

THE AMERICAN

# Postal Worker

APWU

July/August 2025

**WE DID IT TOGETHER!**

# NEW CONTRACT RATIFIED!

**95%**  
"yes" vote!



*Read more about the highlights including new pay, work protections, and other wins we secured.*



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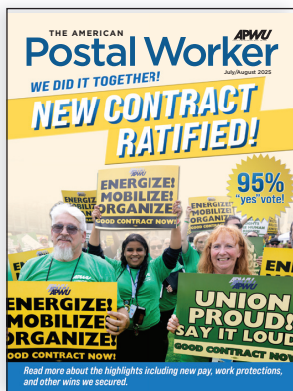
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APWU members voted to ratify the 2024-2027 Tentative Agreement, effectively locking in critical raises, job protections, and improved work rules for the next three years. It is a strong foundation to fight back against privatizers looking to steal more than \$80 billion in annual revenue for their own profits.



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# Contract Ratified with 95% ‘Yes’ Vote!

PRESIDENT MARK DIMONDSTEIN

**C**ongratulations! 200,000 Postal Workers have a solid new union contract, overwhelmingly ratified with 95% of voters saying “Yes” to accept the Tentative Agreement.

Our right to full collective bargaining rights over wages and benefits was gained from the victorious 1970 Great Postal Strike and the courageous actions of postal workers who came before us. However, negotiations are never easy, never have been, and never will be. We don’t bargain with ourselves. Management has their goals, which often conflict with ours as the union battles for the best possible wages and benefits, rights on the job, a workplace free of harassment and discrimination, dignified retirement, and respect for your dedicated work serving the people of the country. Even when management comes to the negotiating table in good faith (as I believe they did in the final stages of negotiations), it is a difficult struggle.

Significantly, we have secured this new Collective Bargaining Agreement in a period where there are looming and dangerous threats of postal privatization, federal workers and unions are under extreme assault, basic union rights are being decimated, the Department of Government Efficiency is rampaging through government services, the National Labor Relations Board (NLRB) is in the hands of anti-union functionaries, and the USPS is still financially challenged. In addition, upper management is in transition as former Postmaster General (PMG) DeJoy was clearly forced out of office by a White House bent on postal privatization, and the Postal Board of Governors shamelessly has selected a new PMG right out of FedEx.

With absolutely no givebacks, we achieved a contract that protects the great gains achieved over many years of struggle with the tremendous job security of no-layoff protections, full cost-of-living adjustments (COLA) as a true buffer against inflation, regular step increases, the 50-mile limit on excessing, and the two-year automatic conversion from non-career to career. We secured modest but real general wage increases, significant advances in bridging the divisive two-tier wage structure, the first increase in night differential in 30 years, and many positive work-rule changes.

**200,000 POSTAL WORKERS HAVE A SOLID  
NEW UNION CONTRACT, OVERWHELMINGLY  
RATIFIED WITH 95% OF VOTERS SAYING “YES”  
TO ACCEPT THE TENTATIVE AGREEMENT.**

Once again, I am honored to have represented all of you as the lead negotiator in national bargaining. While I appreciate the many “thanks” for this new contract and its achievements during such challenging times, let’s be clear — the success of negotiations is not the result of one “superman or woman.” It is based on the power and leverage of our union foundation, built by the vast majority of postal workers like you who voluntarily join the union and pay union dues. Our unity is what compels management to come to the bargaining table. In non-union workplaces, it is the boss’s way or the highway.

Local and state organizations send many resolutions to APWU national conventions that help guide the national negotiators. The kickoff day of action, union gear days, and our “Union Proud, Say it Loud!” contract campaign built the message of unity and solidarity of workroom floor activism.

In that sense, every single member was sitting with us at the bargaining table bringing our strength of 200,000 active and retired members.

In addition, successful negotiations take the collective effort of many. Your National Negotiations Committee, national officers, local and state presidents, activists, and hardworking and talented union staff worked in unity, with diligence and determination.

Negotiations are now behind us. As we march forward, we must be ever vigilant to ensure that what we gain at the bargaining table is not crushed by the Wall Street privatizers and far too many bought-and-paid-for politicians. From our workplaces, to the halls of Congress, and to the streets, the “struggle continues!” against the billionaires and greedy corporations who are bent on destroying unions, the common good that is embodied in public postal services, fundamental democratic rights like the right to free speech and to protest, and the rights of working people. Onward! ■



# HIGHLIGHTS of

# Our New 2024-2027 Contract

## Annual General Wage Increases



- **1.3%** starting November 16, 2024 (will be paid retroactively), **1.4%** starting November 15, 2025, and **1.5%** starting November 14, 2026.
- As postal support employees (PSEs) receive no cost-of-living adjustments (COLAs), there will be an additional **1%** increase each year (2.3%, 2.4%, and 2.5%) with an extra **50 cents** per hour after 26 weeks of service.
- PSEs in four-hour Remotely Managed Post Offices (RMPOs) (who are not covered by the automatic conversion to career provisions) will receive an additional **\$1.00** per hour after four years of service.

## Full Cost-of-Living Adjustments for Career Employees (Six Total)



APWU remains the only postal union with **full COLA**, a base-building wage adjustment to keep up with the rising cost of living.

## Job Security



- **Protection** from layoffs for career employees with six years of service remains in effect.
- Any current career employee on the rolls as of September 20, 2024, but with less than six years of career service will be **protected from lay-off** for the life of the National Agreement.
- 50-mile limit on excessing maintained.
- Automatic conversion of PSEs after two years maintained.

## Changes to Pay Scales

- Grade 4 will have Step-JJ eliminated and the **new starting step** will be II.
- Entry Step-GG will be eliminated from Grades 5-7 for **PSEs** who are automatically converted to career after 24 months.
- Grade 3 will be **upgraded** to Grade 4.
- **New top steps** will be added for Grades 4, 5, 6, and 7 (post-2010 pay scales).

## Increased Night Shift Differential



Effective September 20, 2025, night shift differential rates will be increased by **4%**. Effective September 19, 2026, night shift differential will increase by an additional **2%**.

## Additional Work Rule Changes

- Annual Leave Exchange increased from 40 hours to **80 hours**.
- Annual Leave Carryover increased from 440 hours to **520 hours**.
- Additional family members to be covered under Bereavement Leave to include **mothers and fathers-in-law, grandchildren, and stepparents**.
- Employees will no longer be required to serve two **"probationary"** periods if converted to career within their first term as a PSE.
- **PSEs** to be included when administrative leave granted due to "Acts of God."

*All provisions of the Collective Bargaining Agreement that were not modified in negotiations remain in full force and effect. For example, seniority and bidding, safety and health, overtime provisions, grievance procedure, protections against unjust discipline, holiday benefits, etc.*

# Implementing Your Retroactive Pay Adjustments

**N**ow that the APWU has ratified our new National Agreement, one of the first items to address in the implementation are the retroactive pay adjustments due to employees.

**November 16, 2024**

This includes the first negotiated general wage increase of **1.3%**. Postal Support Employees will receive a 2.3% increase effective Nov. 16, 2024 as well.

**March 8, 2025**

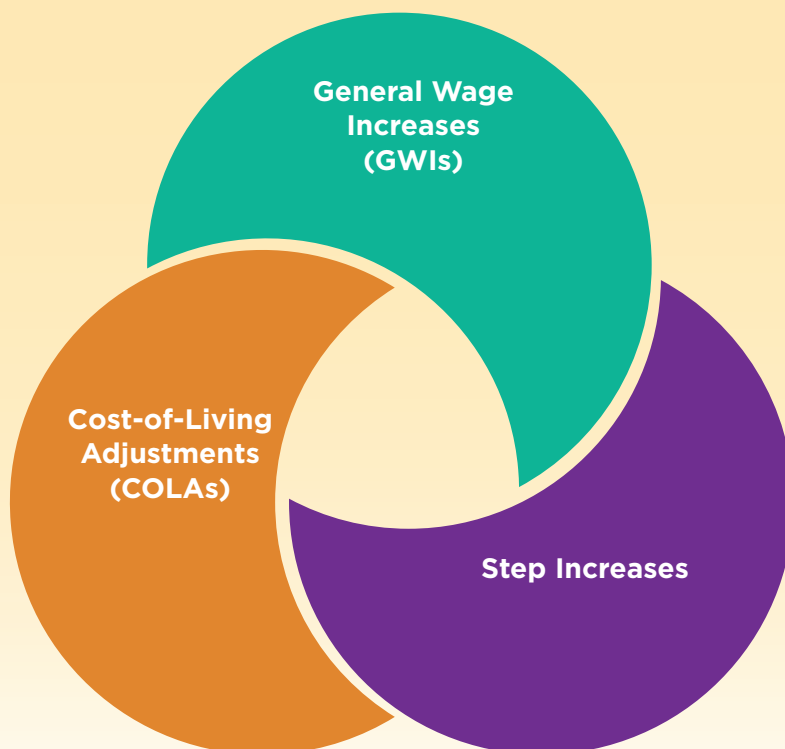
The **\$395 per year cost-of-living adjustment** for career employees; effective March 8, 2025.

APWU-represented bargaining unit employees in the Information Technology/Accounting Services (IT/AS) sector will soon begin programming the payroll system that is required to make these pay adjustments. Once programming is complete, retroactive payments will be made to the affected employees, with the dates of these payments to be announced at a later date.

Please check [apwu.org](http://apwu.org) for updated information on retroactive payments. ■

## How Your Paycheck Is Structured

Every postal paycheck rests on three pillars our union has fought to secure.



### General Wage Increases

These negotiated percentage increases to your pay lift the entire pay scale. Each one compounds with future step increases, cost-of-living adjustments (COLAs), and general wage increases (GWIs).

### Step Increases

As you gain seniority, automatic step increases lock in higher pay every 30–36 weeks, the fastest progression in the Postal Service. APWU-represented employees in the Clerk, Maintenance, Motor Vehicle, and Support Services crafts top out sooner than the others. Because the three mechanisms stack, a 1.3% GWI today would mean an upcoming step increase applies to that new base pay.

### Cost-of-Living Adjustments

Twice each year, your base rate is increased based on inflation due to union-negotiated COLAs. If there is no inflation, your wages remain the same. You will never lose money based on the calculations.

By preserving full COLAs for all members, we preserve the purchasing power we have already earned. These inflation-based increases over the life of a contract will mean dollar amount of your GWIs percentage increase could be larger in the next contract.

**Union power makes every one of these pieces possible.** ■



# David Steiner Selected as Postmaster General

On May 9, the Postal Board of Governors (BOG) announced the selection of David Steiner as the next Postmaster General (PMG). He assumed the position on July 14.

The APWU is deeply concerned by the process that the BOG engaged in to select the new PMG.

News reports indicate that this BOG, currently consisting of two Democrats, two Republicans, and one Independent, would only consider a new PMG who had the approval of President Donald Trump. If these reports are accurate, the BOG has shamelessly abdicated their independent responsibility in selecting a new PMG.

**THE APWU IS DEEPLY CONCERNED BY THE PROCESS THAT THE BOARD OF GOVERNORS ENGAGED IN TO SELECT THE NEW POSTMASTER GENERAL.**

The 1970 *Postal Reorganization Act* (PRA) created the modern Postal Service to specifically avoid political interference in the workings of the Postal Service. The PRA, following the Great Postal Strike, not only uplifted the wellbeing of postal workers, but forced the needed change that freed the Postal Service from the political patronage that was crippling the Post Office Department at that time.

Under the PRA, the hiring and firing of any PMG falls under the sole authority of what was designed by Congress to be a fully independent BOG.

No president – past, present, or future – should have any say in who leads the independent Postal Service.

The hundreds of millions of people who rely on the Postal Service should be deeply concerned that the BOG selected a PMG from the Board of Directors of FedEx, which is not only a major competitor of the Postal Service in the package market, but is part of the chorus of billionaires, profit-driven corporations, and Wall Street that advocate for major privatization of postal services. By cowering to this administration, the BOG has likely chosen a “fox to guard the hen house.”

That said, PMGs come and go. The goals of the APWU remain the same.

We will continue to oppose actions by any PMG who takes steps to privatize and undermine the public Postal Service, make sweetheart deals with big mailers, and engage in more subcontracting. Likewise, the APWU has always shown a willingness to support management policies that strengthen the public Postal Service, expand services, continue to return subcontracted work, and respect the hard work and union rights of postal workers who move the mail.

As the country celebrates the 250th anniversary of the founding of the Post Office, we stand at a crossroads. The Postal Service must remain committed to strong and expanded public postal services, defending the Universal Service Obligation, improving service and staffing, and defending the rights and livelihoods of postal workers, ensuring these dedicated public servants can earn a decent living and retire in dignity.

While we welcome Mr. Steiner’s published statement about maintaining the independent and public nature of the Postal Service, words must be met with deeds. As we did with his predecessors, postal workers, the APWU, and the people will judge Mr. Steiner by his actions. ■

## Fighting Back Against Privatizer Wells Fargo

APWU leadership continues to educate our members and the public about attacks on our public Postal Service, including the recent memo commissioned by Wells Fargo investors about the money they could make off our public Postal Service if it was broken up and sold off to Wall Street privatizers. APWU President Mark Dimondstein

recently shared a presentation, available on [apwu.org/wf-fightback](https://apwu.org/wf-fightback), for state and local leaders to share at their union meetings or in the field.

