices by as much as 140 percent, saying, "We believe raising prices would be likely, which would be positive for [USPS competitors] FedEx and UPS. In order to stand alone and earn a reasonable return we estimate USPS would need to raise prices by [about] 30-140 percent across its product lines."

They also want to sell, lease, and therefore close our community Post Offices, which occupy prime real estate locations. "Unlocking [about] \$85b of Real Estate Can Underpin the [privatization] Process," states the report, outlining a postal real estate portfolio that includes around 7,200 'smaller post office facilities' and 20,700 acres of land.

Wall Street's Biggest Threat: Postal Workers, Our Communities

The report also suggests that Wall Street fears that our union power and community support can stop them. "Public, private, labor, and federal support of the USPS remains high," the authors admit before recognizing that rural communities "have a particularly strong affinity for the USPS," and that many critical services are moved through the mail, including election ballots, medicine, taxes, bill payments, government distributions, and much more.

The report also recognizes that the Postal Service is authorized as an independent agency by Congress, has high bipartisan support, and is overseen by the Postmaster General and the Postal Board of Governors.

Want to know more about the report and how investors think they can make money off of our public Postal Service? You can read the whole report on our website at apwu.org/wells-fargo-blueprint. ■



Congress should not stand by as the big-bank billionaires and corporate-bought politicians openly plan

to privatize our public Postal Service. The APWU encourages you to text DEFEND to 91990 to get information on how to call, write, and email your congressional representatives and urge them to defend our public Postal Service and to tell the Wall Street privatizers, "Hands off our public Postal Service - The U.S. Mail Is Not for Sale!"



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, together with your EIN by June 9, 2025. Winners will be randomly selected among those who correctly answer the following:

The quiz winners from the March/April 2025 edition of the *American Postal Worker* were:

Tyler Gilbert (Salt Lake City Area Local)

Carolyn Kim (Dallas Area Local)

Randi Causer (Pittsburgh Metro Area Local)

APWU May/June QUIZ

1. To ensure workplace safety, operational efficiency, and equipment integrity, what form should postal workers fill out and submit to report and tag defective equipment?
2. What milestone birthday will the U.S. Postal Service celebrate in July?
3. The APWU was the first postal union, and one of the first unions overall, to successfully negotiate the Juneteenth holiday into our union contract. What do we commemorate on this day?

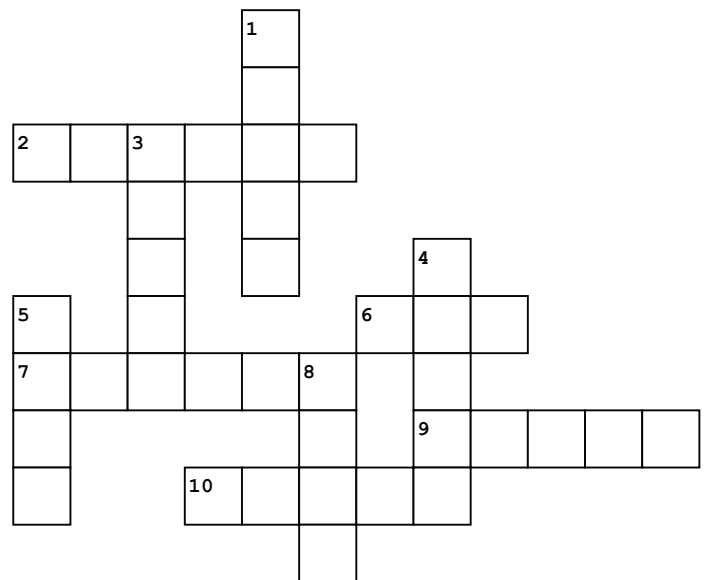
APWU Crossword Puzzle

Across

2. Large corporations often use a Strategic Lawsuit Against _____ Participation (SLAPP) as a tactic to bury activists and organizations in legal fees so they can no longer fight back against injustices.
6. Postal workers should use the PS Form 4707 to report and _____ defective equipment as "out of order."
7. In March, the White House issued a series of executive _____ that take aim at collective bargaining and voter rights.
9. On May 2, 1968, Auto workers walked off the job at Chrysler's _____ manufacturing plant, a move that sparked Detroit's Revolutionary Union Movement.
10. A leaked document commissioned by _____ Fargo bank reveals billionaire investors want to privatize the USPS.

Down

1. Conservative lawmakers in the House of Representatives introduced a bill that would restrict federal and postal unions from deducting voluntary contributions, such as _____ dues, from employee paychecks.
3. Following the resignation of Postmaster General DeJoy, the APWU called on the USPS _____ of Governors to appoint a replacement who values the role of the USPS and is committed to its public service mission.
4. On March 20, 2025, thousands of postal workers and community members took to the streets to say "_____ Off" our public Postal Service.
5. The APWU recently held a joint briefing with the Save the _____ Office coalition to emphasize the threats of postal privatization.
8. The U.S. Mail Is Not for _____!



Crossword Answers:
Across: 2. Public 6. Tag 7. Orders 9. Dodge 10. Wells
Down: 1. Union 3. Board 4. Hands 5. Sale

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 by June 9, 2025 and we'll send you a promo code worth \$50 to use towards gear at apwustore.org.

Teresa Clampitt (ID)
Randall Crafton (AR)
Deenie Young (HI)

Recent Polling Shows Registered Voters Overwhelmingly Favor Public Postal Service, Expanding Services

In February, the APWU commissioned a national survey to better understand the public's sentiment on the public Postal Service and attempts at privatization. To maintain an unbiased survey, the union commissioned the help of two firms from opposite ends of the political spectrum, the liberal Hart Research company and conservative North Star Research. Hart Research and North Star worked with the APWU to conduct a survey of registered voters to provide a deep exploration of their attitudes on privatization. To see how attitudes have moved or changed, the survey also included questions from a survey conducted on privatization in 2018.

BELOW ARE SOME OF THE SURVEY'S FINDINGS:

Americans Oppose Privatization by an overwhelming

34

-POINT MARGIN



VOTERS HAVE A VERY POSITIVE VIEW OF USPS, and believe it does a good job meeting their needs, so privatization does not speak to an appetite for change or address a perceived problem.

OPPOSITION to privatization is broad, crossing partisan and demographic lines, and is notably strong in rural communities.



OPPOSITION to privatization is a widely shared viewpoint, including Americans of all ages and in all types of communities. Opposition substantially exceeds support in every region of the country.



Voters worry that privatization will lead to higher prices at a time when inflation concerns remain elevated.



Fully **56%** of voters believe **privatization** would result in **higher prices** for mailing letters and packages, while just **17%** expect prices would improve.

Voters predict that **privatization** would also have a **more negative than positive effect on the quality of postal services** in their community.

Voters respond **very unfavorably** to the idea of **closing many local post offices** (72% unfavorable, 10% favorable), a likely consequence of privatization.

Voters embrace a number of alternative, non-privatization, policies that would STRENGTHEN THE USPS FINANCES.



77% favor having **office supplies** available for sale in post offices.



72% favor having **hunting and fishing licenses** available in post offices.



60% favor having **magazines and newspapers** available for sale in post offices.



84%
OF VOTERS

indicate that they want to hear from postal workers about fighting privatization threats.

The outlook is good for our ongoing fight against privatizers trying to sell off our public Postal Service for their own profit. We should remain steady in our message – the U.S. Mail Is Not for Sale! The public is on our side, and the messenger they want to hear from is us, the postal workers who know the ins-and-outs of our treasured public institution. We encourage you to make your voices heard at town halls, rallies, and with op-eds in your local newspapers. Even speaking with your friends, family, and neighbors can go a long way in educating our communities about the dangers of privatization. Together we will protect and preserve our public Postal Service. ■



Are You Reaching Out with Best Practices for Member and Community Mobilizing?

EXECUTIVE VICE PRESIDENT DEBBY SZEREDY

The work we do as postal workers to provide public services is a calling. Those who work for justice often make it their lifetime devotion. We become empowered through inspiring moments and teachings based on the principles of non-violence: helping workers in need, sacrificing for others, and having respect for others and for oneself. It is that work that ends up deepening our daily lives. We embrace compassion and peace to uplift our workers and our community. It is all about embracing a life of tolerance and equality, and that is why we have government, independent, and non-profit workers to unify all people.

Many activists from different generations are coming together to engage in collective strategies that create a sustainable movement to fight for the issues that matter the most to us. To create a better world, we must have faith in each other and how our diverse beliefs, backgrounds, and perspectives unite in solidarity for justice. Relationship-building creates a strong community. We must take the government out of the hands of the oligarchy and put it back in the hands of our beloved community.

One recent example of community coming together for the collective good occurred when Jalyna West, a union representative and the secretary-treasurer of the Mid-Hudson Area Local in New York, contacted the Civil Service Employees Association (CSEA) Region 3 to request permission to set up a table at their conference highlighting our fight against postal privatization. She and her husband, who is a CSEA member, worked to mobilize support to stop privatization of the Postal Service! They handed out flyers and collected 132 signatures in support of our public Postal Service, after just four hours of tabling at the CSEA Conference.

Speaking about the experience, Jalyna said, “I always look for opportunities to get the word

out about the attack on the Postal Service. My husband has been a member of CSEA for 23 years and second VP of Local 550. [On] April 3rd, we set up our table after I had mentioned the attack on postal workers, and members asked about how they could help, and I mentioned I had a petition they could sign and fact sheets to hand out. A table was given to us to educate CSEA members. We were also able to get support from Jessica Ladlee of CSEA; Dutchess County Legislator Terracina Brown; Daniel Atonna, candidate for City of Poughkeepsie; Alyssa from MHA; Lisa Kaul, Veterans Programs; Aymar Blair, Dutchess Comptroller; Brenda Lawlor, Dutchess County Legislator; and Pat Ryan, our House Representative for New York.”

That’s what I call stepping out and mobilizing our community! We can win; we just need to step out to get the support! ■



Jalyna and her husband Raymond West share information about fighting postal privatization at the CSEA Regional Conference.



The Mid-Hudson Area Local holds a rally with politicians from the Dutchess County and Poughkeepsie, NY area.

Greenpeace Prepares International Lawsuit to Defend Freedom of Speech

Greenpeace, an environmental advocacy organization, recently suffered a setback in its fight against Big Oil company Energy Transfer (ET), when a jury issued a \$660 million award against the organization. The lawsuit is a clear-cut example of how a Strategic Lawsuit Against Public Participation (SLAPP) is used against activists and non-profits that speak out against injustices, like the Dakota Access Pipeline (DAPL), by burying them in expensive, drawn-out legal battles so that they can no longer fight back.