*Stay tuned for more actions and updates in the coming months, as the APWU plans more actions to fight back against these threats to our public Postal Service. ■*

# Members Successfully Lobby Capitol Hill to Preserve Retirement Benefits

**O**n April 30, the House Committee on Oversight and Government Reform approved several disastrous cuts to the retirement benefits of postal and federal workers. These attacks include:

1. Raising the Federal Employees Retirement System (FERS) employee contribution rate.
2. Replacing the high-3 annuity calculation with a high-5, which reduces annuity payments by calculating retirement benefits on the average of the highest five years of earnings instead of three.

3. Eliminating the FERS annuity supplement, a benefit that acts as a bridge payment for many federal employees who retire before they become eligible for Social Security.

After the committee's vote, APWU President Mark Dimondstein and our Legislative and Political Department immediately mobilized APWU members from across the country to take action. In addition to the phone calls to Congress, members from key congressional districts and states travelled to Washington, DC to attend in-person meetings with

their House representatives and senators. Joined by a member of the APWU Legislative and Political Department, our members expressed how changing the terms of retirement is completely unfair to postal and federal workers who rightfully earned their benefits.

**Thanks to the pressure that postal workers, labor unions, and other allies placed on members of Congress through phone calls and trips to Washington, DC, all three of the FERS cuts were removed from H.R. 1, The One Big Beautiful Bill Act, before it was passed and signed into law!**



From Left to Right: APWU Legislative & Political Director Judy Beard, Congressman Dan Newhouse (WA-04), Washington Postal Workers Union President Ryan Harris, and Wenatchee Local Treasurer Marcia Miller

"As unionists, our job isn't the minimal set of responsibilities that you have been given to do, our job is to do more and feel it's never enough. We need to take every avenue given to us and make sure we have given our all."

Ryan Harris,  
President, Washington Postal Workers  
Union and Wenatchee Local



From Left to Right: Senator Susan Collins (ME) and APWU Maine State President Selena Garside



From Left to Right: APWU Legislative & Political Director Judy Beard, Youngstown Area Local President Dominic Corso, Congressman David Joyce (OH-14), William H. Burrus Cleveland Area Local, #72 President Nigel Saleem

"Activism is an integral part of unionism. I am honored to advocate for the rights and benefits we have all earned and deserve."

Michelle Nadeau,  
President, Long Island  
Area Local



From Left to Right: Long Island Area Local President Michelle Nadeau, Congressman Nick LaLota (NY-01), Western Nassau New York Area Local MVS Director Michael Fiorentino, Long Island Area Local Vice-President Michael Puterio





# Privatizers Lay Out Their Plan for Destroying Public Postal Service

**“PRIVATIZATION OFFERS THE ILLUSION OF PROFIT, BUT THAT PROFIT SERVES A VERY LIMITED CORPORATE INTEREST, WHILE COSTS WILL INSTANTLY RISE FOR THE MAJORITY OF BUSINESSES AND CUSTOMERS AND THE LARGER NATIONAL POSTAL INDUSTRY COLLAPSES.”**

**– PRESIDENT MARK DIMONDSTEIN**

**O**n June 24, the House of Representatives Subcommittee on Government Operations held a hearing titled, “The Route Forward for the U.S. Postal Service: A View from Stakeholders.”

In a hearing that was clearly arranged to promote the views and goals of big mailers at the expense of postal workers and postal customers, witnesses voiced dangerous proposals for the future of the Postal Service, including hiring freezes, public-private partnerships (which is code for subcontracting out work), and matching labor costs with postal revenues. For those following closely, this is a blueprint for how they plan to privatize the Postal Service.

The Republican leadership of the House Subcommittee scheduled the following people testify: Paul Steidler, senior fellow at the conservative Lexington Institute; Jim Cochrane, CEO of the Package Shippers Association; Mike Plunkett, CEO and president of the Association for Postal Commerce; Thomas Schatz, president of the right-wing Citizens Against Government Waste; and Elena Spatoulas Patel, assistant professor at the University of Utah’s Marriner S. Eccles Institute for Economics and Quantitative Analysis. The only voice representing workers was NALC President Brian Renfroe.

Multiple exchanges between committee members and witnesses took place that admonished the Postal Service for the size of its workforce, specifically regarding the conversions of non-career workers to career status. One particular exchange that should raise red flags for every APWU member took place between Chairman of the Oversight and Government Reform Committee James Comer, and Package Shippers Association CEO Jim Cochrane, where they discussed the prospect of a private-sector solution to mail sorting. This would have a direct and devastating impact on APWU members.

APWU President Mark Dimondstein submitted testimony for the record that quickly dispelled the notion that privatization, whether in part or in total, would lead the

Postal Service down a better financial path, stating that “privatization offers the illusion of profit, but that profit serves a very limited corporate interest, while costs will instantly rise for the majority of businesses and customers and the larger national postal industry collapses.” He went on to reiterate that the Postal Service must remain an independent agency in order to fulfill its over 50-year-old mandate “to provide postal services to bind the Nation together,” to “provide prompt, reliable, and efficient services to patrons in all areas,” and to “render postal services to all communities.”

Despite these areas of concern, there were some notable moments during the hearing that highlighted areas where Congress could work with the Postal Service to improve its financial standing. Allowing the Postal Service to invest in safe retirement funds, similar to the Thrift Savings Plan, instead of the low-yield treasury securities that they are currently limited to investing in, would generate a significant amount of revenue. Additionally, Congress should direct the Office of Personnel Management (OPM) to fix the misallocation of pension expenses that has plagued it for decades.

In his statement, President Dimondstein advocated for the expansion of non-postal services to local, state, and tribal governments. The opportunities are numerous and the Postal Service could use the vast postal retail network to offer a variety of services, such as hunting and fishing licenses, identification verification for government services, and resource distribution during natural disasters.

The APWU is ready to work with Congress and the Postal Service to share ideas and advance common goals that benefit the public Postal Service while continuing to push back against any changes that would have detrimental effects on our membership and the public’s right to universal postal services, guaranteed under the law, no matter who we are or where we live. ■

# BALLOT PLACEMENT SET FOR ELECTION OF APWU

Secretary-Treasurer Elizabeth “Liz” Powell has certified the union members listed below as candidates for national union office by referendum balloting, as mandated by the APWU Constitution and Bylaws. A drawing was held on June 27 to determine the order candidates’ names will appear on the ballot. Incumbent officers are listed first, with “(I)” appearing after their name. Secretary-Treasurer Powell cast one vote for candidates in uncontested races and the National Election Committee declared them elected, in accordance with the Constitution and Bylaws. Their names will not appear on the ballot.

## Mailing of Ballots

**Ballots will be mailed by the American Arbitration Association on or after Wednesday, September 10, 2025, but no later than Monday, September 15, 2025.**

### General and Administrative Officers

#### President

**Jonathan Smith**, New York Metro Area Postal Union (NY)  
**AJ Jones**, Eastern Montgomery County PA Area Local (PA)

#### Executive Vice President

**Debby Szeredy (I)**, Mid-Hudson New York Area Local (NY)  
**Vance Zimmerman**, Greater Cincinnati Ohio Area Local (OH)

### Regional Coordinators

#### Southern Region

**Samuel “Sam” Wood**, Southwest Florida Area Local (FL)  
**Mike “Sully” Sullivan**, Suncoast Area Local (FL)  
**Al Davison**, Houston Area Local (TX)  
**Tony D. McKinnon, Sr**, Fayetteville Area Local (NC)

### Clerk Division

#### National Business Agents, Central Region, Chicago Region, (A)

**Eric Chornoby**, 480-481 Area Local (MI)  
**Erika L. Williams**, Northwest Illinois Area Local (IL)

#### National Business Agents, Southern Region, Atlanta Region, (B)

**Doris Orr-Richardson (I)**, Northeast Florida Area Local (FL)  
**Stacey Sabir Brown**, Atlanta Metro Area Local (GA)

#### Atlanta Region, (C)

**Sandra Munoz Hernandez (I)**, Broward County Area Local (FL)  
**Keenan D. Anthony**, Marietta Local (GA)

#### Dallas Region, (C)

**Diann Scurlark (I)**, Houston Area Local (TX)  
**Jenie Frazier**, Northwest Louisiana Area Local (LA)

#### National Business Agents, Western Region, Denver Region, (A)

**LaMont Green (I)**, Phoenix Metro Area Local (AZ)  
**Joyce Muhammad**, Colorado Springs Area Local (CO)

#### San Francisco Region, (A)

**Joe Macias**, California Area Local (CA)  
**Matthew Labuda**, Bakersfield Area Local (CA)

#### San Francisco Region, (C)

**Fabiola Dominguez (I)**, California Area Local (CA)  
**Eric A. Van Dyke**, Greater Los Angeles Area Local (CA)

### Maintenance Division

#### Assistant Director, (A)

**Terry B. Martinez (I)**, Dallas Area Local (TX)  
**Curtis Walker**, Flint Michigan Area Local (MI)

#### National Business Agents, Maintenance Division

#### Central Region, (A)

**Thomas Vlasek**, William H. Burrus, Cleveland Area Local, #72 (OH)  
**John Hunt**, Covington Area Local (KY)  
**Kenny Carson**, Lake County Area Local (IL)

#### Eastern Region

**Kenneth Lester (I)**, Philadelphia PA Area Local (PA)  
**Antonio “Tony” Barner**, Baltimore Francis “Stu” Filbey Area Local (MD)  
**Steven Duckworth**, Trenton Metropolitan Area Local (NJ)

#### Western Region, (B)

**Louis M. Kingsley (I)**, California Area Local (CA)  
**Kyle Popek**, Phoenix Metro Area Local (AZ)

### Motor Vehicle Service Division

#### National Business Agents, Central Region

**Mark Krueger (I)**, Milwaukee Area Local (WI)  
**Nigel Devon Thomas**, Northwest Illinois Area Local (IL)  
**Michael Mize**, Flint Michigan Area Local (MI)

#### National Business Agents, Eastern Region

**Shana Parker (I)**, Philadelphia PA Area Local (PA)



# NATIONAL OFFICERS

John Minor, Trenton Metropolitan Area Local (NJ)

## Support Services Division

### Director

Arrion Brown (I), Nation's Capital Southern MD Area Local (MD)

Kimberly A. Maurer, Twin Cities PDC Local (MN)

## Retiree National Convention Delegates

### Central Region

Bruce C. Jackson, William H. Burrus, Cleveland Area Local, #72 Retiree Chapter (OH)

Patrick A. Chornoby, Detroit District Area Local, Retiree Chapter (MI)

### Western Region

Patricia A. Williams (I), Greater LA Area Local 64 Retiree Chapter (CA)

Don Cheney, Puget Sound Area Local (WA)

## Uncontested National Officers

## General and Administrative Officers

### Secretary-Treasurer

Elizabeth "Liz" Powell (I), Western Nassau New York Area Local (NY)

### Industrial Relations Director

Charles "Charlie" Cash (I), Buffalo Local (NY)

### Legislative/Political Director

Judy Beard (I), Detroit District Area Local (MI)

### Human Relations Director

Daleo Freeman (I), William H. Burrus, Cleveland Area Local, #72 (OH)

### Organization Director

Anna Smith (I), Portland Oregon Area Local (OR)

### Research and Education Director

Joyce B. Robinson (I), Richmond Virginia Area Local (VA)

### Health Plan Director

Sarah Jane Rodriguez (I), Phoenix Metro Area Local (AZ)

## Regional Coordinators

### Central Region

Amy Puhalski (I), Western Michigan Area Local (MI)

### Eastern Region

Vince Tarducci, Philadelphia BMC Local (PA)

### Northeast Region

Tiffany Foster (I), New York Metro Area Postal Union (NY)

### Western Region

Omar M. Gonzalez (I), Greater Los Angeles Area Local (CA)

## Clerk Division

### Director

Lamont Brooks (I), The Northern Virginia Area Local (VA)

### Assistant Director (A)

Sam Lisenbe (I), Fort Worth Area Local (TX)

### Assistant Director (B)

Ashley Cargill, Oklahoma City Area Local (OK)

### Assistant Director (C)

Robert "Bob" Romanowski (I), New Jersey Shore Area Local (NJ)

### National Business Agents, Central Region

#### Chicago Region, (B)

Devendra Rathore "D" (I), Fox Valley Local (IL)

#### Chicago Region, (C)

James Stevenson, III (I), Detroit District Area Local (MI)

### Cincinnati Region, (A)

Leo Kreyenbuhl (I), Cuyahoga Falls Local (OH)

### Cincinnati Region, (B)

Michael William Funk, Jr. (I), Greater Cincinnati Ohio Area Local (OH)

### Minneapolis Region, (A)

Todd M. Elkerton (I), Saint Paul Area Local (MN)

### Minneapolis Region, (B)

Gregory Becker (I), Milwaukee Area Local (WI)

### St. Louis Region, (A)

Sharon L. Curtis (I), Greater Kansas City Metro Area Local (MO)

### St. Louis Region, (B)

Daniel Skemp (I), Rapid Area Local (IA)

### Wichita Region, (A)

Philip D. Thomas, Omaha Area Local (NE)

### Wichita Region, (B)

Emily Lain Weber (I), Wichita Area Local (KS)

### National Business Agents, Eastern Region

#### Philadelphia Region, (A)

Kim Miller (I), Keystone Area Local (PA)

#### Philadelphia Region, (B)

John Louis Jackson, Jr. (I), Philadelphia BMC Local (PA)

#### Philadelphia Region, (C)

James DeRidder, Philadelphia BMC Local (PA)

### Washington DC Region, (A)

Rachel A. Walthall (I), Baltimore Francis "Stu" Filbey Area Local (MD)

### Washington DC Region, (B)

Pamela R. Richardson (I), Lynchburg Area Local (VA)

### National Business Agents, Northeast Region

#### New England Region, (A)

Bill Mazurowski (I), Hartford Local (CT)

(continued)

**New England Region, (B)**

Scott M. Hoffman (I), Boston Metro Area Local (MA)

**New England Region, (C)**

Tom O'Brien (I), South Shore Area Local (MA)

**New York Region, (A)**

Peter Coradi (I), Brooklyn Local (NY)

**New York Region, (B)**

Elizabeth "Liz" Swigert (I), Queens Area Local (NY)

**New York Region, (C)**

Clifton W. Johnson, Long Island Area Local (NY)

**National Business Agents, Southern Region****Atlanta Region, (A)**

Jim DeMauro (I), Tampa Area Local (FL)

**Dallas Region, (A)**

Carlton Williams (I), Dallas Area Local (TX)

**Dallas Region, (B)**

Charles M. Tillman (I), Dallas Area Local (TX)

**Memphis Region, (A)**

Joe H. Jolley, Jr. (I), Nashville Area Local (TN)

**Memphis Region, (B)**

Pamela Smith (I), Birmingham Area Local (AL)

**National Business Agents, Western Region****Denver Region, (B)**

Joseph Zamenick, Jr., (I), Phoenix Metro Area Local (AZ)

**Northwest Region, (A)**

Brian Dunsmore (I), Portland Oregon Area Local (OR)

**Northwest Region, (B)**

Morning Dunn (I), Oregon Postal Workers Union (OR)

**San Francisco Region, (B)**

Mike Hetticher (I), Eureka Local (CA)

**San Francisco Region, (D)**

Chuck Locke (I), Sacramento Area Local (CA)

**Maintenance Division****Director**

Idowu Balogun (I), Greater Los Angeles Area Local (CA)

**Assistant Director, (B)**

Jason Treier (I), Lancaster Area Local (PA)

**National Business Agents, Maintenance Division****Central Region, (B)**

Jeffrey Scott Beaton (I), Greater Kansas City Area Local (MO)

**Central Region, (C)**

Stephanie Logan (I), Saint Paul Area Local (MN)

**Northeast Region**

Dave Sarnacki (I), Springfield Mass Area Local (MA)

**Southern Region, (A)**

John Gearhard (I), Jacksonville BMC Local (FL)

**Southern Region, (B)**

Carlos Paz (I), Dallas Area Local (TX)

**Southern Region, (C)**

Joshua Montgomery (I), Lafayette Area Local (LA)

**Western Region, (A)**

Hector Baez (I), San Diego Area Local (CA)

**Motor Vehicle Service Division****Director**

Michael O. Foster (I), Detroit District Area Local (MI)

**Assistant Director**

Garrett C. Langley (I), Lancaster Area Local (PA)

**National Business Agents, Motor Vehicle Service Division****Northeast Region**

Rick White (I), Boston Metro Area Local (MA)

**Southern Region, Southeast Sub-Region**

Bruce E. Amey (I), Atlanta Metro Area Local (GA)

**Southern Region, Southwest Sub-Region**

Dyrike Shaw (I), Dallas Area Local (TX)

**Western Region**

Jerome Pittman (I), San Francisco Local (CA)

**Support Services Division**

Orlando L. Anderson (I), St. Louis Gateway District Area Local (MO)

**All-Craft National Business Agents****Alaskan Area**

Vacant

**Caribbean Area**

Samuel A. Hernández Algarin (I), Puerto Rico Area Local (PR)

**Pacific Area**

Michael C. Vitug, Leeward Oahu Area Local 6069 (HI)

**Retirees Department****Director**

Nancy E. Olumekor (I), Nation's Capital Southern MD Area Local (MD)

**Retiree National Convention Delegates****Eastern Region**

Cynthia A. Nesmith (I), Philadelphia Area Local Retiree Chapter (PA)

**Northeast Region**

Leona Draper (I), Moe Biller/Eleanor Bailey Retiree Chapter (NY)

**Southern Region**

Patricia Ann McGriff (I), Northeast Florida Retiree Chapter (FL)





Three lucky winners of *The American Postal Worker* quiz will receive a \$50 coupon for the APWU store so that you can gear up and show your APWU union pride. To enter the quiz, email your answers to [communications@apwu.org](mailto:communications@apwu.org), together with your EIN by August 18, 2025. Winners will be randomly selected among those who correctly answer the following:

**The quiz winners from the May/June 2025 edition of the *American Postal Worker* were:**

**Kanini Grant**, Brooklyn Local

**Anthony Scannell**, Detroit District Area Local

**Lisa Lewis**, Greensburg/Foothills Area Local

## APWU July/August QUIZ

1. Being prepared for weather emergencies is key to staying safe and out of harm's way. Whether you are at work – or on your way to or from work – name three essential items that are useful to keep in your personal vehicle in case of a weather emergency.
2. On July 26, we honor the 250th anniversary of the U.S. Postal Service. Who was appointed to serve as the first Postmaster General in 1775?
3. Labor Day is a time to reflect on the historic struggles for workers' rights. It serves as a reminder of the sacrifices and victories of working people over generations of struggle. In what year was Labor Day first celebrated by the Central Labor Union in New York City?

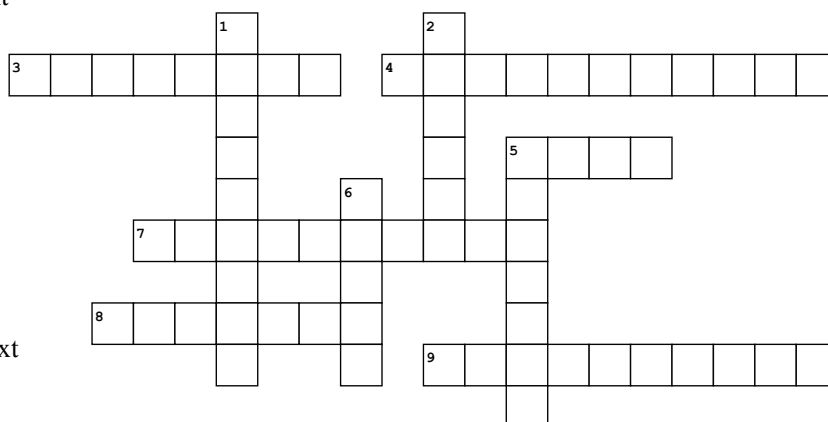
### Across

3. The Secretary-Treasurer recently certified union members as candidates and set the ballot placement for the \_\_\_\_\_ of APWU National Officers.
4. Once a union contract has been ratified by its members, one of the first items to address in implementation are the \_\_\_\_\_ payments that are due to employees.
5. General \_\_\_\_\_ Increases (GWIs) are negotiated, across-the-board pay increases, in addition to the twice per year cost-of-living adjustments.
7. On May 9, the Postal Board of Governors announced the selection of David Steiner as the next \_\_\_\_\_ General (PMG).
8. A Grand Alliance recently highlighted Jobs With \_\_\_\_\_, one of many partnering organizations within the campaign.
9. After honing their skills in building the APWU and union movement, Class Two of the APWU \_\_\_\_\_ Institute graduated in May.

### Down

1. The APWU recently held its Human Relations Educational Assembly, highlighting strength in \_\_\_\_\_.
2. The \_\_\_\_\_ Corporation, an influential newspaper publisher in the early 20th century, was infamous for its anti-union actions, which led to the Seattle Newspaper Strike of 1936.
5. Labor Day is a time to reflect on the historic struggles of working people, including the fight for an eight-hour \_\_\_\_\_.
6. Over the past year, the APWU has been rebuilding our union's website to be \_\_\_\_\_, smarter, and simpler to use.

## APWU Crossword Puzzle



**Crossword Answers:**  
Across: 3. Election 4. Retroactive 7. Postmaster 8. Justice 9. Leadership  
Down: 1. Diversity 2. Hearst 5. Workday 6. Safer

## 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, check the list below. If you see your name printed, email us at: [communications@apwu.org](mailto:communications@apwu.org) by August 18, 2025. and we'll send you a promo code worth \$50 to use towards gear at [apwustore.org](http://apwustore.org).

**Myria Gumm (WV)**  
**Marena Walker (MI)**  
**Kimberly O'Bier (VA)**



# Start Building Now To Be Movement Ready

EXECUTIVE VICE PRESIDENT DEBBY SZEREDY

**W**orking with other leaders and organizations inside and outside of our labor movement will build a more powerful and unified movement.

We need to unite with organizations that advocate for fairness, justice and peace for all workers and all people, despite race, gender, immigrant status, sexual orientation, and other differences that might divide us. It is important to grow a more adaptive, inclusive, and powerful organization so that we better represent our members now and into the future.

Each day we find ourselves surrounded by actions of hate. Instances of attacks on our benefits and rights that we have fought for over many years. We are fighting back against the attack on our public Postal Service. The Postal Service benefits a majority of people around our country, many organizations, businesses, and communities depend on our services, as well as our workers, and retirees. History has shown again and again that dictatorships and acts of hate can be stopped by large movements of people, often led by labor unions.

Surveys have shown that our communities support and love the Postal Service, we cannot let wealthy corporations take us over and destroy the Universal Service Obligations that we provide around the country.

Start now, build your local and state movements for the battles ahead by working with your members to empower their activism in the union, to meet the critical challenges we face in saving our public services and our country. Educate them, meet with them, and coach them about how important they are in our fight. Ask them to stand with us and help build the community fight by building a strong movement so we can transform our country so that it works for workers, not for the billionaires in a society of the rich versus the poor.

If a general strike were called today, would your local be ready to join? It is time to build our movement in every local and state. Since January, I have been providing a toolkit to help you take steps to mobilize the fight against privatization. The power you build now can also benefit our fight over the many issues we have

within the Postal Service, like the destruction of our mail service network and service standards, toxic work environment, short staffing, job training, and contract non-compliance. Let's take our power back!

Need a copy of the toolkit? Send an email to [dszeredy@apwu.org](mailto:dszeredy@apwu.org). **All members please stand with APWU now and volunteer to help within your local and state union.** ■





## APWU Leadership Institute Class Two Graduates

Class Two of the APWU's Leadership Institute graduated at an emotional ceremony at the Maritime Conference Center in Linthicum, MD in May. National officers attended to cheer on the class and hear their speeches addressing what they learned and what plans they hoped to implement at their local unions.

"Each person, some I knew and others I met for the first time, inspired me," said APWU Vice President Debby Szeredy, in her remarks at the graduation ceremony. "It is with great pride that we provide a program that gives members the education and experience on what APWU stands for and what we have worked toward. It's a chance for interested leaders to continue to build our great union and go back to their local and state organizations to help build the APWU and the labor movement. I'm very proud of all our graduates!"

**Over three, separate, week-long sessions, APWU members from different regions, locals, crafts, and experiences came together to train side-by-side with national officers and veteran organizers on the skills that move our union forward.**



They learned more about public speaking, negotiations, team building, organizing public events, holding effective union meetings and more, aimed to strengthen and enhance the class's leadership skills.

The APWU Leadership Institute is open to all full dues paying APWU members in good standing with demonstrated involvement in the union. While applications for Class Three are now closed, the APWU encourages you to look for the announcement and apply to the next Leadership Institute class. ■

## Celebrate Labor Day With Labor Family



Labor Day is more than a long weekend – it is a reminder of the sacrifices and victories of working people over generations of struggle. Labor Day was first celebrated in 1882 by the Central Labor Union in New York City. Just a few years later, following national strikes and the tragic Pullman Strike of 1894, it became a federal holiday. The day honors the dignity of work, the strength of working-

class solidarity, and the belief that every worker deserves fair pay, safe working conditions, and a voice on the job.

Labor Day is a time to reflect on the historic struggles for the eight-hour workday, child labor laws, and the right to organize – all hard-won by workers standing together. But it is also a celebration of today's workforce: postal workers, construction workers, nurses, electricians, teachers, farm workers, and more who keep our communities running.

As workers' rights are facing increasing attacks from the billionaires and current presidential administration, we encourage locals to connect with their AFL-CIO state federation, central labor council, or local community organizations to organize an action that will show privatizers, union busters, and any politician that wants to harm working people's rights, that we are fighting back.