"This case should alarm everyone, no matter their political inclinations," said Sushma Raman, Greenpeace Fund Interim Executive Director. "It's part of a renewed push by corporations to weaponize our courts to silence dissent. We should all be concerned about the future of the First Amendment... These rights are critical for any work toward ensuring justice – and that's why we will continue fighting back together, in solidarity."

Now, Greenpeace International is suing several ET entities involved in the DAPL dispute for all damages it has suffered because of ET's unjust lawsuits and the prejudice displayed in North Dakota.

For example, ET's key findings lacked evidence, evidence supporting Greenpeace was excluded, there was ongoing concern about the fairness and impartiality of the jury, and requests for a change in venue were denied.

Kristin Casper, Greenpeace's general counsel said, "This isn't just a fight for Greenpeace defendants: it's a fight about the protection of fundamental rights for everyone. We are committed to our values, such as nonviolence, independence, and promotion of solutions. We won't back down... This is the kind of fight that we were made for." ■



Greenpeace

REVEALED:



In his role chairing the Department of Government Efficiency (DOGE), Elon Musk has criticized excessive government spending and dependency. Ironically, he is one of the greatest beneficiaries of our tax dollars. Over the last 20 years, his businesses have received at least \$38 billion in loans, subsidies, government contracts, and tax credits.

Our tax dollars should be used to better our communities. Musk using government loans and subsidies is

Musk Uses DOGE to Stifle Competition, Siphon Money into Own Pockets

not necessarily a bad thing – in fact, Tesla is an example of the success that can come from public investment in private companies. Tesla used government loans to make affordable electric vehicles, reducing carbon emissions to help our environment. But now Musk is advocating for cuts to the same departments that granted his companies contracts and strangling other businesses that could also help our communities and the environment. By gutting programs and agencies that helped his business empire succeed, he is eliminating access to assistance before his competitors can use it.

Musk is also abusing his position to influence government contracts in his favor. In March, *The Washington Post* reported on changes to a Biden-era program providing internet to

rural communities. The program's contract with Cajun Broadband to provide fast and reliable internet to 450,000 households in Louisiana has been put on hold after the Trump administration announced that it is redirecting grants from broadband to satellite companies, particularly Musk's Starlink company.

DOGE cuts are harming our communities. Layoffs at the Food and Drug Administration will make our food supply chain less safe, and cuts to the National Institute of Health have slashed funding for cancer research. The unelected billionaire is recklessly putting our country at risk so that he can put money in his pockets.

Let's fight back against the billionaire class and say, "Hands off our public services!" ■



Maintaining Adequate Financial Controls, Policies, and Procedures

SECRETARY-TREASURER LIZ POWELL

Whether local trustees are elected or appointed, the responsibilities of the position should not be a customary rubber stamp of local practices that conflict with the *Labor-Management Reporting and Disclosure Act* (LMRDA), Department of Labor (DOL), or IRS provisions. The Trustee position should not be a member of the local executive board, as it would cause a conflict of interest for the trustee and the financial oversight that is required of the position. The Trustee's primary task is to ensure that all union resources (money and assets) are used for legitimate union purposes, as authorized by the membership, in accordance with your local constitution and bylaws. In addition, trustees should ensure that the local is complying with all legal requirements for financial reporting, recordkeeping, and bonding.

Each local affiliate should have provisions establishing set frequencies for trustees to conduct an audit. Local audits should be conducted annually, at a minimum. If there is no constitutional language, a motion is needed to establish set time frames. However, the constitution should be amended to provide for periodic internal audits. During the audit, trustees should review the disbursements, receipts, DOL and IRS compliance, and conduct an inventory of local assets. LMRDA provisions require officers and employees of the union to ensure that union funds and other assets are used solely for the benefit of the union and its members. Trustees are the first line of financial controls that a local should have in addition to various policies to ensure financial oversight is maintained.

Having policies and procedures in place defines acceptable and unacceptable practices. Written policies and procedures are clear and reflect the values and principles of your local. They ensure uniformity and consistency in decision making and operational procedures. They can clarify functions, responsibilities, and establish accountability. Policies and procedures assist with the day-to-day management of your local and can be invaluable in ensuring the local is running in an efficient and business-like manner. Problems can be managed quickly and effectively through existing policies.

When implementing policies, consider involving officers and stewards. This will promote awareness, understanding, and ownership when the policy is implemented. Present and explain the policy to your local membership and move to adopt the policy.

Local union officers should consider implementing the following policies:

- Travel and Expense
- Leave Without Pay (LWOP) and Other Compensation
- Credit Card Use

Additional policies could include a Computer Access and Internet policy, and a Local Grievance Handling policy. If you currently have policies in place, review them regularly to ensure that they are current and in line with changes within the local.

Finally, local officers should have computer back-up procedures in place for computer financial files, password access for QuickBooks, and other financial banking requirements. These and other important directives should be stored in a locked fireproof safe. ■

SAVE THE DATE!

October 3-5, 2025, Secretary-Treasurer's Training

Be sure to register for the next Secretary-Treasurer's Training, which will be held in Las Vegas, NV on Friday, Oct. 3–Sunday, Oct. 5, 2025. Local officers will be able to register for QuickBooks Beginners, QuickBooks Advanced, and Officer's Fiduciary Responsibilities training sessions. The Secretary-Treasurer Department strongly advises that elected officials, especially local presidents and treasurers, attend at least one training session a year.

White House Executive Orders Take Aim at Unions, Voting Rights

On March 25, 2025, the president issued an executive order titled, *Preserving and Protecting the Integrity of American Elections*, seeking to make dramatic changes to voting. It degrades our democracy by making it much harder for people to cast their ballots by limiting the forms of identification you can use to vote, especially for married women and transgender people who may have different names on their identification than their birth certificates. States that count mail-in ballots after Election Day may also be sued by the U.S. Attorney General. The executive order will lead to increased scrutiny and pressure on postal operations. Postal workers, who already work hard to move election mail, will face even more challenges to ensure timely delivery of ballots.

On March 27, the president issued another executive order titled, *Ex-*



AFGE members rally in response to conservative lawmaker's illegal attacks on their union rights.

clusions from Federal Labor-Management Relations Programs, stripping federal employees of collective bargaining rights for “national security.” In addition, legislation is moving through Congress that is attempting to cripple unions like the APWU by eliminating voluntary payroll deductions, including union dues.

But we can fight back! The front line of defense to maintain our union contract, including our job and

financial security and our right to negotiate our wages, benefits, and rights, is us, the American Postal Workers Union.

It is time for maximum unity and strength. Ask your nonmember coworkers to join the APWU, for our strength is in our numbers to save our service, our jobs, and our union. ■



Bill Restricting Federal and Postal Unions from Deducting Union Dues Moves Forward in Congress

On March 18, 2025, three conservative lawmakers in the House of Representatives introduced the *Paycheck Protection Act* (H.R. 2174), which would restrict all federal and postal unions from deducting union dues from employee paychecks, if it becomes law. In addition to union dues, this bill aims to restrict deductions for “fees or political contributions,” which may mean many other deductions, such as the Committee on Political Action (COPA) and the Thrift Savings Plan (TSP).

The bill, introduced by Rep. Eric Burlison (R-MO-07) and cosponsored by Rep. Mary Miller (R-IL-15) and Rep. Nancy Mace (R-SC-01), was

voted favorably out of the Committee on Oversight and Government Reform on March 25. Now, lawmakers can move this bill to the House floor for a vote, which has not yet been scheduled as of the publication of this issue of *The American Postal Worker*.

For years, voluntary payroll deductions have been used as an efficient and economical way for employees to pay certain bills. By targeting union dues, lawmakers are taking direct aim at labor unions' self-funding. Ultimately, it would be harder for workers to pay their union dues, and therefore the union would have fewer resources to fight grievances and collectively bargain.

While lawmakers argue that this bill protects your freedom – in reality, union dues are completely voluntary and always authorized by postal and federal workers themselves. The so-called “*Paycheck Protection Act*” places unnecessary burdens on the APWU and could dismantle our union.

The APWU's Legislative and Political Department is closely monitoring this bill and will continue to meet with lawmakers on Capitol Hill to fight against this bill moving any further, but we need your help.

Contact your congressional representatives in the House and urge them to strongly oppose H.R. 2174, the *Paycheck Protection Act*! ■



Due Process, Your Union Right

INDUSTRIAL RELATIONS DIRECTOR CHARLIE CASH

N*o employee may be disciplined or discharged except for just cause* — Those words come from Article 16 of the APWU's main Collective Bargaining Agreement with the Postal Service and is consistent across all the contracts we have with the Postal Service and our private sector contractors. This language gives every employee, covered under one of our contracts, their rights to **Due Process**.

DUE PROCESS IS ONE OF OUR MOST IMPORTANT UNION RIGHTS. IN THE SIMPLEST OF TERMS, IT MEANS YOU HAVE THE RIGHT TO YOUR "DAY IN COURT" TO TELL YOUR SIDE OF THE STORY AND DEFEND YOURSELF IF MANAGEMENT WANTS TO DISCIPLINE YOU.

Due process is one of our most important union rights. In the simplest of terms, it means you have the right to your "day in court" to tell your side of the story and defend yourself if management wants to discipline you. There is much more to it than this, but in the end, you are able to have your chance to defend yourself before the Postal Service can take an adverse action against you.

Many of us have worked in industries where there is not a union and where we were at-will employees, meaning that there wasn't a union contract that required *just cause and due process* procedures. One could be fired or have adverse actions taken against them without a chance to defend themselves. How unfair is it that you do not even get a chance to tell your side of the story or see the evidence against you?

I have represented hundreds of postal employees over the years in disciplinary proceedings from very minor issues to serious issues. As a union representative, I always ensure that the people I represent have their right to due process in the disciplinary process, no matter the violation. Every union-represented employee must be given these rights. It is a strongly held

belief for me. If I am asked why I represent someone, I always make it clear that if I ever make the decision to turn my back on someone's rights, that decision would render those provisions of our contract meaningless. Once a right is surrendered for one person, it starts the fall towards elimination of that right in its entirety for everyone.

But due process isn't just something we all are entitled to in the grievance process. Due process is a fundamental right every person in this country has. The United States Declaration of Independence names three unalienable rights – life, liberty, and the pursuit of happiness. The Fourteenth Amendment to the Constitution disallows the government from infringing on those rights without due process. Everyone in this country has the right to defend themselves when they face losing any of these unalienable rights and more.

If you are charged with a crime, it is your right to defend yourself before a jury of your peers. If you were to have your driver's license revoked, you have the right to a hearing. If your taxes are audited, you have a right to be heard and explain. If you are being evicted, a process must be followed before it happens. There are so many things where due process applies, that we probably take them for granted.

Today, this country faces the threat of losing our right to due process. Some people are being detained without any real due process. No matter what one's political leanings are, I do not believe anyone thinks that our rights to due process should be stripped away from us.

Whether a person is accused of a crime, in the country illegally, protesting or saying things that are not popular, look different, or writes a news story that angers someone; that person must know that they will be granted their rights and have a chance to defend themselves in front of the appropriate authority before losing a single unalienable right. I will stand up for those rights for anyone in this country, even the people I disagree with. Will you stand with me? ■



How to Use a PS Form 4707 to Enforce Workplace Safety

The *PS Form 4707 - Out of Order* notice is a critical tool for enforcing workplace safety, operational efficiency, and equipment integrity. Many times, Postal Service management will allow damaged equipment, that should be taken out of service after an employee fills out and submits a *PS Form 4707*, to continue to be used on the workroom floor, creating safety hazards.

Postal workers should use the *PS Form 4707* to report and tag defective equipment as “Out of Order” when equipment is found to be defective. It should be removed from service immediately, tagged with *PS Form 4707*, and taken to be repaired or placed in an area designated for troubled equipment. This ensures that the equipment is fixed before it goes back into service, creating a safe workplace environment for postal workers.

Below are some of the reasons why proper use of the *PS Form 4707* is essential:

Use *PS Form 4707* to Report Damaged Equipment for:

- **Safety Compliance** – Reporting damaged equipment with a *PS Form 4707* helps prevent accidents, injuries, or further damage by ensuring that employees are aware of malfunctioning or hazardous machinery and management can begin the work to fix or replace it.
- **Operational Efficiency** – Identifying and tagging broken equipment helps maintenance teams prioritize repairs, reducing downtime and improving workflow. If the damaged equipment cannot be repaired locally, it is sent to a regional facility for repair. For example, damaged equipment in the Southern Region must go to Atlanta, GA for repair.
- **Regulatory and Policy Adherence** – The USPS follows strict safety and maintenance regulations. Properly using a *PS Form 4707* enforces compliance with internal policies and external safety regulations.
- **Accountability and Documentation** – This form provides a record of equipment issues, which helps track maintenance history, identify recurring problems, and support necessary repairs or replacements.

Employees Should Not Remove a *PS Form 4707* Red Tag. It is Necessary to:

- **Prevent Unauthorized Use** – The red tag indicates that equipment is unsafe or non-operational. Removing it without proper authorization can lead to injuries or further damage.
- **Ensure Proper Repairs** – The tag remains in place until the maintenance team has assessed and repaired the issue. Premature removal could result in equipment being used before it is safe.
- **Comply with Policy** – USPS policies require damaged equipment to be properly tagged and assessed before returning to service. Removing a *PS Form 4707* red tag without proper clearance violates these policies.
- **Prevent Legal and Liability Issues** – If an accident occurs due to the unauthorized use of tagged equipment, it could lead to liability issues for both the worker and the USPS.

By following proper procedures for reporting and tagging damaged equipment, postal workers can help maintain safe and efficient workplaces.

If you or any of your coworkers become aware of anyone on the workroom floor condoning the use of red-tagged equipment, please alert a shop steward to address the situation immediately.

The wellbeing or life that you may save could be a coworker or your very own! ■

MEMBERS



APWU activists attend the National Rural Letter Carriers' Association "Lobby Day" rally on Capitol Hill in Washington, DC to say "We are all in the fight together" against postal privatization.

APWU Legislative and Political Director and CLUW National Treasurer Judy Beard and Clerk Division National Business Agent Rachel Walthall attend the CLUW National Executive Board Meeting and Educational Conference to share stories and hand out flyers about our fight against postal privatization.



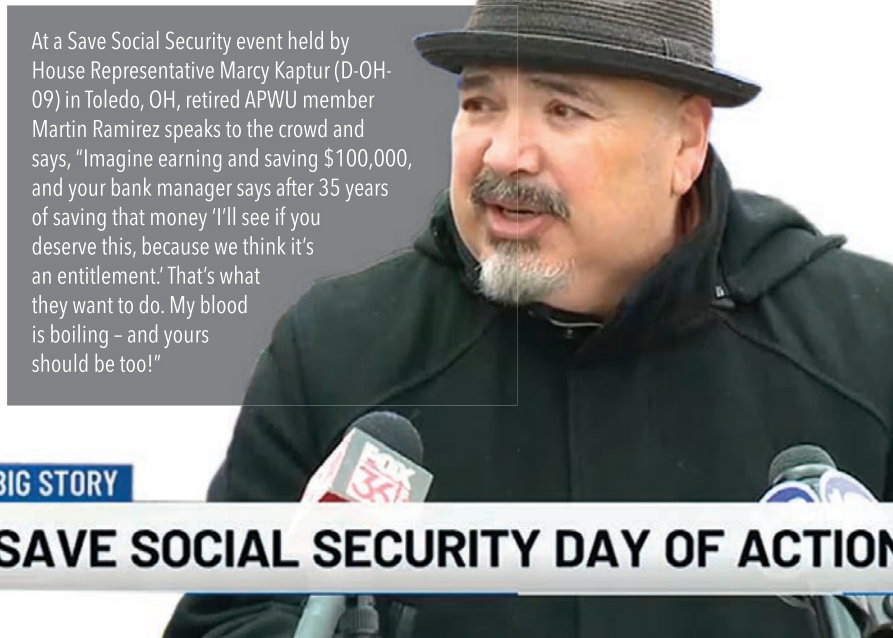
Eight retired postal workers, who walked off their job beginning the Great Postal Strike of 1970, join the crowd nearly 55 years later at our March 20 National Day of Action in New York City.

THE AMERICAN POSTAL WORKER

IN ACTION



APWU members and staff join the NALC "Fight Like Hell" rally to show our solidarity with our postal union family fighting back against postal privatization.



At a Save Social Security event held by House Representative Marcy Kaptur (D-OH-09) in Toledo, OH, retired APWU member Martin Ramirez speaks to the crowd and says, "Imagine earning and saving \$100,000, and your bank manager says after 35 years of saving that money 'I'll see if you deserve this, because we think it's an entitlement.' That's what they want to do. My blood is boiling – and yours should be too!"

BIG STORY

SAVE SOCIAL SECURITY DAY OF ACTION



Nation's Capital Southern MD Area Local member Carissa Powell poses at the podium of the National Press Club after attending a press conference with APWU President Mark Dimondstein and speaking about the importance of having a Post Office in every community.



Saint Paul Area Local President Dave Cook, Minneapolis Area Local President Greg Teigland, and Twin Cities PDC Local President Kim Maurer take a photo before they speak at the panel on postal privatization, organized by the East Side Freedom Library in St. Paul, MN.



APWU Saint Paul Area Local President Dave Cook speaks at the panel on postal privatization, organized by the East Side Freedom Library with assistance by retired Minneapolis Area Local member Cathy Hanson, in St. Paul, MN. Local leaders from the NALC and NPMHU join them.

Clerk Division Updates



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

The Clerk Division has recently arbitrated three important issues at the national level:

The Dispatch Coordinator position, created by the Postal Service and originally assigned to the Clerk Craft, was later reassigned to the Motor Vehicle Craft. The Clerk Division firmly believes that the duties of this position are traditional clerk duties.

The Postal Service's continued violation of Article 1.5 and Memorandum of Understandings (MOUs) related to the performance of non-managerial, non-supervisory work that should be assigned to the Clerk Craft.

An interpretive issue in the 2018 *RI-399 Update MOU* concerning when it is proper to reassign work from one craft to another.

Step 4 Settlement - Time and Attendance Collection

Section 2 of the Step 4 settlement on *Time and Attendance Collection (TACS)*, dated Sept. 5, 2018, states, in part:

- d) *Effective with the signing of this agreement, TACS duties may be included by local management in the Lead Clerk duty assignment postings for those duty assignments properly designated to perform the Lead Clerk Clock Office Role in TACS.*
- e) *In facilities with Lead Clerks in duty assignments previously posted and awarded, who are currently performing TACS duties or that TACS duties were annotated on the bid posting, they will be grandfathered into this Agreement. If not previously provided, they will receive the required training, course #31267-01.*
- f) *In facilities with Lead Clerks in duty assignments previously posted and awarded, and there are no Lead Clerks currently performing the TACS duties, the senior Lead Clerk in the facility will receive the required training, course #31267-01, and be assigned to perform the TACS duties. The parties at the local level may mutually agree to an alternative Lead Clerk in the facility to be trained/assigned in lieu of the senior Lead Clerk.*
- g) *In facilities where there are multiple Lead Clerks, those Lead Clerks who have not been assigned timekeeping*

duties, are not required to receive the above referenced training. However, it is recommended they receive LMS Course #10025624, Lead Clerk Overview Training

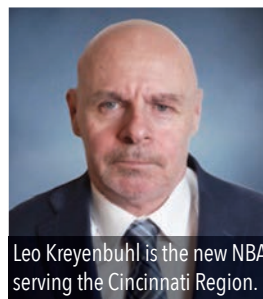
TACS is clerk work. That is non-negotiable. Don't let management perform our work. If the Lead Clerk is absent or on leave, Article 25 applies when assigning Lead Clerk duties.

Article 25, Section 4 of the Collective Bargaining Agreement between the APWU and USPS states:

Section 4. Higher-Level Details

Detailing of employees to higher-level bargaining unit work in each craft shall be from those eligible, qualified and available employees in each craft in the immediate work area in which the temporarily vacant higher-level position exists. However, for details of an anticipated duration of one (1) week (five (5) working days within seven (7) calendar days) or longer to those higher-level craft positions enumerated in the craft Articles of this Agreement as being permanently filled on the basis of promotion of the senior qualified employee, the senior, qualified, eligible, available employee in the immediate work area in which the temporarily vacant higher-level position exists shall be selected.