This year, let's make Labor Day more than a holiday. We are taking to the streets to show that working people are united against the current administration's hostile policies and actions targeting our communities. Visit [affcio.org](http://affcio.org) to find your state federation or central labor council and reach out today to plug in to their work for Labor Day 2025. ■





# Contract Ratification, Scholarships, and More: Looking Ahead

SECRETARY-TREASURER LIZ POWELL

Every day, our members make important decisions for themselves and their families. As the recent Tentative Agreement went to a vote, our members were asked to make a decision that would specifically impact their wages, benefits, working conditions, and more importantly – job security. I am pleased that our membership has voted to accept the 2024-2027 Tentative Agreement. The ratification vote secures the negotiated general wage increases, cost-of-living adjustments, night differential increase, and the “no layoff” protections for all career employees with six years of service, as well as career employees with less than six years of career service that were on the rolls as of Sept. 20, 2024, for the life of the National Agreement. These, among other benefits and craft provisions, were secured in the Tentative Agreement and are now binding terms in our new collective bargaining agreement. APWU members should view this acceptance as a win for their jobs and their families, especially during these times of uncertainty.

## APWU Scholarship Winners!

The 2025 Scholarship Committee met and reviewed all applications received by the May 31, 2025, deadline. The committee verified the criteria and documents outlined in the applications, with primary emphasis on the knowledge and understanding of unions displayed in the essay. The committee received 58 applications and awarded the E.C Hallbeck Memorial Scholarship to 10 recipients. Two recipients received the Vocational Scholarship, and one recipient received the scholarship for Best Essay. All applicants were required to submit a 350 to 500 word essay on one of three topics provided in the scholarship application. The 2025 scholarship recipients will be featured in the September-October 2025 issue of *The American Postal Worker* magazine.

Congratulations to all of the 2025 scholarship winners and best wishes as they pursue their career goals.

## New Bond Coverage Period July 1, 2025 – June 30, 2028.

Effective July 1, local affiliates have a new three-year term of bond coverage, which will expire June 30, 2028. The National APWU provides all affiliates with \$5,000 of coverage at no cost to the local. While the Department of Labor requires all affiliates to have bond coverage for a minimum of 10 percent of the union’s liquid assets, National APWU strongly recommends all affiliates obtain bond coverage at 100 percent of all liquid assets.

## Documenting all Expenditures!

To fulfill the *Labor-Management Reporting and Disclosure Act* (LMRDA) and IRS requirements, all authorized expenditures are required to be properly documented with an expense voucher, original receipts, approved *PS Form 3917* for leave without pay (LWOP)/lost time, and mileage log, when applicable. It is important for local officers to establish what is reimbursable when properly documented and receipted, and what will be compensable at the General Services Administration (GSA) rate. Local and state treasurers should use *GSA.gov* to assist in determining the amount that is paid for per-diem by state and county. When authorized travel includes per-diem, it is issued in accordance with GSA guidelines. All expense vouchers should be submitted to the treasurer within 30 days of the expense. ■

## Secretary-Treasurer’s Training October 3 - 5, 2025, Las Vegas, NV.

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

# A Safer, Smarter, and Simpler APWU.org

Over the past year, the APWU has been hard at work rebuilding our union's website to be faster, easier to use, and more secure than ever. The old system that powered *apwu.org* was reaching the end of its service life, and continuing to rely on it would have left the site vulnerable to cybersecurity attacks. Rather than wait for problems to appear, we chose to get ahead of them, and used the time spent working on the website's security to also improve the experience for you, the member. The result is a fresh site that puts security first while making it easier to find what you are looking for. Take a look for yourself! Everything you need should be right at your fingertips.

## What has improved?

### STREAMLINED NAVIGATION:

A single **My APWU** menu now gathers resources together; no more hunting through page after page.

### QUICK-CLICK ESSENTIALS:

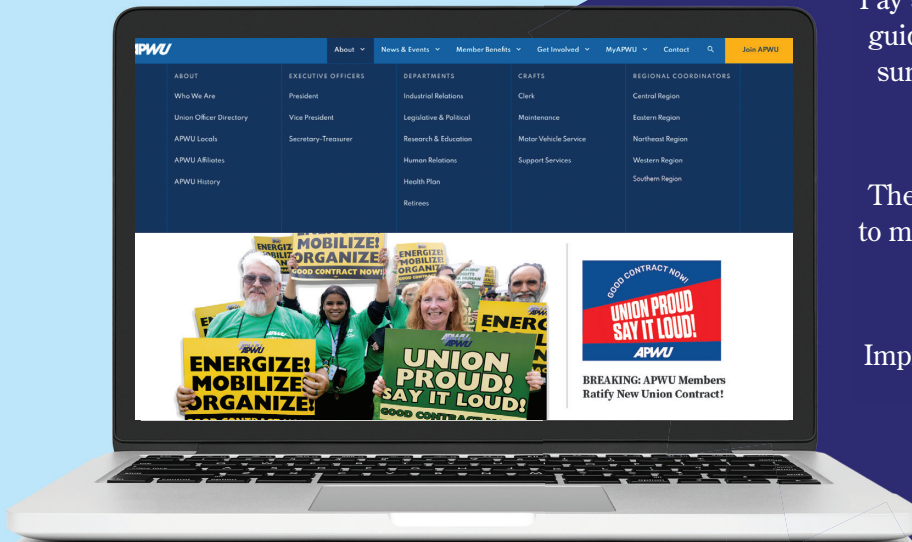
Pay scales, leave calendars, grievance guides, and safety forms sit near the surface, trimmed down to the facts that you need on the job.

### SMARTER SEARCH:

The new search tool is reconfigured to make it easier to find the resources that you need.

### MOBILE POLISH:

Improved experience on the website, no matter where you are.



APWU.org should work as hard as postal workers do. Our new website cuts down on the time you spend searching for answers and employs new, secure, modern infrastructure that we can count on.

Beyond the technical upgrades, we've tried to make every page on APWU speak to the realities postal workers face every day. A refreshed homepage will keep you connected to urgent news and what's crucial to know in today's fast paced environment, keeping you connected without extra clicks to get to where you want to be.

A secure, user-friendly website is more than a convenience. The digital presence of our union is a tool for building and wielding our collective power. When information moves quickly, members move together and fight together, applying our solidarity to the struggle for justice. ■



**Want to give feedback on the new *apwu.org*? Let us know what you think! Send an email with the subject line "Website Feedback" to [communications@apwu.org](mailto:communications@apwu.org).**





# 2024-2027 Tentative Agreement Ratified

INDUSTRIAL RELATIONS DIRECTOR CHARLIE CASH

**W**e have a contract! You, the members of the APWU, voted 95% in the affirmative to approve the Tentative Agreement. The contract is now in effect and the work of implementation begins. Unless otherwise indicated in the contract, all provisions and Memorandums of Understanding (MOUs) went into effect upon ratification of the contract.

**But when will the new pay provisions be implemented?** Per the contract, one general wage increase of 1.3% of your salary, in place on Sept. 20, 2024, went into effect on Nov. 16, 2024. For Postal Support Employees (PSEs), this is a 2.3% pay increase. The first cost-of-living adjustment (COLA) under this contract, in the amount of \$395, went into effect on March 8, 2025, for career employees. All other pay increases and night differential changes have future effective dates listed in the contract.

For these pay provisions to be implemented and show in your paychecks, our union family members in Information Technology/Accounting Services (IT/AS) must program the changes into the payroll system. This takes time and hard work. This programming is referred to as the “stopgap” programming by the parties (the “parties” refers to the APWU and the USPS). Once the stopgap is programmed, the new pay amounts will be reflected in your paychecks. To give you an idea of how long this takes, when the contract was settled in 2022, it took 14 weeks to program the stopgap. I am not saying it will take that amount of time, but I am sharing the information that it simply takes work and time to get it done. Once the stopgap is programmed, future pay increases should be automatic and without delay.

This brings us to the retroactive payments. These are payments that must be made for the period from Nov. 16, 2024, to the date the stopgap programming is implemented. This period is commonly called either retro pay or the backpay period. This too must be programmed by our APWU-represented union family in IT/AS. However, this programming normally does not begin until

the retro pay period is established. At this time, I do not know what the full retro pay period will be. As soon as the stopgap is programmed, the APWU will communicate what the retro pay period will be through our normal communications channels. For informational purposes only, in the last contract where retro pay was owed, it took 238 days to program and pay the retro payments. Over the last five contracts that required these payments, payments were completed 160 days after the date of ratification. Again, we do not know how long it will take, but I can guarantee you that my department will remain in contact with the Postal Service on the pay implementation process and push postal leadership to get these payments completed as soon as possible.

There are other provisions of the agreement that go into effect “the first full pay period 180 days after contract ratification.” These provisions include:

- Upgrade of Grade 3 to Grade 4
- Elimination of Step JJ in Grade 4
- New top steps for employees who are in the post-2010 (new/lower tier) pay scales (Grade 4 to Step J, Grade 5 to Step L, Grades 6 and 7 to Step M)
- Elimination of entry Step-GG for PSEs who are automatically converted to career after 24 months
- Additional Pay/New Steps for PSEs and PSEs in Remotely Managed Post Offices (RMPOs)

Based on the date of ratification, the date of implementation for these provisions will be the start of pay period three of 2026 (PP03-2026), which starts on Jan. 10, 2026.

My department is working on getting the official version of the Collective Bargaining Agreement finalized for print. We are working closely with the craft directors and the Secretary-Treasurer’s office to get this done, as well as the updated version of the Joint Contract Interpretation Manual (JCIM).

**Solidarity!** ■



# Staying Safe in Weather Emergencies

**A**s postal workers, we are the backbone of the Postal Service. Rain, snow, heatwaves, or hurricanes - no matter what the forecast is, we move the mail so that it gets to its destination on time.

In recent years, extreme weather events have become more common and dangerous. From blistering heatwaves that turn workroom floors into ovens, to ice storms that make highways treacherous for drivers, our jobs are directly impacted by the elements. It is more important than ever that we ensure postal workers are provided with what we need to stay safe on the job in inclement weather.

## Know Your Rights: Safety Comes First

The first thing every postal worker should understand is this: you have the right to a safe work environment. It is the law under the *Occupational Safety and Health Act* (OSHA), and it is supported by our Collective Bargaining Agreement.

If you are being asked to work under conditions that you believe are unsafe due to weather, you are not powerless. Report the hazard to your supervisor immediately, then notify your union steward. Whether it is excessive heat in a facility with poor ventilation, an icy loading dock, or dangerous road conditions for Postal Vehicle Service drivers, document everything. Take photos, get witness statements, and file a *PS Form 1767 – Report of Hazard, Unsafe Condition or Practice*. Management does not get to decide what are or are not safe working conditions.

## Don't Sweat in Silence

Those of us who work in large warehouses know the extremes. Summer temperatures inside older postal facilities can soar well above what is normal, especially in buildings without adequate air conditioning or fans. If fans are not working properly or cooling systems fail, report it using a *PS Form 1767*. Hydrate frequently and insist on regular breaks. Heat stress is a medical emergency, not a badge of honor.



## Be Prepared, Stay Alert

Preparation isn't just for major storms. It is for every day the weather looks questionable. Keep an eye on the forecast and stay informed through the National Weather Service or your local emergency alert system.

Be prepared for weather emergencies. They can strike anytime, whether you are at home, on your way to or from work, and even at work. It is a good idea to keep these essentials in your vehicle:

- Refillable water bottle
- Weather-appropriate clothing
- Small first aid kit
- Flashlight or headlamp
- Portable phone charger

And most importantly, do not go at it alone. If you are concerned about conditions, check in with your coworkers. If you are not sure whether something should be reported, ask your steward.

## Solidarity Is Our Shelter

Looking out for each other is how we stay strong. If you see a coworker struggling with the heat, speak up. If a driver reports dangerous roads, back them up. The strength of our union is in our unity. ■



# HONORING 250 YEARS CELEBRATING OUR PUBLIC SERVICE

**O**n July 26, we mark a truly historic milestone – the 250th birthday of the United States Postal Service. To celebrate this incredible anniversary, we invite all postal workers to honor the USPS in their own communities. One powerful way to do that is by bringing our sample proclamation to your local city or town council. By encouraging your community to officially recognize the 250th anniversary, you help educate the public about the essential role of the Postal Service and the workers who make it possible.

As postal workers, we are proud to make the public Postal Service what it is today, moving mail through pandemics, natural disasters, elections, and changing times. Since its founding in 1775, when Benjamin Franklin was appointed the first Postmaster General, the Postal Service has provided a vital public service, moving the mail to every address in our country and knitting our communities together. From delivering letters during the Revolutionary War to connecting every corner of America today, postal workers are the beating heart of this cherished public institution.

Railway Post Office (RPO) clerks at work sorting mail inside the tight quarters of an RPO car circa 1920.  
*National Postal Museum, Curatorial Photographic Collection Photographer: Unknown*



"Messenger of Sympathy and Love  
Servant of Parted Friends  
Consoler of the Lonely  
Bond of the Scattered Family  
Enlarger of the Common Life  
Carrier of News and Knowledge  
Instrument of Trade and Industry  
Promoter of Mutual Acquaintance  
Of Peace and of Goodwill Among Men and Nations."  
*Inscription on the Smithsonian Institution's National Postal Museum*

Former APWU President Moe Biller joins the picket line during the Great Postal Strike of 1970 that led to the formation of the APWU.



## THEN



Manhattan-Bronx postal workers attend 1963 March on Washington for Jobs and Freedom rally.  
*New York Metro Area Postal Union Photographs Collection, Tamiment Library and Robert F. Wagner Labor Archives, NYU*

"The United States Postal Service shall be operated as a basic and fundamental service provided to the people by the Government of the United States, authorized by the Constitution, created by Act of Congress, and supported by the people. The Postal Service shall have as its basic function the obligation to provide postal services to bind the Nation together through the personal, educational, literary, and business correspondence of the people. It shall provide prompt, reliable, and efficient services to patrons in all areas and shall render postal services to all communities. The costs of establishing and maintaining the Postal Service shall not be apportioned to impair the overall value of such service to the people."

*Postal Reorganization Act of 1970*



An unidentified woman working at a mechanized machine that sorts envelopes based on ZIP codes.  
*National Postal Museum, Curatorial Photographic Collection Photographer: Unknown*



# 25 YEARS OF SERVICE: PUBLIC POSTAL SERVICE

Despite the critical role that the Postal Service plays, Wall Street privatizers have been chomping at the bit to tear up this national treasure and put its more than \$80 billion in annual revenue into their own pockets. Their goal is simple: strip it for parts, cut services, and cash in – all at the expense of the public.

This is our moment to take pride in our past and build public support for our future. Download the proclamation and talk to your local elected officials about publicly supporting this proclamation.

Let's make sure every town in America says, "We recognize and celebrate 250 years of service by the United States Postal Service."

Visit [apwu.org/250](http://apwu.org/250) to download the sample proclamation you can take to you city, county, or state leaders to have the 250th anniversary officially recognized in your area.



"The United States Postal Service is a beloved American institution that helps bind the nation by delivering universal service at reasonable rates to nearly 160 million addresses, no matter how remote. Older than our nation itself, this public service continues to play a vital role in supporting public health and economic stability."  
*Institute for Policy Studies Research*



NOW



In 2016, postal workers successfully fight off the Postal Service's effort to privatize retail operations at office supply retail corporation, Staples.



Danny Glover speaks about the importance of the public Postal Service for his career and his family's life.

**Watch it here!**



This year, postal workers mobilize outside of local post offices in response to President Donald Trump's threats to move the Postal Service under the Department of Commerce.

# APWU Ratifies National Agreement



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

The APWU and USPS ratified the Tentative Collective Bargaining Agreement reached on June 2. The new union contract duration is three years: Sept. 21, 2024, through Sept. 20, 2027. It was presented by the National Negotiations Committee (NNC) to the Rank and File Bargaining Advisory Committee on June 4, and the Rank and File committee unanimously approved the Tentative Agreement (TA). The TA had the unanimous approval of the NNC and full support of the National Executive Board. Before this article went to press, the membership voted 95% in favor of ratifying the National Agreement. It was an honor once again to be a part of the NNC and to represent the Clerk Craft. I appreciate all the hard work and input that was provided during negotiations from Assistant Directors Sam Lisenbe and Lynn Pallas Barber, and all the Clerk Division National Business Agents.

I would like to acknowledge the Clerk Craft Negotiations Team consisting of Pete Coradi, Robert Romanowski, Jim DeMauro, James Stevenson, Chuck Locke, Rachel Walthall, Pam Smith, Dan Skemp, Ashley Cargill, and Scott Hoffman. It truly was a team effort in reviewing the Clerk Craft resolutions adopted at the National Convention and developing a strategy to achieve as much success as possible. The negotiations were difficult at times, as we faced unprecedented obstacles and an uncertain environment within the Postal Service.

This team negotiated for three months, trying to secure the best contract with no givebacks, for the employees we represent.

## Some of the accomplishments we were able to achieve:

- Part-time Flexible employees (PTFs) can now identify the specific offices that they are willing to work in, within a 50-mile radius.
- PTF HUB Assignment Memorandum of Understanding (MOU) has been made permanent.
- MOU for one-time Voluntary Reassignment Opportunity acquired for PTFs.
- The USPS must give the APWU 60 days' notice

when new or revised Executive and Administrative Schedule (EAS) position descriptions are created to allow the APWU to address any bargaining unit work that might be in a new position.

- MOU establishing a work group to examine the Job Bid Management (JBM) tool to address local exceptions in the bid process.
- MOU on Telework for Customer Care Center (CCC) that guarantees remote work and no subcontracting of the CCC for the life of the agreement.
- MOU on Telework for Mailing Requirement Clerks (MRC) that guarantees remote work and no subcontracting of the MRC work for the life of the agreement.
- Postal Support Employees (PSEs) to be included when administrative leave is granted due to "Acts of God."
- Automatic PSE conversion to career status after two years (with the exception of the PSEs staffing the Level 4 Remotely Managed Post Offices (RMPOs)) remains in full force.
- Employees will no longer be required to serve two probationary periods if converted to career within their first term as a PSE.

We submitted 35 proposals, but in the end, we were not willing to give up any already hard-fought gains. Keep in mind, the Postal Service was at the table negotiating on behalf of management. Usually in arbitration, both sides win something.

Most of our proposals are already subjects of pending national disputes, so we still have the ability to achieve these additional gains via the grievance-arbitration process. Our number one focus should be to continue to fight for additional jobs in the Clerk Craft. We will turn down no new work opportunities.

"We live to fight for another day, knowing we are still fighting between contracts to secure better wages and work rules through contract enforcement secured via Article 15 of the Collective Bargaining Agreement," said Clerk Division Director Lamont Brooks. "As former APWU National President Moe Biller would say, 'In union solidarity, the struggle continues.'" ■



# 2024-2027 Maintenance Craft Changes in the New Contract



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

The APWU and USPS reached a Tentative Agreement that was approved by the Rank and File Bargaining Advisory Committee and then ratified by the members on July 10. Highlights from the new contract that affect the Maintenance Craft, are as follows:

- Per Diem Memorandum of Understanding (MOU) remains in effect for the life of the contract.
- Annual In-service opportunities are now open for APWU non-career employees.
- Joint Contract Interpretation Manual (JCIM) Pecking Order: Revised Step 6 to preference Maintenance Craft employees excessed out of closed installations, clarified Steps 7 through 9, added Step 13 for Postal Support Employees (PSEs) and replaced the word “consider” with “select” in the three steps of pecking order.
- Opportunity to include Mail Processing Equipment (MPE) Mechanics with automated equipment training for National Support Technicians (NST) eligibility.
- Area Maintenance Technicians (AMTs) now have the option to change their reporting station, subject to approval.
- Article 38 minor language cleanup and added references to JCIM’s pecking order.
- Article 38.3.K.4.b revised to protect AMT duties now encompass PS-7 for excessing purposes.
- Returning and reposting residual vacancies 120 days or older by local parties’ agreement.
- Pending qualification requirements revised to include In-service, Transfers, Entrance.
- Revised Article 32 MOU with additional exceptions.
- Continuing education training for skilled Maintenance Craft employees every three years.

## Second Payment of \$15 Million Dollar Part-time Regular Settlement

As previously reported, the second payment of the Part-time Regular (PTR) settlement is now being processed. We set aside \$750,000 to cover anyone missed during the first payments. We are now starting the processing of the second and final payment. The payment was calculated

using the same criteria as the first payment. The payment amounts will range from \$965 maximum to \$50 dollars minimum. Please note that some employees will not qualify for a second payment due to their individual situation.

## Fifty Full-time Regular Promotions

The criteria established for PTRs to be converted to a full-time position are as follows:

1. The current PTR who has been working 28 to 30 hours per week consistently.
2. The PTR will be converted in place (same office, same days off, expanded hours).
3. Employees can request to be converted to a Full-time Custodian or as a Building Maintenance Custodian PS 5, subject to successful completion of BMC test.

The USPS and APWU jointly selected 50 employees from across the country for promotion. Each employee at the selected location will receive a letter from the USPS offering them the option to become a full-time employee. While employees will have the right to decline to be converted to a Full-time Regular (FTR), the decline must be in writing. We will select from another location if we do not receive a total of 50 PTRs seeking conversion to FTR. ■

## Tentative Locations for Full Time Conversion:

Arkadelphia, AR	Riverdale, MD	Aguadilla, PR
Mount Ida, AR	Millinocket, ME	Cabo Rojo, PR
North Little Rock, AR	Milan, MI	Sand Hill, SC
Flagstaff, AZ	St. Claire, MI	Walterboro, SC
Prescott Valley, AZ	Prior Lake, MN	Desoto, TN
Diamond Springs, CA	Boonville, MO	Burleson, TX
Indio, CA	Kansas City, MO	Dallas, TX
Los Angeles, CA	Fremont, NE	Fort Worth, TX (2)
Washington, DC	Pennington, NJ	Harlingen, TX
Columbus, GA	Raton, NM	Highland Hills, TX
Valdosta, GA	Auburn, NY	LaPorte, TX
Hilo, HI	Utopia, NY	Lubbock, TX
Emmett, ID	Altus, OK	Salt Lake City, UT (2)
Lewiston, ID	Broken Arrow, OK	Newport News, VA
Highland, IN	Lake Oswego, OR	Richmond, VA (2)
Gretna, LA	Kutztown, PA	Milwaukee, WI (3)

You can contact the Maintenance Division at [maintwebinar@apwu.org](mailto:maintwebinar@apwu.org)



# Another Round of Bargaining Completed



Director Michael Foster and Assistant Director Garrett Langley

**T**he APWU and the Postal Service have concluded contract negotiations for a Collective Bargaining Agreement (CBA). The APWU and Motor Vehicle Service (MVS) fought very hard to protect the gains made in the previous contracts, along with our demands to improve employee pay and benefits. Our commitment to the MVS craft was unwavering – we made no concessions in our attempt to improve the contract.

Negotiations are always challenging, and each side strives to secure gains that will benefit their interests. Both parties submitted numerous proposals that were not agreed upon. During these negotiations, we proposed and bargained unsuccessfully for upgrades for all MVS positions. While we always seek to move the craft forward during negotiations, the Postal Service submitted only concessionary proposals during these negotiations. Despite their efforts, none of our previous gains were lost. We thank Atlanta Metro Area Local MVS Director Darryl Gause and the MVS Council for their participation. Highlights of the changes to the MVS craft are below.

## **Retention of the Highway Contract Limitation Memorandum of Understanding (MOU)**

This MOU continues the moratorium on any new subcontracting on mail transportation by Highway Contracted Routes (HCRs) in offices where PVS drivers are currently employed. The retention of this MOU continues the parties' commitment to finding efficiencies in PVS. The fight to stop the subcontracting of highway movement of mail and grow the MVS craft continues.

## **Article 39.2.A.11**

These changes give MVS Part-Time Flexible employees the opportunity to apply for a residual Full-Time Regular duty assignment outside of their current occupational group when the duty assignment is posted to the MVS craft, before the position is offered to non-MVS employees. This is a significant change for those employees who are looking for promotion opportunities in different occupational groups.

## **Preventing 204B Conversions**

We negotiated language that prevents employees in a 204B (acting supervisors) from being converted to Career or

Full-Time Regular status during the non-bargaining unit detail. The previous language only prevented 204B employees from bidding or exercising retreat rights.

## **Maintaining MVS Training Initiatives Committee MOU**

We made changes that are intended to increase training opportunities and require headquarters-level involvement of both parties.

## **Transfer Seniority**

We negotiated language concerning the seniority of employees when management, at the employee's current facility, fails to timely release the employee to the new installation. The new language gives that employee seniority in the new installation at the time the transfer was approved.

## **Threshold Cost Figures**

The Postal Service proposed raising the threshold cost figures for HCRs in Article 32.2 G. The current language requires the USPS to provide the APWU with notification of those HCRs of a fixed annual rate of no more than \$100,000 per annum, but not over 350 miles in roundtrip length, spotting, shuttle or drayage of a cost more than \$45,000 per annum. We negotiated additional language to be notified of HCRs that are 400 miles in round-trip length and agreed to raise the threshold notification amount to \$150,000. This amount had not been raised in over 30 years. The goal is that the additional mileage provides opportunities to capture additional HCRs.

## **Article 39.3.K**

The parties agreed to add language to Article 39.3.K. This change adds VMRA, "Vehicle Maintenance Repair Agreement," in reference to vehicle maintenance agreements (VMAs) with a subcontractor. This change reaffirms that there should be an agreement in effect when the USPS contracts out Vehicle Maintenance Facility (VMF) repairs. The Postal Service's proposal included several other documents that could be used instead of a VMA.

Negotiations will always be intense, in spite of the current political climate, the craft made modest improvements.

The Struggle Continues. ■

# We Have Reached Agreements!



Director Arrion Brown

**T**he USPS and APWU have reached a Tentative Agreement (TA) that members voted on to ratify. The National Negotiations Committee worked hard for the past two years to achieve a contract worthy of ratification. In early June, we were proud to announce that we had an agreement with management that we were confident members would support. The last few months of negotiations occurred in a political environment that was hostile to unionized workers, but despite those circumstances the APWU negotiated a TA that made improvements for the bargaining unit without any concessions or "givebacks."