Cincinnati Region National Business Agent Vacancy Filled



Leo Kreyenbuhl is the new NBA serving the Cincinnati Region.

The Clerk Division welcomes Leo Kreyenbuhl, the newest National Business Agent (NBA) who serves the Cincinnati Region. Leo replaces Mike Schmid, who retired on March 31, 2025. We thank Mike for his many years of excellent, dedicated service to Clerk Craft members.

Leo was the local president in Cuyahoga Falls, OH for the past 20 years, was an arbitration advocate for 12 years, and has assisted with pre-arbitration discussions throughout the three-state Cincinnati Region of IN, OH, and KY. For a more detailed biography of Leo Kreyenbuhl, visit apwu.org/clerk-division. ■

2025 Maintenance Division All-Craft Conference



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

The 2025 All-Craft Conference will be held in Las Vegas, NV on Oct. 6-8, 2025, followed by the Bulk Mail Center (BMC) Conference on Oct. 9, 2025. We will offer two training courses at the conference: **Line H/Eagle Clean**, and **Article 32 Maintenance Subcontracting**, presented by National Business Agents (NBAs). Preparation is already underway for the Maintenance Division Conference book and training materials for all attendees.

Eagle Clean is the postal program that has custodians in the field using Mobile Delivery Device (MDD) scanners in place of a hard copy *PS Form 4776 – Preventative Custodial Maintenance Route* to record daily tasks. The training will cover:

- (1) The genesis of the program from pilot to implementation;
- (2) What the scanner and screens look like and require; and
- (3) The various reports that can be requested and how to analyze those reports.

Maintenance subcontracting will cover Articles 19 (*Administrative Support Manual*) and 32 (*Subcontracting*) and how they tie into defending bargaining unit work from being outsourced to contractors. The training will also cover several national level arbitration decisions that control the subcontracting process from beginning to end.

Another TL-5 MS-47 Handbook Revision

On March 4, 2025, the Postal Service notified the APWU of additional revisions to the *TL-5 MS-47 Handbook (Facility Cleaning)*. Once again, the Postal Service unilaterally imposed changes to the previously negotiated and agreed upon handbook language. According to the notification, the latest revisions “are intended to improve the overall clarity of the handbook and make information and procedures easier to locate. Additionally, changes were made to include necessary safety information.” We are currently in the process of reviewing the latest revisions and have already requested a formal meeting with the Postal Service to discuss the changes. We will continue to fight to maintain the rights that we successfully negotiated into the handbook.

Another Field Maintenance Operation Pilot Program Rolling Out

The Postal Service recently notified the APWU of their plans to test a work order ticketing system application in the Facilities Management Organization (FMO) to enhance the visibility of Area Maintenance Technician (AMT) work orders in the system. Currently, the FMO uses a unique system to enter and track work orders assigned under the FMO and facilities. However, there is very limited communication between the AMT and the maintenance supervisor on how a work order is required. This process results in limited visibility for Postal Service management to track the progress of maintenance requests. In an effort to improve the visibility of maintenance requests from submission to completion, the subject test will automate the submission of the *PS Form 4805 - Maintenance Work Order Request*, from a hard copy paper form requiring manual entry, to an electronic request (“Help Ticket”) that is entered directly into a web-based platform by the requester and displayed immediately to the AMT’s, thereby removing the need to be given a piece of paper by the supervisor.

The pilot test is scheduled to begin in the WestPac Area starting with California 4 and Arizona and New Mexico districts. The testing will last for 180 days, and it is anticipated that testing will be expanded to additional districts during the 180-day test period. The districts and associated time periods will be provided in advance.

The Maintenance Division continues to have ongoing meetings about FMO-related issues and is keeping a close eye on this new pilot program. We have expressed our concerns about potential violations of Articles 1.6 and 7. Please contact your NBA(s) to provide feedback if you are part of this pilot program. ■



It Is Always About the Work



Director Michael Foster and Assistant Director Garrett Langley

One of the primary purposes of the trade union movement is to find work for its members. While unions constantly advocate to improve social injustices, equality, and fairness for their members and society as a whole, it is always about getting work, finding work, and keeping members gainfully employed. As the USPS drastically reduces its workforce, requiring fewer employees to do the same - or more - work in attempts to improve its bottom line, these management tactics and strategies will often have crafts and unions feeling the need to defend and protect their work.

Dispatch Coordinator Step 4

The Clerk Division and the USPS recently held national level arbitration hearings on the creation and assignment of the Dispatch Coordinator position to the MVS Craft. Although the MVS Division has also filed national disputes on the creation of this position and the siphoning of other MVS Craft duties, we still believe this is an MVS position. Please review the job descriptions and qualification standards of this position in your facility to determine if crossing-craft or occupation-group violations are occurring and contact your National Business Agent (NBA) to file the appropriate local grievance.

USPS Acronyms

In the ever-expanding world of postal words and jargon, “RTO” and “LTO” are recent additions you may see. These stand for Regional Transportation Optimization (RTO) and Local Transportation Optimization (LTO). RTO replaced LTO. These are part of the *Delivering for America* (DFA) plan and USPS efforts to reduce transportation costs and find other savings.

The MVS Craft must continue to monitor and protect the assignment of the transportation of mail in bulk quantities to any category of postal employees other than Motor Vehicle Service employees.

LTO is a part of the DFA plan to save the USPS money by eliminating or reducing transportation costs. This began as a pilot program in a few sites in 2024 when the Postal Service eliminated all afternoon trips outside of a 25 or 50

mile radius from an LTO site, meaning that there would no longer be a closeout trip to pick up that day’s mail from those offices, and that mail would be collected the following morning, thus adding an additional day for delivery. In most cases, the pilot program sites where this change occurred were being served by a Highway Contract Route (HCR) supplier.

LTO IS A PART OF THE DFA PLAN TO SAVE THE USPS MONEY BY ELIMINATING OR REDUCING TRANSPORTATION COSTS.

RTO is the evolution of the Postal Service’s attempts to further reduce transportation costs for the transportation of mail. “Regional” is the key difference, as this evolution now limits the transportation of mail to one trip per day for offices outside of a 25 or 50 mile radius from an RTO site. This has potential for a much larger impact on, not just the delivery of mail, but also PVS duty assignments, due to the elimination of those afternoon closeout PVS trips, as not all PVS operations are within the 25 or 50 mile radius of an RTO. This change to RTO will most likely trigger management to attempt to make changes to all PVS duty assignments and attempt to repost them in accordance with Article 39.2.A.6 bidding procedures. However, if unimpacted duty assignments are reposted due to a zero base, other audits, or any other administrative reasons, it would be in violation of the APWU/USPS Step 4 settlement for *USPS Case# Q10C-4Q-C 14256865/APWU# HQTV 20140505*, signed and dated on Sept. 30, 2015. This language is also contained in the Joint Contract Interpretation Manual (JCIM) questions and answers in Article 39, question #78. According to Article 39.2.A.6, only the union can request a yearly, or bi-yearly bid.

Voluntary Early Retirement

Of the more than 5,000 MVS Craft employees eligible for the Voluntary Early Retirement (VER) incentive, approximately 550 MVS employees have accepted the offer. The officers of the APWU Motor Vehicle Craft wish you a long and happy retirement. ■

Negotiations Update



Director Arrion Brown

Greetings Support Services Division members, I hope that you are enjoying the early days of summer. The Support Services Division has been hard at work this year continuing contract negotiations on multiple collective bargaining agreements. For general information, the Support Services Division represents and negotiates for 13 current and prospective collective bargaining agreements. Below is an update on our current and recently completed negotiations.

We are proud to say that one of our newest units of 10 Roads Express drivers based in Richmond, VA ratified their first collective bargaining agreement on Feb. 24, 2025. The workers organized and fought a valiant fight against their company to achieve collective bargaining. The drivers were very proud to ratify their first contract that secures bank holidays, gives them job bidding and bumping rights by seniority, gives them the rights to the grievance arbitration process to settle disputes with their employer, and offers protection against subcontracting.

One of our newer units of 10 Roads Express drivers, based in Capitol Heights, MD, has also recently achieved a tentative agreement with the company. The Capitol Heights agreement is very similar to the Richmond agreements, but the Capitol Heights drivers did hold out a little longer to achieve a few additional contractual demands. We were not able to achieve those demands, but we were proud to stand with and represent them as we fought for them.

The drivers of the Great Lakes Area Mail Haulers recently came to a tentative agreement with B&B Trucking, Inc. based in Kalamazoo, MI. These negotiations were very difficult. The company resisted improvements that the employees deserved. A significant improvement we won was an increase in hourly wages for drivers who perform freight work. B&B Trucking historically has been a mail-haul company that did very little freight work. Although the collective bargaining agreement with B&B has a wage chart for freight work, increases in that wage chart

had not been negotiated since 2017. The union had concentrated on other issues, since there was either no freight or very little freight work done. However, since 2024, there has been a notable increase in freight work. The tentative agreement is in the process of being sent out for ratification by the members.

We are still in negotiations for the APWU and USPS agreement. While negotiations have slowed on this agreement, negotiating for Article 40 Operating Services and Article 41 Material Support Crafts has ended. As usual, management has refused to agree to changes for these two craft articles of the agreement. The employees under these two articles will benefit from the broader economic improvements of the agreement. It is very disappointing that, in yet another round of negotiations, management has refused to agree to minor changes in these two articles that would give them the same protections that are offered to other craft articles in the agreement. We will strategize for the next round of negotiations to continue our efforts to bring the Support Services crafts up to the same standards as the Clerk, Motor Vehicle, and Maintenance crafts.

We continue to negotiate the first successor agreement for the Humans Resources Shared Services Center (HRSSC) bargaining unit. At the time this issue of *The American Postal Worker* went to press, we are very close to a tentative agreement. There were only a few changes the bargaining committee proposed for this round of negotiations. We have met with management numerous times to come to bargaining agreements and have been satisfied with our progress.

Finally, we had our opening day of negotiations for the Information Technology and Accounting Services (IT/AS) sector on March 4, 2025. We passed several proposals to management on changes we want. Management was very receptive and asked more questions than they have asked in opening sessions for other agreements. That was a good sign. ■



Omar Gonzalez, Western Regional Coordinator

Layoffs — Worst Case Scenario?

Threats of privatization, Department of Government Efficiency (DOGE) snooping, and government upheaval raise alarms while big banks like Wells Fargo outline what postal workers face, which is a “buy out” followed by layoffs.