Although we were not able to achieve gains in the Support Services Craft articles covering Operating Services and the Material Support Crafts, the achievements that impact all crafts will be applicable in the Support Services Crafts. The Operating Services craft level three bargaining unit workers will also benefit from the upgrades to level four in 2026. Management refused to agree to the modest changes in the Support Services Crafts article, as they have done repeatedly in past negotiations. We will still fight outside of contract negotiations for the changes we were not able to achieve at the bargaining table.

## Hollingsworth Inc. Workers Ratify New Contract

The Support Services Division is proud to announce that on June 9 the Hollingsworth bargaining unit, represented by the Detroit District Area Local 295, unanimously voted to ratify the TA negotiated with Hollingsworth Inc. In the agreement we were able to achieve the two largest raises in the history of negotiations with Hollingsworth Inc. For 2025 and 2026, Hollingsworth agreed to raises of 2.5% for each year with the APWU. The wage comparison research for the Hollingsworth jobs conducted by the Industrial Relations Department was instrumental in allowing us to achieve a good raise for the workers.

We were also able to incorporate the Michigan *Earned Sick Time Act* (ESTA) into the Hollingsworth Agreement.

The ESTA allows employees in the state of Michigan to use up to seventy-two hours of accrued sick time for a multitude of health issues sustained by either the employee or a family member. This will protect workers who previously would receive discipline for calling off sick for themselves or to take care of a family member. Other improvements were changes in the grievance process that did not allow the company and union to meet at Step 1 and an incentive for a reduction in attendance points for all employees who had attendance issues on their record.

## Human Resources Shared Services Center Reached Tentative Agreement

After nearly a year of negotiating we have reached TA for the Human Resources Shared Services Center (HRSSC) bargaining unit in the North Carolina Triad Shared Services Local 8016. Work rule successes for these negotiations were maintaining telework and changes to choice vacation scheduling to allow a fair opportunity for less senior workers to obtain better vacation periods. With the ratification of the APWU National Agreement, the Memorandums of Agreement (MOUs) related to permanently increasing annual leave carryover and buyback, as well as additional classifications of family for bereavement leave, will apply to the HRSSC TA.

Economically, the five-year agreement includes raises that will be the same as the APWU National Agreement, once both are ratified, as well as COLA for the lifetime of the contract, if the agreement is signed. There is also a \$2,500 incentive bonus that will be paid out in three installments (2025, 2027, 2029) over the life of the agreement. The TA will be sent out for ratification soon after the APWU contract ratification. The HRSSC bargaining committee worked hard to help us achieve our goals for these negotiations.

## Information Technology/Accounting Services Center and Albuquerque Mail Service

We are still in negotiations for new agreements for IT/ASC and Albuquerque Mail Service and will keep both units updated on any developments. ■

## CENTRAL REGIONAL COORDINATOR

ILLINOIS | INDIANA | IOWA | KANSAS | KENTUCKY | MICHIGAN | MINNESOTA | MISSOURI |  
NEBRASKA | NORTH DAKOTA | OHIO | SOUTH DAKOTA | WISCONSIN



Central Region Coordinator **Amy Puhalski**

# Engaging in Our Union, Together

**W**e desperately need to have conversations about getting more members involved in our union.

As I read through social media posts filled with division, frustration, and finger-pointing – within our communities, the labor movement, and within this great union – I find it hard not to feel disheartened by how much focus there is on “me” instead of “we.” So many workers expect change to come without effort but hesitate to take part in building our union.

Others may not understand what unions truly stand for. Do we understand the meaning of representation and not just being represented? I believe we deserve an honest reflection.

### What is Union Representation?

Union representation means that a labor union acts on behalf of us all to negotiate over issues like wages, benefits, and working conditions. The process is known as collective bargaining, which leverages the combined strength of a unified workforce.

### Why is Union Representation Important?

- **Collective Voice and Power:** Unions provide employees with a unified voice, allowing them to collectively express their concerns.
- **Contract Negotiations:** Through collective bargaining, unions can secure better wages, benefits, and improved working conditions.
- **Job Security and Fair Treatment:** Union contracts often include provisions that protect workers from arbitrary dismissal or unfair treatment, enhancing our job security.
- **Advocacy for Workplace Safety:** Unions play a vital role in pushing for and ensuring adherence to workplace safety standards, often going beyond what is legally mandated by law.
- **Grievance Procedures:** Unions provide a structured process to address workplace issues and resolve disputes through established grievance procedures.

### Benefits of Union Representation

#### For Employees:

- **Higher Wages and Benefits:** Unionized workers generally earn higher wages and have better access to employer-provided health insurance and retirement plans than non-union workers.

- **Improved Working Conditions:** Unions contribute to safer and more positive work environments, advocating for better safety standards and fair work hours.
- **Increased Job Security:** Union contracts often include provisions that provide greater job security and protection against unfair dismissal.
- **A Voice on the Job:** Unions provide a powerful platform for workers to express their concerns and have a say in decisions that affect their jobs.

#### For the Economy:

- **Promoting Workplace Equality:** Unions actively work to reduce inequality by implementing anti-discrimination measures and advocating for fair wage structures.
- **Positive Effects:** Unions can positively impact wages and working conditions for workers in the same industry.
- **Enhanced Productivity and Engagement:** Union representation can lead to improved employee engagement and productivity.

#### Ways to Engage with Your Local Union:

- Attend local membership meetings, meet other members, learn about union activities, and get involved.
- Volunteer for union events like picnics, holiday parties, and rallies.
- Read your contract; it is essential for knowing and understanding your rights and responsibilities as a member.
- Connect with your steward, they are a valuable resource for addressing workplace issues and ensuring your rights are protected.
- Follow your union online, stay updated on meetings, events, and important news on your local's social media pages or website.
- Consider becoming a steward if you're passionate about advocating for your coworkers. It can be a rewarding way to make a difference.

It takes commitment from all of us to move this union forward. We rise together. We fight together. We are stronger together.

I along with my fellow Coordinators Tiffany Foster (Northeast Region), AJ Jones (Eastern Region), Omar Gonzalez (Western Region) and Yared Wonde (Southern Region) are here to assist in any way we can.

Solidarity Forever. ■





Judy Beard, Director

# The Fight to Preserve and Protect Our Retirement Benefits

**U**nder the current administration, working people across the country have faced unprecedented assaults. In just the first six months, we have seen the weakening of collective bargaining rights and gutting of federal agencies, plus attacks on the environment, vulnerable communities, and the rule of law. While many of these unconstitutional actions are being challenged in court, APWU members are standing in solidarity with other unions and organizations to fight back.

Many harmful bills have been making their way through Congress, including H.R. 1, the so-called *One Big Beautiful Bill Act*. On July 4, the president signed this bill into law, which includes massive cuts to Medicaid, food assistance, and green energy, all while expanding tax breaks for the rich and increasing defense spending.

As you may recall, earlier versions of the bill in the House of Representatives and Senate contained many disastrous provisions aimed at postal and federal workers, including:

1. Increasing the Federal Employees Retirement System (FERS) annuity contribution rate for all active employees to 4.4%, resulting in a direct pay cut for any active employee hired before 2014.
2. Replacing the High-3 FERS annuity calculation with a High-5 calculation, resulting in a reduction in annuity payments.
3. Eliminating the FERS Social Security supplement, which allows workers who have earned their retirement the ability to retire before their Social Security benefits begin.

Why did Congress attempt to gut our hard-fought and well-deserved retirement benefits? **Because MAGA-Republican leaders in Congress worked directly with the White House to pass \$4.5 trillion in tax cuts for the ultra-wealthy, paid for by the working class.**

These attacks on our earned FERS benefits passed out of the House Committee on Oversight and Government Reform on April 30 by one vote. With less than a month before the full House of Representatives voted on H.R. 1, APWU members sprang into action, making over 5,800 phone calls to congressional offices in all 50 states

to tell their House representative that these changes to FERS were simply unacceptable.

In addition to the phone calls, the APWU Legislative and Political Department had numerous meetings on Capitol Hill and coordinated several between APWU members and their representatives. **Visit page 8 to see photos of members who travelled to Washington, DC from across the country to fight for us all.**

Thanks to the pressure that postal workers, labor unions, and other allies placed on members of Congress, two of the three harmful FERS changes were removed from H.R. 1 before the bill passed the House on May 22. The only remaining provision was the elimination of the FERS annuity supplement.

Our fight then moved to the Senate, since a bill must pass in both the House and Senate before the president can sign it into law. APWU President Mark Dimondstein and the APWU Legislative and Political Department attended over 20 meetings with senators and their staff, and APWU members once again made more than 1,500 phone calls to keep up our fight.

In the Senate, the elimination of the FERS annuity supplement was successfully removed from the bill before it was passed and signed into law. Although all three harmful provisions were stripped from this bill, we must remember that many people will still suffer from the drastic cuts to vital government programs that remained in the final version. An injury to one is an injury to all. There are other dangerous bills currently moving through Congress and the APWU will keep you informed on our future fights. ■

**Join the Legislative and Political Department on Oct. 5 in Las Vegas**

for our one-day Legislative Conference featuring workshops, a regional breakout discussion, and general session.

For more information and to register, visit [apwu.org/events](https://apwu.org/events)

# ORGANIZATION



Anna Smith, Director

## Every Conversation Counts!

**W**ith over 30,000 postal facilities, and more than 200,000 APWU-represented workers, we have the resources to create a movement strong enough to push back against those who are trying to weaken and destroy the Postal Service, and with that, destroy our livelihoods.

Organizing isn't a one-time event; it must be a continuous movement powered by our members who understand that our fight is never ending. Organizing is not reserved for some future moment either – every moment is the right moment to organize.

It is important we take the time to spotlight the individuals and locals who are doing the daily, and often unseen, work of building union power. Union organizing doesn't always look the same. Sometimes it's a conversation, a letter in the mail, or a powerful message on a bulletin board. No matter what, the mission is the same – building worker power!

The Greater Smokey Mountain Area Local has a new Organization Director, Brian Hodges, and he hit the ground running. Brian reached out to my office for assistance and wasted no time taking the tools and information that we provided, catering them to meet the needs of what he envisioned to build a stronger local. He took the first step to introduce himself to nonmembers and made that personal connection, writing “I am sending this letter to ask you to STAND WITH US and encourage you to join the APWU.” With the support of his Local President Aaron Ward, Brian will be visiting the facilities under the jurisdiction of the local to have conversations with nonmembers and giving them the opportunity to stand with us.

Even in challenging times, union organizing remains essential. Recently, when one local merged into the Central Florida Area Local, Local President Joe Paul made it a priority to reach out to both members and nonmembers, understanding that true strength comes from unity. President Paul recognized the members, expressed appreciation, and shared “why being a union member is not only important but also empowering.” He further stressed that having a strong membership “is not just

about what we gain, it is also about what we protect.” He also provided members with resources to help them in the event they have an opportunity to speak with a nonmember.

**DO YOU KNOW OF AN INDIVIDUAL OR A LOCAL WHO SHOULD BE RECOGNIZED OR HIGHLIGHTED FOR THEIR ORGANIZING EFFORTS? IF SO, LET THE ORGANIZATION DEPARTMENT KNOW.**

Those who had yet to make the decision to join, or who may have been members in the past, were also welcomed under the locals' umbrella. In addition to receiving information about why being a union member is so important, nonmembers were given the opportunity to be a part of something bigger. Each letter was accompanied by a membership application form highlighting the sections that needed to be completed, along with a stamped, pre-addressed envelope for easy return.

President Paul stressed the importance of what solidarity means for a local: “With a larger and more unified membership, our voices grow stronger and our power to prevent future issues increases.”

Do you know an individual or a local who should be recognized or highlighted for their organizing efforts? If so, let the Organization Department know. Maybe you know someone (or a local) who is conducting an all-out organizing drive or is actively having one-on-one conversations. Maybe it is someone who helped bring people together or someone who stood up when management tried to silence union talk. Perhaps it is a new member who didn't come in with experience, but showed up ready to learn, attended training sessions, or volunteered on committees, or it is simply someone who became a voice for coworkers who didn't think they had one.

The forces that want to divide us are always working, so we must work harder. Keep having those conversations, keep organizing, and keep growing. Because the moment we stop organizing, we start giving up ground. ■

## RESEARCH & EDUCATION



Joyce B. Robinson, Director

# How to Be an Effective Leader in Our Union and Beyond

**A**n effective leader must be able to influence and inspire other people. They must be a visionary and lead by example with a clear goal in mind. Effective leaders possess many qualities that set them apart from the crowd, often facing many challenges while being able to rise to the occasion. Such challenges include:

**Accepting Criticism** – Learn to sort out the constructive, from which they can learn, and the malicious, which should be ignored.

**Withstanding Adversity** – Things will not always go well. A good leader will bounce back.

**Delegating Authority** – Make assignments and follow up on the results. No leader can do it alone.

**Always Doing What Is Best for the Organization** – Never allow personal feelings to interfere with what is best for the organization.

**Sharing Credit** – Learn to praise others and to give credit when and where it is due.

**Concentrating During Stressful Times** – Stay focused and always keep the organization's goals in mind.

**Accepting Responsibility for Mistakes** – Assume responsibility for one's own mistakes and the mistakes of others.

### Qualities of Effective Leaders

Both teamwork and leadership are essential to an organization's success. Effective leadership requires essential qualities, such as:

**Honesty** – Have clear values and be consistent in applying them. Do the honest thing and never allow personal feelings to cloud one's judgment.

**Confidence** – Know where they are going, outline specific and obtainable goals for the organization and stay the course.

**Respect** – Treat all people with dignity and respect.

**Motivation** – Possess the confidence to make decisions and instill confidence in others.

**Compassion** – Care about the organization and the people.

**Being A Visionary** – Be action-orientated and understand what is needed and how to achieve it. Solicit input so everyone feels their opinion is important.

**Knowledge and Humbleness** – Know the various resources available and keep abreast of current issues confronting the organization, but do not claim to know everything.

**Level-headedness** – Do not lose your cool under pressure. Do not panic, and do not be afraid to take risks or make mistakes.

**Self-Awareness** – Know your strengths and weaknesses and how to best utilize the strengths of others.

**Ability to Communicate** – Clearly describe the objective and relate the vision to others, while working towards the organization's goals.

**Commitment** – Lead by example, show that the organization is more successful when everyone works together.

Running an organization is a difficult job. If a leader expects others to work hard, they must lead by example. There is no greater motivation than seeing a leader working alongside everyone else. Being able to inspire others is a great tool for focusing on the organization's goals, and important issues affecting the organization. It is a leader's job to keep spirits up and show appreciation for the hard work that officers and members perform.

We need each of you to become an effective leader. Reach out to your coworkers, family members, neighbors, faith-based organizations, and other organizations to inspire them to become involved in our fight to save the United States Postal Service.

Visit [apwu.org/action](http://apwu.org/action) for ways you can help.■

Resource material: APWU's Leadership Development handbook.





## Addressing Veterans' Needs

**A**t the APWU Human Relations Educational Assembly, Veterans' Rights and Benefits representative and Vietnam veteran Robert "Bob" LaFoe, who is the APWU National Veterans, Guard, and Reservist Information Specialist (VGRIS), made a presentation to conference attendees.

With a long history of advocating for veterans' rights and benefits, the APWU Veterans' Assembly conducted workshops that particularly addressed the context of the Project 2025 agenda, which aims to gut veterans' rights benefits. We emphasized the importance of local unions taking proactive steps to address these concerns with their veteran members.

The APWU's dedication to supporting veterans is ongoing and inspiring, and we suggest that each local union designate a representative to assist in the fight for veterans' rights and benefits as a crucial step forward against these attacks on veterans. By working together, we can ensure that those who fought on behalf of our country receive the support and benefits they deserve. The APWU's commitment to advocating for veterans' rights is a testament to our union's values of solidarity and compassion. ■

**Below are some photos from the Veterans' Assembly at the Human Relations Educational Assembly in June.**





## HUMAN RELATIONS



Daleo Freeman, Director

# Strength in Diversity: Empowering Every Voice

**W**e recently held our Human Relations Educational Assembly in Houston, TX, and it was a tremendous success! More than 200 attendees gathered to discuss critical topics we face daily, including injury compensation and the Office of Workers' Compensation Programs (OWCP), employee assistance programs (EAP), Equal Employment Opportunity Commission (EEOC), Veterans' Rights and Benefits (VGRIS), the Postal Employees Relief Fund (PERF), social justice, and racial equality. This assembly provided a much-needed platform for education and training, especially given the current political climate. Although we engaged in some challenging discussions, they were essential and our solidarity to advance postal workers, and all workers' rights is stronger than before.

With the threat of privatization looming over the USPS, it is more important than ever for us to know our rights and stand together in solidarity. As a union, our strength lies in our unity. Let's continue to push forward together and advocate for our future! As we strive for a better tomorrow, the APWU remains a beacon of hope and advocacy for all its members. See some of the photos from our conference below. ■







Nancy Olumekor, Director

# Keep Fighting for Justice This Summer

**T**his summer marks several milestone anniversaries for APWU members and our communities. The Postal Service is older than the United States itself, having been founded by the second Continental Congress on July 26, 1775. In August, we recognize the *Postal Reorganization Act* of 1970 that created the United States Postal Service (USPS) as a financially self-sustaining government agency operating under a “universal service obligation.”

As reported by various media outlets, including *Newsweek*, President Trump expressed an interest in privatizing the Postal Service in December 2024 at a press conference when he stated, “There is a lot of talk about the Postal Service being taken private. It’s not the worst idea I have ever heard. It’s a lot different today, between Amazon and UPS and FedEx and all the things that you didn’t have. But there is talk about that. It’s an idea that a lot of people have liked for a long time.”

Earlier this year, *The Washington Post* reported that President Trump planned to fire the Board of Governors and merge the Postal Service into the Department of Commerce. The response was quick, as people across the country not only hit the streets but also bombarded Capitol Hill with calls to say, “Hands Off Our Public Postal Service – The U.S. Mail Is Not for Sale!”

APWU President Mark Dimondstein stated, “Efforts to privatize the Postal Service, in whole or in part, or to strip it of its independence or public service mission, would be of no benefit to the American people. Instead, it would drive up postage rates and lead to reduced service, especially to rural America.”

The USPS Office of the Inspector General expresses a similar sentiment on its website: “[USPS] is still required to deliver to neighborhoods across the nation, six days a week, even those far-reaching places that private carriers don’t deliver to because it’s not profitable. If exclusively run as a business, the Postal Service probably couldn’t afford to deliver there either. But, as a public service, it is required by law to do so.”

Any efforts to privatize the Postal Service or move it into a department under the Executive Branch would violate federal law and it would require congressional authorization. We must keep the pressure on Congress to “Save the People’s Post Office.” Continue to call, write, and visit your congressional representatives and ask your family, friends, and communities to do the same. Ask your House representatives to cosign on in support of House Resolution 70, a resolution expressing the sentiment that the Postal Service should not be privatized.

### Celebrating Social Security and Medicare, and Our Fight to Save Retiree Benefits

In July, we celebrate 60 years of Medicare, and in August we celebrate 90 years of Social Security, created in 1935. As we recognize the anniversary of Social Security, millions of federal, state, and local public employee retirees are reaping the full retirement benefits that they paid into Social Security. After over 40 years of adverse impact, the Windfall Elimination Provision (WEP) and the Government Pension Offset (GPO) were repealed by Congress and signed into law on Jan. 6 by then-President Biden.

We cannot relax and enjoy our retirement when we know that Congress is looking to reduce and eliminate our benefits under Medicare and Social Security. Fortunately, proposals in the GOP’s H.R. 1 budget reconciliation bill that would have adversely impacted Federal Employees Retirement System (FERS) benefits were removed from the bill due to our actions in opposition to them. Unfortunately, present retirees and working people all across the country will still feel the impacts of other changes made in the bill to Medicaid and our social safety net.

Call, write, and visit your congressional representatives to let them know that you will not forget about their wrong votes on this bill during the 2026 midterm elections. Remind them that wrong votes in Congress have consequences. ■





Sarah Jane Rodriguez, Director


# Calm Health for Consumer Driven Option Members

**L**ife can be chaotic, and being a postal worker can be stressful! We often have to manage heavy workloads, especially during peak seasons like holidays. Partnered with your personal life, like picking up your children from school, getting dinner on the table, attending church and other community events, it can sometimes be difficult to find the time we need to calm down and take a moment for ourselves.

**Here at APWU Health Plan, we get it.** And that is why we are excited to present *Calm Health*, a widely-recognized mental well-being online application with resources for sleep, meditation, and mindfulness. *Calm Health* is a new well-being app that provides Consumer Driven Option members with access to content from Calm, in addition to new features and benefits, including mental health screenings, self-guided learning modules, evidence-based content, and referrals.

### **Calm Health provides access to mental well-being support**


**On-demand, integrated support with no out-of-pocket member costs:**

 **24/7 access to digital content** for sleep, stress, and mindfulness – enhanced with evidence-based modules created by psychologists.

#### **Topics include:**

- Mental health conditions like anxiety and depression;
- Physical conditions like diabetes and cancer;
- Lifestyle issues like sleep and stress.

 **Industry-recognized screenings** help users track symptoms over time and results inform personalized recommendations.

 **Referrals and navigation** to additional support, including coaching or therapy, based on individual screening responses.

*Calm Health* is available to Consumer Driven Option members and their dependents (16 years or older) at no additional cost to them.

To access *Calm Health*, members will be directed from *myuhc.com*® to a *Calm Health* landing page in their web browser where they will register for a *Calm Health* account. Their member information will automatically pass through from *myuhc.com*. Once registered, members can continue using the website or download the *Calm Health* app and sign in.

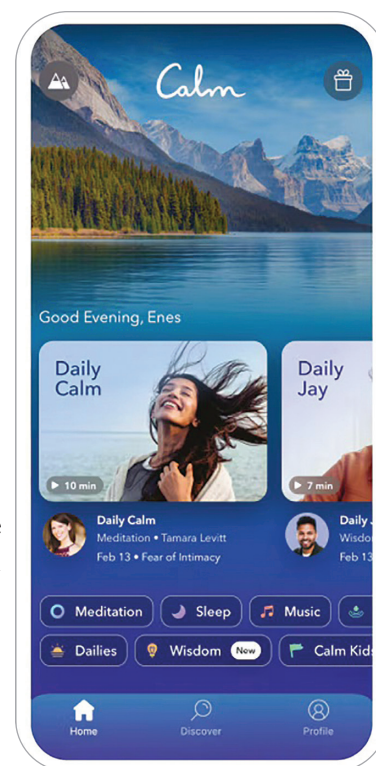
*So take a moment or two to calm down and relax – you deserve it!*

### **Virtual Behavioral Healthcare:**

To help you feel better and more in control of your emotional well-being, virtual behavioral healthcare can be a viable option for our members. Receive caring support from a licensed therapist via your mobile device or computer. Visit [www.member.uhc.com/myuhc](http://www.member.uhc.com/myuhc) (if you are a Consumer Driven Option member).

Virtual visits let you connect with a doctor without leaving your home. Therapists can treat a wide range of behavioral health conditions. Consumer Driven Option members have access to Amwell, Teladoc, and Doctor on Demand. These options are a good way to help start a treatment plan, obtain referrals and/or seek immediate care. Virtual visits through these platforms are also less than the cost of an in-person office visit, trips to an urgent care facility, and an emergency room.

*Get back to being you with these online solutions.* ■



## Belgian Lidl Workers Join European Strike Wave

Photo: UNI Global Union



On June 5, grocery store workers represented by several UNI Global Union affiliates at German-based retail market Lidl participated in a one-day strike and limited blockades of warehouses and stores to protest severe understaffing, misclassified employees, and the resulting excessive workloads. Similar, additional one-day actions took place across the country on June 14.

The discount supermarket chain has experienced a wave of labor actions across Europe this year, as Lidl workers across France went on strike in February in protest of inadequate wages, working conditions, and staffing issues. Similar actions took place in Italy in May, as workers sought a fair collective bargaining agreement that addressed issues with pay, staffing, guaranteed work hours, and working conditions.

“Lidl workers across Europe are sounding the alarm and Belgium is the latest flashpoint in a growing movement against unsustainable pressure and chronic understaffing,” said Head of UNI Commerce Mathias Bolton. “UNI Commerce stands in full solidarity

with our Belgian affiliates, and we urge Lidl management to meet the fair and urgent demands of workers that keep their business running.” ■

## Philippines Casino Workers Win Union Certification

Workers at the Hann Casino resort in Pampanga, Philippines won their union certification election, establishing the Hann Casino Table Games Workers Union. The workers organized to address issues with the lack of transparency of tip distribution, dangerous working conditions resulting from tobacco smoke exposure, and grueling “jump shift” work schedule practices that forced workers to report for an eight-hour shift within hours after completing a previous shift, which is in violation of the country’s eight-hour workday labor law mandate.

Union-busting management at Hann Casino fired union organizer and President Joel Romeo Bao-ilan and attempted to



Photo: Washington-Baltimore News Guild

## Washington Post Tech Guild Wins Union Certification Vote

On May 27, more than 300 technology workers voted overwhelmingly in favor of certifying their union at the Bezos-owned *Washington Post*. In a vote of 171-38, workers across engineering, product design, and data analytics roles beat back the aggressive union-busting tactics of the Post to officially secure their status as the Washington Post Tech Guild – CWA, as recognized by the National Labor Relations Board. The workers first announced their intention to form a union on April 7.