More than 100,000 postal workers could face layoffs because of their tenure or employee status. Few APWU-represented postal workers have life-time protection against any involuntary layoff under the 1978 arbitrated collective bargaining agreement (CBA). The rest must earn their protection by completing six years of continuous service in pay status, with at least one hour or call-in guarantee for 20 of the 26 pay periods each year, per Article 6 of the CBA.

Forewarned Is For Armed

Per Article 6, management can “*effect layoffs for lack of work or other legitimate reasons*,” and the layoffs can be exercised in lieu of reassigning employees (excessing) under Article 12. Also, if Congress repeals or significantly relaxes the Private Express Statutes, which are a set of federal laws that prohibit private entities from carrying and delivering letter mail without paid U.S. postage, our current layoff protections expire.

For decades we have successfully fought off privatization, but now the snarling wolves are ready to bite. Former Postmaster General DeJoy’s agreement with DOGE claims to be driven by efficiency, but the reality equates to cuts undermining a struggling service.

How Layoff Occurs

Management identifies which employees will be laid off based on job classification in competitive areas and levels, such as Veterans’ Preference, seniority, tenure location, and more. The union is given a 90-day notice, while impacted employees only receive a 30-day notice.

Preconditions include a reduction in postal support employees (PSEs) and a 20-day posting of vacancies in the installation, or commuting area, for possible selection and reassignment. Severance pay and allowances are described in the *Employee and Labor Relations Manual* (ELM) Chapter 435. Health and life insurance coverage is subject to the ELM (see Article 6 for specifics).

The disruption that layoffs would inflict is real, but privatization or a merger into a federal department, like Commerce, is dastardly. Private companies do not have to retain our union contract. Current federal entities could void our contract and the rights of postal workers, like it did with TSA.

What You Can Do About It

You and your coworkers are the Union! No matter your political party, now is the time to protect America’s Postal Service!

Helping to protect the Peoples’ Post Office and YOUR job security is **E.A.S.Y.**:

Educate yourself and those around you about the threat of dismantling the USPS and how it would undermine service.

Assemble and protest! Let’s get the public on our side to stop any efforts to privatize or dismantle our Postal Service. Handout flyers and make signs for events at your local post offices.

Sell service, not postage when dealing with our public and their mail. Your job depends on it!

Your congressional representatives need to hear from you, your family, and neighbors, to support House Resolution 70 and Senate Resolution 147! Dial 844-402-1001 and urge them to protect USPS from privatization. It will only take three minutes.

For more ways to take action, visit apwu.org/action.

America’s Cornerstone

Our Post Office was established by the Continental Congress in 1775, enshrined into the Constitution by Congress in 1789, and signed into law in 1792. The history of the USPS is the history of the United States.

My fellow Coordinators Tiffany Foster, Amy Puhalski, AJ Jones, Yared Wonde, and I urge you to help us save the People’s Postal Service.

If you and every APWU member, with your coworkers, take action - the U.S. Postal Service will remain the Post Office of the People, By the People, and For the People. *Will You stand up for our Post Office before it is too late?* ■



Judy Beard, Director

Protecting Our Labor Union and the Public Postal Service

The threat of postal privatization has never been more real. From the report of an executive order that would absorb the USPS into the Commerce Department, to the Wells Fargo report highlighting the financial benefits of selling off the USPS to corporations, our public Postal Service is at a pivotal moment in the fight against privatization.

Amid these threats, we have engaged with lawmakers in a bipartisan fight to protect the independence of the Postal Service. With post offices and APWU members in every ZIP code across the country, we are building a strong coalition in Congress to send the message that the U.S. Mail is NOT for Sale.

On Jan. 28, 2025, a bipartisan group in the House of Representatives led by Representatives Lynch (D-MA-08), LaLota (R-NY-01), Connolly (D-VA-11), and Garbarino (R-NY-02) introduced House Resolution (H.Res.) 70, which expresses the *“sense of the House of Representatives that Congress should take all appropriate measures to ensure that the United States Postal Service remains an independent establishment of the Federal Government and is not subject to privatization.”* At the time this issue of *The American Postal Worker* went to press, H. Res 70 had 202 cosponsors.

On March 27, a bipartisan group in the Senate, led by Senators Gary Peters (D-MI), Dan Sullivan (R-AK), Susan Collins (R-ME), Lisa Murkowski (R-AK), Maggie Hassan (D-NH), and Thom Tillis (R-NC), introduced Senate Resolution (S.Res.) 147, which serves as the companion resolution to H.Res 70. At the time this magazine was sent to press, S.Res 147 had seven cosponsors.

While resolutions are not binding like laws, they help us gain congressional support for the issues that most matter to us as postal workers and retirees. Millions of Americans rely on the Postal Service and members of Congress must be reminded that our work has value.

For ways you can take action to protect our public Postal Service, visit apwu.org/action.

Anti-Union Bills to Watch

On March 25, the House Committee on Oversight and

Government Reform advanced several anti-union bills out of committee, including:

- **Protecting Taxpayers’ Wallets Act** (H.R. 1210): This bill would charge federal unions for official time (“union time”) and for the use of agency resources.
- **Preserving Presidential Management Authority Act** (H.R. 2249): This bill would give the U.S. president the ability to negotiate or terminate federal union collective bargaining agreements (CBAs).
- **The Paycheck Protection Act** (H.R. 2174): This bill would restrict all federal and postal unions from deducting dues from employee paychecks. In addition to union dues, this bill would restrict deductions for “fees or political contributions,” which may mean all other deductions, such as the APWU Committee on Political Action (COPA) and the Thrift Savings Plan (TSP).

The Paycheck Protection Act specifically calls out postal unions in the bill text and would have devastating impacts on our union if Congress passes the bill and it gets signed into law. The Legislative Department is closely monitoring H.R. 2174, and we are meeting with both Republicans and Democrats on Capitol Hill to fight against this bill moving forward. ■



Local Presidents Vinny Crespo and Gabriel Medina (Top) and Houston Area Local Clerk Craft Director Barbara Vaughns and Legislative Director Earl Vaughns (Bottom) displaying rally posters at the Legislative and Political Department presentation during the 2025 National Presidents' Conference.

ORGANIZATION



Anna Smith, Director

Organizing Is Not Passive: Why Union Building Means Reaching Out, Not Waiting Around

When people think about union organizing, many might imagine a moment of inspiration, maybe a spark or some event that sets off a wave of collective action. But the truth is, organizing requires a lot of consistent and demanding work, and long-term commitments. Organizing requires setting goals and putting together needed steps to achieve those goals. Union organizing requires action, and if you are sitting around waiting for people to come to you, you are not organizing — you are hoping.

Don't get me wrong, there is nothing wrong with hoping the non-members will come to you and ask how to join. Hope has its place, but not when it comes to organizing our non-members. Organizing our non-members cannot be about wishful thinking, but about each one of us taking action to build worker power. Organizing is about talking to people and building relationships. It is about having hard conversations and asking others to stand with you. Most importantly, it is about taking the initiative to build our union and worker power in our installations and communities.

For those who make the decision to stand with us, we have made joining very easy with the ability to join online. While the "online join" process does bring in thousands of our coworkers into the APWU, most people will not automatically join simply because they stumbled across the ability to join online. Most often, our coworkers will join because someone they trust and relate to asked them to and they felt invited to be a part of something. They might join because someone listened to their concerns and then asked them to take a stand.

That someone must be you!

If you care about changes in your workplace, if you are tired of being disrespected by management, if you are tired of management violating our collective bargaining agreement every day, then you have to be reaching out to non-members. You must make the first move, because most non-members... they will not be coming to you.

We all must have conversations with the non-members and ask them to stand with us and be a part of something bigger. We need to stop letting our non-member coworkers come to work and feel like they work in a non-union environment. We need to be persistent about standing with APWU and being bold about it.

ORGANIZING IS ABOUT TALKING TO PEOPLE AND BUILDING RELATIONSHIPS. IT IS ABOUT HAVING HARD CONVERSATIONS AND ASKING OTHERS TO STAND WITH YOU. MOST IMPORTANTLY, IT IS ABOUT TAKING THE INITIATIVE TO BUILD OUR UNION AND WORKER POWER IN OUR INSTALLATIONS AND COMMUNITIES.

Organizing is a skill, and like everything we do, it gets easier the more we do it. The core principles of organizing never change; it is about having conversations, building trust, giving our coworkers a sense of solidarity, and moving together in the same direction, with similar goals – I do not know of anyone who does not want to secure livable wages, reasonable work hours and better working conditions.

As an organizer, you will have setbacks, there will be some coworkers who, no matter how many times you ask them to stand with you, will refuse, but that does not mean you stop asking. Be brave enough to ask someone to stand with you — and strong enough to keep asking until they do. No matter what, do not let any setback discourage you, because as an organizer you will have victories too, and those victories, the ones who say "yes" to standing with you, will be empowering.

So do not wait for the perfect moment to ask that non-member coworker to stand with you. Do not wait for them to come to you. Start organizing now. Talk to your coworkers. Ask questions, listen, build trust, and ask them if they are ready to stand with you. When we stand together, we win. ■



Joyce B. Robinson, Director

APWU POWER: The Women's Committee Within Our Union

APWU Post Office Women for Equal Rights (POWER) is the women's committee within our union. POWER was founded in St. Louis, MO on April 28, 1979 and incorporated into the APWU National Constitution, (Article 13, Section 7), in Detroit, MI in August 1980. The APWU POWER Steering Committee consists of five coordinators, one from each region, who are elected during the Biennial National Convention and assist POWER committees at the local and state levels.

Why APWU POWER Is Still Necessary

In the United States, women make up nearly 47% of the workforce and hold approximately 45% of jobs at the USPS. Although women make up a larger percentage of the APWU membership, and thus pay more dues than men, they hold fewer elected offices at the local, state, and national levels. There are only 28 national officers that are women, compared to 55 that are men.

APWU POWER has assisted women in obtaining the knowledge and skills needed to level the playing field in our union and has opened doors to opportunities for women across the country through educational seminars, workshops, and regional conferences. As a result, POWER sisters have become actively involved in their local and state unions and the political process, contributing over \$200,000 to the APWU's non-partisan Committee on Political Action (COPA) fund to assist in protecting employment benefits, improving working conditions, and ensuring job security.

What About Community Involvement?

APWU POWER's involvement in community activities includes:

- Adopting postal union families left unhoused due to natural disasters.
- Making annual monetary contributions to domestic violence agencies.
- Contributing gift bags to the female troops, unable to travel home for the holidays.