“With support from staff at the Washington Baltimore News Guild, The NewsGuild-CWA (TNG) and the Campaign to Organize Digital Employees (CODE-CWA), the Washington Post Tech Guild will fight tirelessly for equity and inclusion, a seat at the table, fair compensation and benefits, job security and just cause protections,” stated a Press Release from TNG. “The Washington Post Tech Guild will begin immediately formulating plans and laying the groundwork within the unit to begin bargaining with the company for its first collective bargaining agreement,” the statement concluded. ■



## o-Resort Workers Certification

interfere with the certification election. They scheduled days off on the day of the vote for union-supporting workers and at the last minute, moved the voting site. Despite management efforts to prevent the certification, the workers were loud and clear in their message demanding to join a union for dignity, fairness, and protection.

"Before this union, we had no voice – it was exhausting on every level," said Joel Romeo Bao-ilan. "It's hard to describe the joy we felt. After four years of enduring these conditions with little to no voice, we now see hope. This is not just a victory – it's a door opening. For the first time, we see the possibility of a better, more secure future for all of us."

## Video Game Workers Ratify Historic Contract with Microsoft

After almost two years of negotiations following their formation as a union in 2023, video game workers at Microsoft-owned ZeniMax ratified a Tentative Agreement (TA) with the company, finalizing their first union contract under ZeniMax Workers United-CWA. ZeniMax produces popular video games, such as *The Elder Scrolls* and *Fallout*.

The new contract, which covers more than 300 Quality Assurance (QA) workers, secures substantial, across-the-board wage increases, minimum salaries, protections against arbitrary dismissal, grievance procedures, Artificial Intelligence (AI), and a crediting policy. The TA was reached shortly after workers voted to authorize a strike when negotiations stalled, accusing Microsoft of failing to address workers' concerns.

"QA workers from across the country continue to lead the charge for industry-wide change," said Senior II QA Tester and bargaining committee member Page Branson. "Going toe-to-toe with one of the largest corporations in the world isn't a small feat. This is a monumental victory for all current video game workers and for those that come after."

Photo: UFCW Local 7



## Safeway Workers Strike Across Colorado

Grocery store workers at several locations in Colorado, including Estes Park, Fountain, Pueblo, and a regional distribution center, walked off the job in an unfair labor practice strike on June 15 in a contract dispute with Safeway and its parent company Albertsons. The workers, represented by United Food and Commercial Workers (UFCW) Local 7, allege that Safeway is short staffing its stores and freezing employee wages, as well as offering inadequate health care and pension plans. By the end of June, the strike expanded to stores in Colorado Springs, Greeley, Fort Collins, Boulder, and the Greater Denver-Aurora metro area. As of publication of this edition of *The American Postal Worker*, negotiations were ongoing, but no agreement had been reached and the strike was expected to expand to additional stores across the state. ■

## Wisconsin SEIU Nurses Ratify Tentative Agreement with UnityPoint Hospital

Photo: SEIU Wisconsin



Nurses represented by the Service Employees International Union (SEIU) of Wisconsin ended a nearly weeklong-strike on May 31, after reaching a Tentative Agreement (TA) with UnityPoint Health-Meriter in Madison, WI. The nurses voted in favor of ratifying the TA the following day. During negotiations, the union called for better pay, safer staffing, and improved workplace security for its more than 900 nurses. The contract includes safety protections, raises, and a new framework for staff to express workplace concerns. ■





## A GRAND ALLIANCE TO SAVE OUR PUBLIC POSTAL SERVICE

# Jobs With Justice: Building Power Through Solidarity



*In the first of a series of profiles of Grand Alliance member organizations, we are speaking with Erica Smiley, the Executive Director of Jobs With Justice*



**F**ounded in 1987, Jobs With Justice (JWJ) is an organization that unites workers, community members, and allies to fight for justice on the job and in the economy. It works in long-term local coalitions across the U.S. From supporting striking workers to challenging corporate

power and advancing new visions of a just economy, JWJ is a powerful ally to working people everywhere.

### **Q. What was the reason for founding JWJ back in 1987, and what have been some of the highlights along the way?**

JWJ was formed in a political moment that had a lot in common with the one we're facing now. In the 1980s, the nation was dealing with a presidential administration hellbent on destroying unions, from firing striking air traffic controllers to filling the National Labor Relations Board with anti-union members who actively undermined workers' rights. Corporations, who had long been pushing this agenda, knew they had free rein to exploit workers with little-to-no interference from the government. The union leaders who founded JWJ believed that the only way to balance the employers' power was to build broad, long-term coalitions between unions, community organizations, faith-based institutions, and students.

JWJ's earliest work was focused on supporting workers in organizing and collective bargaining fights, while also pushing for stronger protections. In 1993, JWJ organized coordinated actions at NLRB offices nationwide to demand that the Board uphold the right

to organize - thousands participated and hundreds were arrested. Since then, JWJ has taken on the important fights of each political moment: fighting trade agreements like the FTAA; taking on powerful corporations, from Verizon to Smithfield to Walmart; demanding protections for essential workers during COVID; and pushing for living wages and strong worker protections as part of federal infrastructure investments.

### **Q. How could postal privatization harm working people and communities, especially those already marginalized?**

We have seen time and again how privatization results in not only fewer and lower-quality services, but also unequal services. Our public Postal Service has been the most democratic of institutions, charged with serving every community, no matter how small or how poor. [The USPS] prices services to cover costs, not to turn a profit. Contrast that with a corporation like Amazon that has been accused of price-fixing and redlining its prime delivery services to exclude poorer communities! The potential harm could not be clearer.

### **Q. What are some of the opportunities for alliance-building between APWU members and other community or labor groups JWJ works with?**

Post Offices have always been such central spaces in any community. There is so much potential power in APWU members joining local fights that impact the communities they are rooted in. That could be a local budget fight to demand more resources for the surrounding neighborhood, resisting gentrification that would displace them, showing solidarity with nearby grocery or restaurant workers, or joining in common cause with other public sector workers resisting privatization.

**You can find information about your local JWJ affiliate at: [jwj.org/about-us/our-network](http://jwj.org/about-us/our-network). ■**

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



## 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.

Are you ready to take a stand? If and when the time comes to help fend off attempts to dismantle the Postal Service, we will need all hands on deck, including you. While the APWU can provide strategies, guidance, and resources, it will take groups and masses of people to fight for our justice, which is the bedrock of the “power of the union.” Be assured, the APWU is already actively planning and strategizing our actions so that we will be ready when and if we must fight.

“

— Mike Schmid, President,  
Ohio Postal Workers Union  
*Ohio Postal Worker*

Our Union — As many members retire and management tries to replace them with part-time workers; we all need to unite to protect our jobs. The new employee must understand that without the APWU representing them, there would not be any of the benefits we enjoy today. We must try to make them realize how essential it is that they help protect what we have fought so hard for.

— Danny Carinci, Vice President,  
Southwest Florida Area Local  
*The Eagle's Eye*

Today I stood in a little park off to the left of the White House, participating in the National Letter Carriers Union Rally. I had my sign, which I made with some cardboard and a black marker minutes before the rally and stood next to hundreds of carriers and other unions to show support. We stood united for one reason, to stop the privatization of the Post Office. With a rally so huge, it is easy to feel lost. I was towards the back holding my sign in front of me, not really hearing much, but listening to the chants, “fight like hell.” This feeling I felt was energizing to be part of something that was important to my livelihood as a postal worker.

— Sara Wilson, President,  
Area Local 960  
*960 Dispatch*

I am urging more employees to get involved and come to monthly meetings. This is the members’ local, so step up, show support, and get involved. Most of our Executive Board members are retired members who have stayed on and continue to fight for our jobs. Where are our members who will be here in the future? An hour or two a month should not be an issue when we are fighting for our jobs and our future.

— Tony Ridder, President,  
Lincoln Area Local  
*Linkin Postal News*

”



## In Memoriam

### Ranson Jacob Erskine

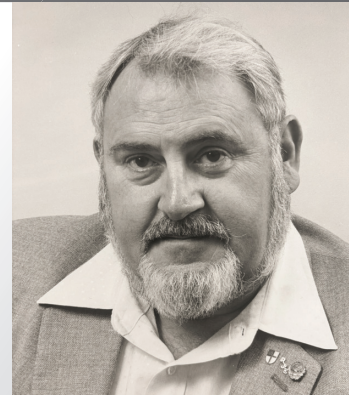
(June 19, 1934 – June 12, 2025)

Ranson “Ranny” Erskine, former National Business Agent (NBA) for the Clerk Division, Atlanta Region, passed away on June 12 in Tampa, FL.

Brother Erskine was born in Mount Clemens, MI, on June 19, 1934. He was a dedicated member of APWU, holding several union titles, including National Business Agent. Like many other postal workers, he was a veteran; he enlisted in the U.S. Navy at age 17 and served during the Korean War. Upon his return, Erskine married his high school sweetheart, Mary Louise Dragneff in Virginia Beach, VA.

Erskine started his postal career loading and unloading mail trucks. Shortly after, he joined the Tampa Area Local where he served as steward, editor, state officer, and local president. During Erskine’s tenure as a local representative, he served as chairperson on the National Select Constitutional Committee, National Convention Committee, and in 1981 – the National Rank and File Bargaining Advisory Committee. Erskine served as Clerk Division NBA, Atlanta Region, from 1982 until his retirement in 2000, after decades of service to the APWU. Brother Erskine passed away at the age of 90, surrounded by his family.

“On behalf of our members we offer condolences to the extended Erskine family. We deeply appreciate brother Erskine’s many years of dedicated service as a National Business Agent. Ranny was one of my business agents and I can personally attest to the fact that he was a stalwart champion of APWU members through grievance settlements, arbitrations, training, or helpful advice,” said APWU President Mark Dimondstein. ■



## Attend APWU's 2025 All-Craft Conference

**OCTOBER 6 - 8, 2025 | LAS VEGAS, NV**

Classes are offered by the Clerk, Maintenance, Motor Vehicle Service and Support Services Divisions, as well as pre-conference training by the Secretary-Treasurer, Retirees, and Legislative Departments.

For booking and registration information, visit:  
[www.apwu.org/events/apwu-2025-all-craft-conference](http://www.apwu.org/events/apwu-2025-all-craft-conference)





# Looking Back: This Time in Our Labor History

## Three Unions Successfully Strike AT&T

**August 7, 1983** – After negotiations broke down in a set of expiring union contracts, three unions representing 675,000 workers went on strike at the American Telephone and Telegraph Company (AT&T), rejecting the company's latest offers.

With 525,000 members, the Communications Workers of America (CWA) was the first and largest of the unions to walk out, starting the 22-day strike. The International Brotherhood of Electrical Workers and the Telecommunications International Union joined shortly after. These workers provided valuable services as linemen, repairers, switchboard operators, and directory assistance personnel. Workers also manufactured phones and telecommunications equipment and developed new technology.

Despite projections of nearly \$7 billion in profits that year, AT&T wanted workers to pay 100% of their health premiums, and did not address concerns about wages, job security, or pension rights for workers who were facing the imminent government breakup of AT&T, which was a regulated monopoly and was planning to divest from its subsidiaries in the following year.

AT&T used strikebreaking middle managers to fill in the gaps, working them on over 12-hour shifts. On Aug. 18, the second week of the strike, Hurricane



Alicia hit Texas and continued through Oklahoma and Nebraska. It was one of the most damaging hurricanes to impact the U.S. mainland at the time. It caused significant damage to telecom infrastructure, further burdening the strikebreakers. The speed and quality of repairs, installations, and ultimately the telecoms services provided to customers suffered immensely, which forced AT&T to listen to workers' demands.

The CWA and AT&T reached a national agreement after 22 days of picketing that secured significant wage increases for all workers, cost-of-living adjustments, employee retention, job security, pension changes, and health plan improvements. ■

## Solidarity Wins Seattle Newspaper Strike

**August 13, 1936** – 35 newsroom workers at the Seattle Post-Intelligencer (*P-I*) walked off the job to start a strike after the company fired two senior staff members and reassigned others in retaliation for organizing with the American Newspaper Guild. The Hearst Corporation, which has owned the *P-I* since 1921, was an influential publisher at the time and infamous for its anti-union sentiments. The owner, William Hearst, forbade workers from joining the Guild's newly chartered local and failed to recognize the union that many of its workers had just joined to improve pay and working conditions.

The striking news workers published a daily tabloid called the Guild Striker, which sold 20,000 copies on its first day and 60,000 copies daily by the end of the strike. Their cause was uplifted by the powerful Seattle Labor Council and the solidarity of workers

throughout the city. Seattle was a union town, and hundreds of longshoremen, metal workers, loggers, and Teamsters joined them on the picket line. Teamster leader Dave Beck refused to allow union drivers to deliver the newsprint *P-I* needed to print on.

With production halted, the company tried shifting printing to Seattle Times' conservative publisher Clarence Blethen, but their unionized workers refused to cross the picket line, shutting the *P-I* down for more than three months. By Nov. 25, 1936, Hearst gave in due to national political pressure, labor solidarity, and public support for the strikers, making a deal to recognize the Guild and allowing workers to return with better pay, benefits, and working conditions in one of the first significant and successful journalist strikes in the country. ■



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the public Postal Service!***

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connected the country from doorstep to  
doorstep, one piece of mail at a time.***

**JOIN THE CELEBRATION AT [APWU.ORG/250](http://APWU.ORG/250)**