- Providing coats and clothing to the unhoused.
- Donating books, toiletries, and more to schools, homeless shelters, and senior citizens.
- Contributing to the Postal Employees Relief Fund (PERF) to aid postal families who are victims of natural disasters.

APWU POWER 'Sisters Helping Sisters' Fund

APWU POWER's "Sisters Helping Sisters Fund" was established in 2005 to help women and children who were left unhoused following Hurricane Katrina. It was expanded in 2006 to give hope and encouragement to women and children fleeing domestic violence. Since its inception, the fund has donated over \$100,000 to families, charities, and domestic violence agencies, including \$25,000 to PERF. If you would like to donate to this worthy cause, **make checks payable to "Sisters Helping Sisters" and mail them to Joyce B. Robinson, Director Research and Education, 1300 L St. NW, Washington, DC 20005.**

Attend APWU POWER 22nd Biennial National Convention

When: Arrive at the hotel on Wednesday, August 6. Workshops begin on Thursday, August 7. There is no convention on Sunday.

Where: Sheraton New York Times Square Hotel, 811 7th Ave. 53rd St., New York, NY.

Call 1-888-627-7067 before the cut-off date of **Friday, July 11, 2025**, to secure the negotiated rate of \$237 per night (single/double occupancy), plus 14.75% room tax, plus \$3.50 per room night occupancy tax. *Identify yourself as attending the POWER Convention.*

Register Online: Delegates must register online at www.apwu.org, click on APWU POWER 22nd Biennial National Convention. The registration fee is \$150.00 for delegates and guests and includes an Installation Dinner ticket and a T-shirt. **To register a guest, contact Joyce B. Robinson at (202) 842-4225, prior to the Friday, July 25, 2025 deadline.** The guest must attend with an APWU member.

For additional information, contact the Research and Education Department at (202) 842-4225.

Defending APWU Veterans Harmed by the Current VA Crisis

In the March/April 2025 Home Front column, we informed APWU veteran members of the highly serious consequences that Project 2025 will have on Veterans' Affairs (VA) benefits, the quality of health-care services veterans receive, and the use of private contractors to process and evaluate their disability claims. Our "Hands Off Our Veterans' Healthcare" fight continues in 2025.

Well, APWU Veterans, what was a warning last year has suddenly become a reality. Veterans nationwide are under attack. The Project 2025 plan to destroy Veterans Preference and to gut federal agencies – including the Postal Service and VA healthcare benefits, has begun. So, it's time to do what military veterans always do when we are under attack, we fight back!

The Union Veterans Council, in partnership with APWU affiliate veteran leaders and veteran service organizations nationwide, will address the devastating impact of the Trump and Musk attacks on our veterans and their family members. With hundreds of thousands of veterans employed in the Federal workforce, and millions relying on VA Healthcare and Veterans Benefits services, it is critical that our APWU veteran leaders and veteran organizations nationwide are fully informed on these threats and equipped with the real facts to counter misinformation. Together, we will provide accurate, up-to-date information so that our veteran leaders and veteran organizations have the tools to confirm or rebut misleading claims. The goal is to inform, equip, and mobilize leaders with clear, verifiable facts about these attacks. We want veterans organizations to know they have a trusted partner in the labor movement, ensuring they are never caught off-guard by administrative rhetoric or policy changes.

"The Union Veterans Council AFL-CIO is prepared to lead the way in this major battle to save veterans' rights and benefits, federal jobs, and top quality veterans' healthcare, fully staffed by Federal Government

employees," said Union Veterans Council Director William Attig.

The Union Veterans Council and APWU veteran leaders must defend our veterans' family during this major American crisis. Tell the truth about the Trump and Musk agendas: separate fact from fiction. Counter misinformation, identify false narratives, confirm or rebut claims, and provide veterans with trusted information. The personal human cost of these attacks, and how veterans' organizations and union organizations can work together, are crucial in the battle to save our American democracy.

We are under attack through job cuts, veteran layoffs, political purges, hiring freezes, VA closures and more. VA privatization means outsourcing will lead to longer wait times, higher costs, and worse healthcare outcomes for veterans. The impact of cuts to Social Security, military disability and pension claims, as well as other earned federal government benefits that millions of veterans and family members rely on daily, will seriously damage their personal lives.

The Struggle Continues, Because When Our Union Veterans are Under Attack, We Stand Up, Fight Back! ■

STAND WITH VETERANS Unite for Veterans, Unite for America

Veteran jobs, earned benefits, and essential VA services are under attack.

On June 6, 2025 – Stand with veterans, military families, labor unions, and allies to:

- Defend veteran employment in the federal workforce
- Stop the privatization and the weakening of the Department of Veterans Affairs
- Protect our institutions by holding leaders accountable for policies that harm veterans and their families

To find an event near you, visit: unite4veterans.org

About the Human Relations Department



Daleo Freeman, Director

There is more to being a progressive union than achieving and enforcing a contract — and that is where the Human Relations Department comes in. Our programs and benefits inspire members to become active participants of the APWU, and give them a sense of inclusion, contribution, and ownership.

Training

We have successfully trained over 5,500 members, activists, stewards, and officers.

This year, the Human Relations Department aims to continue training sessions for locals and states and provide a Regional Resource Assistant to assist locals and states with their issues.

Employee Assistance Program

The Employee Assistance Program (EAP) is a resource for postal employees and their family members designed to help them with on-the-job, personal, or family problems. EAP is a counseling and referral service staffed with mental health professionals. It is a formal, non-disciplinary program that is free and voluntary.

To learn more about EAP services, visit: apwu.org/eap

Veterans' Rights and Benefits

The APWU continuously coordinates efforts to support union members and their loved ones who have, or who are actively serving in the military. We have started a coalition across the country to mobilize around the issues that affect our service members.

The APWU believes in a society where all members are treated equally, with respect and dignity. The struggle for equal rights, equal opportunity, and justice extends beyond the workplace into our neighborhoods and communities. It is a priority of the department to remain active around our civil rights.

In 2025, we will continue to strive for equality for all and to protect the rights and benefits of those we serve, mobilize and continue to secure assistance for all who are in need.

For more information, visit: apwu.org/veterans

Postal Employee Relief Fund

The Postal Employees' Relief Fund (PERF) exists to help active and retired postal employees – management and craft – whose homes are destroyed or left uninhabitable because of a natural disaster, displacing postal employees and their families for an extended period of time.

The fund provides small relief grants to help qualifying victims of such circumstances reestablish residences and help replenish necessities in the aftermath of a devastating loss.

For more information, visit: www.postalrelief.com

Equal Employment Opportunity Commission

In 2025, we will soon provide our members with much needed guidance on how the Equal Employment Opportunity Commission (EEOC) works, as well as a handbook for the EEOC process.

We know how tedious the process can be, so it is the intent of the Human Relations Department to provide an informative manual, formulated specifically by your union on the EEOC rules, process, and general guidelines.

At this time, we are not providing representation, but it is important that we provide a resource and tool that can be readily accessible.

Please remain informed of the upcoming issuance of the new EEOC booklet that will be shared with our members.

Your questions and concerns are essential. They help us understand your needs and shape the direction of our department. Please, don't hesitate to ask. Your input is invaluable in guiding our efforts.

We encourage all locals to have someone in attendance for the upcoming Human Relations Assembly in Houston, TX from June 12-15. We will focus on all the subjects listed above and will provide extensive training sessions and presentations on subjects that will touch every member. To register, visit: apwu.org/events/2025-human-relations-assembly. Thank you! ■



Nancy Olumekor, Director

Flip the Script on Aging

Every May, the Administration for Community Living, leads the nationwide observance of Older Americans Month. The 2025 theme, *Flip the Script on Aging*, focuses on transforming how society perceives, talks about, and approaches aging. We will challenge stereotypes and dispel misconceptions. This year, we honor older adults' contributions, explore the many opportunities for staying active and engaged as we age, and highlight the opportunities for purpose, exploration, and connection that come with aging.

In reading an article by Joseph Claussen, titled "Flipping the Script on Aging" he recommends that we look at aging like a game where we level up every year. We can reframe our mindsets and focus on the positive aspects of growing older, such as maintaining a healthy **diet** and **exercising** routinely, which can help us age gracefully. We can also work to deepen our connections with family and friends and build new relationships. We should strive to communicate and resolve conflicts more effectively, and show compassion and empathy.

Claussen wrote, *"By investing in our relationships, we can create a support network that helps us navigate life's challenges and enriches our daily lives... We can identify our values and priorities, set meaningful goals, and work towards them with intention and purpose... We can embrace challenges as opportunities for learning and self-improvement... we need to celebrate our accomplishments, no matter how small, and look for ways to build on them."*

Below are some practical ways to flip the script on aging:

- Set goals for personal growth and celebrate when you achieve them;
- Take on new challenges, whether it's learning a new skill or trying a new hobby;
- Connect with loved ones regularly and invest in your relationships;
- Practice self-care and prioritize your physical and emotional well-being;
- Embrace your wisdom and share it with others.

LifeCare Alliance of Central Ohio suggests another way to "Flip the Script" is by "Starting the Conversation," to explore intergenerational differences and promote deep appreciation of others.

How to bring people together for meaningful conversations:

- Reach out to your local senior center or local union and see if you can organize an afternoon of story sharing.
- Contact your local union and see if they would like to host a "Senior Day."
- Visit an assisted living center and chat with residents in the common areas.
- Volunteer to deliver Meals-on-Wheels with a young person and connect with the seniors you serve.
- Share stories of older adults who aged gracefully following their retirement.

Ways to break the ice:

- What was the happiest moment of your life?
- Who has been the biggest influence on your life and what lessons did you learn from them?
- What are you proudest of in your life – and why?
- What was it like where you grew up?
- What stories did your parents share with you about their childhood or upbringing? How did that make you feel?

By flipping the script on aging, we can improve our quality of life and promote a positive outlook on aging. Think of aging in terms of how it could enhance creativity, new experiences, and opportunities to contribute to or find a new purpose.

Federal Income Tax Liability with Repeal of the Windfall Elimination Provision (WEP) and the Government Pension Offset (GPO)

With the repeal of the WEP/GPO penalty, many of you will notice an increase in your Social Security payments. The increased benefits could push you into a higher tax bracket with potential tax implications. The lump-sum retroactive payment could also push your income higher, leading to greater tax liability. Those impacted will have less than a year before these increased benefits impact your tax liabilities, meaning that benefits paid in 2025 will appear on the 2025 SSA-1099 form. Make sure you follow-up with your federal income tax preparer this year for your income tax liability going forward. ■



Sarah Jane Rodriguez, Director

Welcome and Gratitude

Thank you for selecting the APWU Health Plan as your health insurance provider. We have designed a plan especially for YOU! We honor the opportunity to serve postal families. We not only pay claims, but we also provide a platform to collaborate and promote healthy lifestyles. This Open Season, the Health Plan enrolled over 2,500 new members! Today, we cover almost 174,000 lives. With the introduction of the Postal Service Health Benefits (PSHB) program, APWU members had many choices - thank you for trusting us. Your continued loyalty and new membership directly affect the union and our ability to organize. Union Proud, Say It Loud!

Our Commitment to You

In addition to strong benefits and affordable rates, the APWU Health Plan takes service and quality very seriously. Represented by the OPEIU Local 2 and SEIU 32BJ unions, our Customer Service team participates in ongoing training to effectively communicate the benefits of our plans. Our team excels at going the extra mile, with patience and empathy, to make sure you have a positive experience with us. If you have questions about your health plan, do not hesitate to call the Customer Service number indicated on the back of your Health Plan ID card.

High Option members, call 800-222-2798;

Consumer Driven Option members, call 855-808-3003.

**AS YOU EMBARK ON YOUR FIRST 100 DAYS OF
COVERAGE FOR THE 2025 BENEFIT YEAR,
LET US KNOW HOW WE ARE DOING!**

Proven Excellence

In a recent independent audit, conducted by Mercer, the APWU Health Plan ranked one of the highest in PSHB in three categories: payment accuracy (99.18%), financial accuracy (99.63%) and administrative accuracy (100%).



The audit results surpassed the Office of Personnel Management (OPM) goal of 98%. With these scores, you can be confident that you are enrolled in a plan that exceeds OPM quality standards. These high scores mean fewer errors, faster claims processing time, and greater peace of mind for you.

Your Voice Matters

As you embark on your first 100 days of coverage for the 2025 benefit year, let us know how we are doing!

As our member base continues to grow, we want to check in with you to understand your experience. What works for you? What are some challenges? Please scan the QR code to take you to a short survey, or visit:

hcsurvey.apwuhp.com. ■





General Strike in Argentina Against Austerity, Pension Measures Grinds Industries to a Halt

Workers across Argentina brought the country to a standstill on April 10 after the General Confederation of Labour (CGT), the country's largest labor federation, called for a general strike to protest far-reaching austerity measures imposed by Argentina's president, Javier Milei. The one-day strike, held after recent weekly protests demanding pension improvements, halted operations across industries, as union members, including teachers, postal workers, trash collectors, train conductors, airport and custom workers, and more, demanded fair wages, pension protections, and the restoration of collective bargaining rights.

Since taking office in Dec. 2023, Milei's libertarian government has slashed public spending, regulations, and the government workforce. The government's efforts to balance the budget by cutting social programs and pensions have overwhelmingly affected working families and retirees, who have seen reduced incomes and public services, while banks and corporations have raked in profits. Unions across Argentina have called on the government to reverse course and increase spending on the gutted health and education sectors, reinstate fired employees, and reopen talks over wage hikes, and other issues. ■

Turkish Nike Retail Workers Threaten Strike, Win Successor Agreement

Workers at nine Nike retail outlets in Turkey agreed to a new two-year contract that secures higher wages, bonuses, and benefits. The workers, represented by Turkish commerce union Koop-is threatened strike action before the company came to an agreement with the workers. The new two-year agreement is retroactive and comes after their first-ever collective agreement expired last year. "This success is a result of our union and members acting in unity and solidarity," said Koop-is President Eyüp Alemdar. "It will bring hope to all workers in the retail sector, allowing them to look to the future with greater confidence."

National Nurses United Ratify Contracts in California, New York

Members of the New York State Nurses Association-National Nurses United (NYSNA-NNA) at Wynn Hospital in Utica, NY ratified a three-year contract in March that includes stronger safe-staffing and enforcement policies, wage increases, and reduced health insurance contributions for its nurses. Additionally, nearly 900 NYSNA-represented nurses at South Shore University Hospital in Bay Shore, NY, scrubbed a strike after tentatively agreeing to a three-year contract that was later ratified in April.

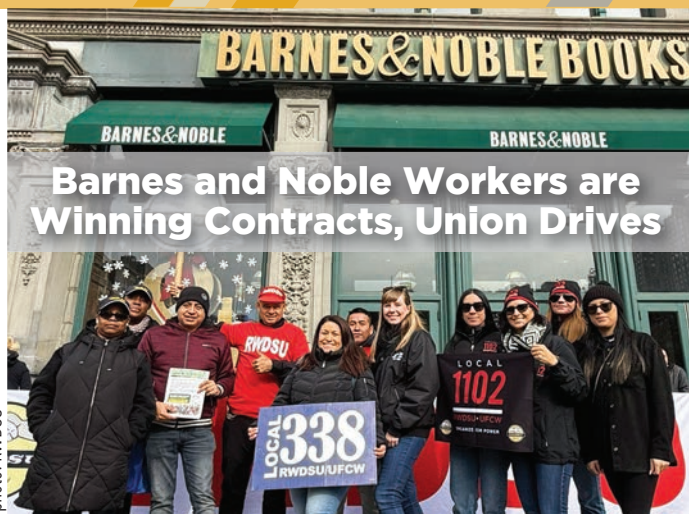
At the San Joaquin General Hospital in California, registered nurses represented by the California Nurses Association-NNA voted overwhelmingly in favor of ratifying a new three-year contract.

Prior to the negotiated agreement, the nurses held a one-day strike. The ratified contract secured patient safety and nurse retention improvements, wage increases, and patient and healthcare workers' safety enhancements, bringing the labor dispute to a close.



Tech Workers at Washington Post Form Union, Hold Informational Picket

On April 7, tech workers at the *Washington Post* announced they had formed a union with the Washington-Baltimore News Guild-CWA to build a more equitable, transparent, and sustainable future for more than 300 tech workers at *The Post*. Members of the newly established Washington Post Tech Guild held an informational picket outside of *The Post*'s headquarters in Washington, DC. after the company refused to voluntarily recognize the union. The currently at-will employees hope to address issues related to job security, layoff protections, fair compensation and benefits, and modern, flexible work practices. ■



Barnes and Noble Workers are Winning Contracts, Union Drives

In early March, workers at three Barnes & Noble (B&N) bookstore locations in New York City ratified their first union contracts between the company and the Retail, Wholesale and Department Store Union (RWDSU). The agreements cover more than 200 workers across the flagship Union Square, Park Slope, and the West 82nd Street locations. The three-year agreements include wage increases, healthcare coverage, safety provisions, and seniority and layoff protections. The following week, B&N workers in Bloomington, IL ratified their first-ever contract. "Workers at Barnes & Noble should be incredibly proud of what they've accomplished together in these historic first union contracts from Illinois to New York," said RWDSU President Stuart Appelbaum in a statement. Then, in April, B&N workers in North Haven, CT voted to form their union and became the tenth location in the U.S. to unionize. ■

Federal Court Awards Injunction to Striking Journalists at the Pittsburgh Post-Gazette

Striking journalists, editors, artists, and other workers at the *Pittsburgh Post-Gazette* have notched another win in court after the Third Circuit U.S. Court of Appeals ordered the newspaper back to the bargaining table to negotiate a contract. The workers, represented by The Newspaper Guild (TNG) of Pittsburgh-CWA, have been on strike for 31 months, as of the publication of this issue of *The American Postal Worker*, which is the longest-running current strike in the U.S. The award also orders the *Post* to restore the healthcare provisions of the previous contract that it had illegally and unilaterally taken away, slashing workers' healthcare, time off, and other core provisions of their contract. The same federal court is set to rule on a National Labor Relations Board request for enforcement of its Sept. 2024 ruling that ordered the *Post* to restore provisions of the expired 2014-2017 contract. The provisions include, among other things, paid time off, wages,



photo: CWA

Nationwide 'Hands Off!' Protests Voice Opposition to Trump, Musk Policies

On April 5, organizers from a coalition of over 150 progressive, pro-labor, pro-democracy, and civil rights groups held protests at more than 1,400 locations across the country in what is currently one of the largest single-days of protest against the authoritarian and anti-democratic policies of President Trump and Elon Musk. According to event organizers, between three to five million people attended the various events – with tens of thousands attending just the Washington, DC rally alone – to voice opposition to the administration's overreach in its dismantling of federal agencies, its workforce, collective bargaining rights, and social programs, as well as the imposition of sweeping tariffs and illegal mass deportations, among other things. The massive public response on April 5 reflects the ever-growing opposition to the policies of the current administration. ■



photo: Newspaper Guild of Pittsburgh

guaranteed hours, and backpay for wage reductions and increased healthcare costs.

"News Guild CWA members have a saying: 'whatever it takes'," said TNG-CWA President Jon Schleuss, in a statement at the time of the ruling. "Guild members have struck for 29 months knowing we were right, and the company broke federal law. Today the Third Circuit Court of Appeals agreed with us. We're thrilled and will continue doing our job holding power to account, especially when it's the boss."



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.

“If you’re not sure where to start, or even how to become more involved [in the APWU], start by attending union meetings, reading the newsletter that comes out, and getting to know the issues your union is working on.”

— Brittany Thompson, Area Director,
Michigan Postal Workers Union
Michigan Messenger

“If privatization [occurred], there would be no limit to the price increases brought to the customers of the USPS. This in turn would force more veterans to the unemployment line. Remember, good jobs build good communities nationwide.”

— Greg Teigland President,
Minneapolis Area Local
Northern Light

“I hope that you will exercise your rights to be excused from work when you are ill, or it is unsafe for you to report to work. You are the best judge of what is right for your health. You should never sacrifice your health or well-being for the job. You only have one body. you only get one life. You must make good decisions to protect both. There are rules that protect you when you prioritize your well-being over the USPS and the union is here to help you exercise your rights under these rules. Be well. Be safe.”

— Kim Karol, President,
Iowa Postal Workers Union
Iowa Postal Solidarity

“So, for now Deputy Postmaster General Doug Tulino is in charge. It is uncertain what consequences this change will come with, but I can assure you the president will try and replace DeJoy with someone who is on board with privatization. We must be vigilant and continue to fight to keep the PUBLIC'S Post Office.”

— Dave Cook, President,
St. Paul, MN Area Local
APWU Postmark

In Memoriam

Marie Robbins-Barry

(Oct. 30, 1956 – Nov. 10, 2024)

Marie Robbins, former Atlanta Region National Business Agent (NBA) for the Clerk Division and former president of the Palm Beach Area Local (FL), passed away on Nov 10, 2024. Marie served two terms as an NBA. The APWU appreciates her contributions bettering the lives of postal workers and extends sincere condolences to her family.



Labor Demands an End to the Assault on the Right to Organize and Protest

The labor movement holds one value above all others: solidarity. Labor demands an end to the Trump Administration's assaults on immigrant workers, freedom of speech, the right to organize and bargain, and federal government workers, their unions, and the services they provide.

We will not stand by as President Donald Trump terrorizes immigrant workers with abduction, detention, and confinement without due process in unmarked facilities, far-flung detention centers, and a notorious prison in El Salvador.

The attacks are ramping up, and we need to act fast. In Washington state, Immigration and Customs Enforcement agents smashed a car window and detained farmworker Alfredo "Lelo" Juarez, a leader in the berry-pickers union Familias Unidas por la Justicia, on his way to drop off his partner at work. They locked up SEIU Local 925 member Lewelyn Dixon, a lab tech at the University of Washington, when she returned from a family trip. They raided a roofing company where workers recently went on a safety strike, and arrested 37 people.

In Massachusetts, federal immigration agents snatched Rumeysa Ozturk, a graduate student at Tufts University on a student visa and an SEIU Local 509 member, on her way to break her Ramadan fast. She had written an op-ed in the student newspaper in support of Palestine.

In Baltimore, they arrested sheet metal worker Kilmar Armando Abrego Garcia, a SMART Local 100 apprentice and father of a disabled child, and sent him to El Salvador's nightmarish prison—then they called it an "administrative error" and said they could not get him back.

In New York, they abducted Mahmoud Khalil, a recent Columbia University graduate and United Auto Workers Local 2710 member, for protesting Israel's assault on Gaza. They have also taken many others whose names aren't public yet.

This administration attacked these members of our communities on their way to work, on their way to worship, on their way home. They locked them up after speaking their minds. And they did that on purpose.

They have also threatened and intimidated university administrations in an effort to enlist them in suppressing

dissent. Sadly, many have acquiesced to these demands, making a mockery of the concept of "academic freedom" and the free exchange of ideas. Students have been suspended and expelled. Faculty members have been disciplined and discharged.

Further, the mass firings of federal workers and the attempt to abolish their collective bargaining rights are attacks also on the services they provide and the very function of our government. Trump wants a government that only serves the interests of corporations and oligarchs. Rather than a government of, by, and for the people, he would create one by and for the privileged rich. He wants to create a culture of fear.

We must not bow to any of it.

- ***We call on the Trump administration to immediately release our fellow workers and stop this campaign of terror.***
- ***We call on all employers and state and local governments to refuse to collaborate with these attacks, and to do everything they can to resist.***
- ***We call on university administrations to stand up to the threats and coercion, and to refuse any cooperation with federal immigration and law enforcement authorities seeking to unlawfully persecute foreign students and faculty and student dissenters.***
- ***We call on all elected officials to find their spines and stand up for these workers.***
- ***We call on all unions to organize rallies, demonstrations, and other actions to demand that the administration stop these attacks and free our fellow workers. The labor movement must act to stop Trump's deportation, censorship, and intimidation machine. When necessary, we must disrupt business as usual.***
- ***We must not be passive or silent in the face of this authoritarian assault on our rights, the Constitution, and democracy itself. An injury to one is an injury to all!***

Labor unions AAUP, AFA-CWA, APWU, IBU, IUPAT, NEA, NNU, NWU, OPEIU, SEIU, UAW, and UE have all signed on in support of this statement.

Stepping Up Our Work to Face a New Threat

Our Alliance brings together hundreds of groups and individuals who are committed to preserving our public Postal Service. With the threat against the USPS greater than ever, we have been busy strengthening the ties between postal workers and our community.

Coalition Meeting

On March 19, we held a joint briefing with the Save the Post Office coalition to emphasize the threat to the USPS.

About 120 people from the many organizations that make up the coalition attended, including MoveOn, Indivisible, the Alliance for Retired Americans, and Public Citizen.

Melanie Campbell of the National Council on Black Civic Participation kicked off the event. APWU President Mark Dimondstein followed, laying out the threats and consequences of postal privatization.

Monique Morrissey, senior economist at the Economic Policy Institute, explained the impact of a postal sell-off. Shawn Sebastian of Rural Organizing discussed the direct impacts privatization would have on rural communities, while APWU member Brittany Price (Cleveland Area Local) gave a postal workers' perspective.

Act Locally, Act Stronger

A highlight of APWU's March 20 Day of Action was how many local organizations held events – more than 300 in total. Several Alliance members organized actions, including the Coalition of Black Trade Unionists, Jobs with Justice, and Indivisible.

Local events build stronger community support to oppose postal privatization. At a Globe-Miami Indivisible chapter event, an event organizer explained that having leaflets to give out to people in support of the rural Globe, AZ

Post Office and having a toolkit with information was an excellent way to have great conversations with people regardless of who they voted for.

Individual community members and informal groups also held events. The organizer of an event in Lincoln County, ME, described how uniting makes us stronger: *"The most important thing is that I met a bunch of new friends who care about my rural town like I do, and who, like me, know that our postal team are hard-working, dedicated neighbors who provide CRITICAL services to our community."*

APWU locals can continue building relationships by reaching out to local chapters of coalition members. Start with a phone call and identify your shared interests. Show how you can help them and ask for their help. If you need assistance reaching a local affiliate, please email us at: info@agrandalliance.org

A New Response to Renewed Threats

Considering the administration's ongoing threats, our Alliance has updated its mission statement, warning that the U.S. Postal Service is:

"...under extreme assault by the current administration's illegal hostile takeover of the independent agency. These actions are a huge step toward dismantling and selling off the USPS, in whole or in part, to private corporations, for private profit." [...]

"The public good must not be sacrificed for the sake of private investment and profit. A strong public Postal Service is our democratic and constitutional right. Join us in the fight to improve, protect, and enhance vibrant public postal services now – and for many generations to come."

Read the full statement and see our list of supporters at: agrandalliance.org ■

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

The Post Office Celebrates 250 Years of Service in July

This July, the United States Postal Service celebrates its 250th anniversary – that is one year older than the country itself. But, as the USPS faces threats of privatization, we should remind the people of the country that the Postal Service has been fulfilling its constitutional duties to connect people in every corner of the country to each other.

Let us celebrate this milestone anniversary and work together to bring another 250 years of strong, public Postal Services!

Learn more about how you can celebrate the 250th anniversary in your hometown! apwu.org/250

Looking Back: This Time in Our Labor History

Black Workers Organize 'Revolutionary Union Movement' in Detroit for Racial Justice at Work, in Unions

May 2, 1968 – Auto workers walked off the job at Chrysler's Dodge manufacturing plant in Hamtramck, MI after the company implemented "speed-up" conditions that forced workers to increase output by nearly 40%. However, while white workers were prominently on the picket line, it was mainly Black men who were fired for walking out, including General Gordon Baker.

Prior to 1960, white men had dominated the city's auto industry, but increased demand led Chrysler to hire large groups of Black workers to fill the dangerous assembly lines. By 1968, a majority of the workforce of the Hamtramck plant was Black (70%), but most of the managers and union representatives were white - further underscoring the racism of the time.

Fed up with the company's racist policies, including segregated lunchrooms, the union's inaction to help fired Black workers, and lack of Black representation, Baker organized the Dodge Revolutionary Union Movement (DRUM) with two former classmates Luke Tripp and John Watson, from Wayne State University, to demand improvements for Black workers in the workplace and in their unions.

The founders of DRUM were no strangers to activism - they grew up in the Deep South and were familiar with the strategies of rural, southern militant organizing. In college, they formed a student-led civil rights group and protested police violence.

After Baker's dismissal, he wrote a letter to the company declaring battle. DRUM held rallies for workers, students, and community members about racial justice and called for a series of wildcat strikes, which DRUM saw as a tool to address the



grievances of Black workers. Only a year since the 1967 riots in Detroit, Black workers were frustrated by the limits on economic opportunities and their power within their unions.

On July 8, DRUM led nearly 4,000 Black workers off the job for a two-day strike at the same Hamtramck plant, preventing the production of 3,000 cars. None of the workers were fired, and DRUM was thrown into the spotlight. They also ran an opposition slate during subsequent union elections.

By 1969, the "Revolutionary Union Movement" wildcat strikes spread to other auto plants in Greater Detroit, forming the Ford Revolutionary Union Movement and the Eldon Avenue Revolutionary Union Movement at the Chrysler Eldon Avenue plant, as well as outliers like UPS and healthcare workers.

The wildcat strikes from 1968-1969 had tremendous influence on Detroit's industries and its unions, forcing the "Big 3" to make improvements to working conditions, addressing racial justice, improving seniority and grievance procedures, and helping Black workers gain more representation in local union positions. ■

Observing Juneteenth for Dignity and Equality

June 19, 1865 - commemorates the emancipation of millions of Black slaves. The holiday honors the day when Union federal troops entered Galveston, TX, more than two years after the Emancipation Proclamation of 1863, to announce and enforce the freedom of enslaved peoples in the Confederate state.

Signed into law in 2021, the Juneteenth holiday acknowledges the systemic oppression of Black

Americans throughout our country's history, while representing progress towards dignity and equality for all people.

This year, we encourage APWU locals and members to participate in activities that highlight the significance of this day. ■

Hands off! our public Postal Service!

The Postal Service is facing one of the most serious threats in our history. Our message is clear: *"Hands off Our Public Postal Service - U.S. Mail is Not For Sale!"*

Take action to defend
our public Postal Service!

TEXT "DEFEND"
TO 91990

APWU.ORG/
ACTION



WAYS YOU CAN TAKE ACTION:

(VISIT [APWU.ORG/ACTION](https://apwu.org/action))

- Call the APWU Legislative Hotline at 844-402-1001.
- Email your Congressional Representatives and urge them to support H.Res. 70.
- Leaflet the public, and share this information with your co-workers, family, and friends.

