

THE AMERICAN

# Postal Worker

APWU

September/October 2025

## Happy 250th Anniversary Postal Service!

**POSTAL WORKERS MADE IT HAPPEN!**



POSTAL SERVICE

FOREVER

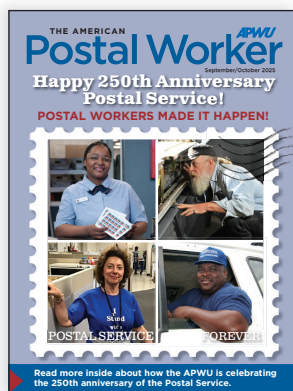
Read more inside about how the APWU is celebrating the 250th anniversary of the Postal Service.



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## ABOUT THE COVER

The APWU celebrates 250 years of the public Postal Service! As postal workers, we connect our communities, ensuring our friends and neighbors get important mail like medicine, bills, and more. All the while, we advocate for better working conditions and lives for postal workers and our country through our union.



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## The American Postal Worker

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# My Newsweek Op-Ed Honors 250 Years

PRESIDENT MARK DIMONDSTEIN

*What follows is a slightly abridged version of my editorial in Newsweek written in recognition of the 250th Anniversary of the U.S. Postal Service. It is the workers who make the world and the Post Office go round. Congratulations!.*

Older than the country itself and enshrined in the Constitution, the Postal Service reflected a then-radical commitment to the free exchange of ideas and information. The Founding Fathers relied on the Postal Service to organize the Second Continental Congress and to circulate the Federalist Papers. Later, the abolitionist movement agitated and organized against the evils of slavery largely through mailed newspapers and correspondence.

The Postal Service has driven the nation's development, from roads, railroads, and civil aviation to the Sears mail-order catalog to Amazon's e-commerce.

The USPS has always changed and adapted to the times. Vote-by-Mail first gave Union troops access to the ballot box during the Civil War, and today it is the preferred method of voting for tens of millions of people. Rural Free Delivery linked isolated rural communities with the rest of the country. The Postal Savings Bank, softened the blow of the Great Depression for millions, before being killed by the big banks in 1967.

The e-commerce revolution would be unimaginable without the USPS's unrivaled network. For generations, the law has required universal and affordable postal service to every community. The public USPS remains the low-cost anchor of a \$1.3 trillion mailing industry, to the benefit of 169 million households and businesses that receive their mail six, and sometimes seven, days a week.

The USPS has led the way with its fair hiring practices, good living-wage union jobs, and as the largest civilian employer of veterans. Workers from all walks of life earn equal pay for equal work.

The USPS remains a true symbol of the strength of the public good and is prized by the vast majority of Americans, with dedicated postal workers among the most trusted public servants in the country.

Yet, as we celebrate this historic milestone, this national treasure is facing threats to its very existence.

The White House is openly advocating for postal privatization, an idea promoted for decades by the Heritage Foundation. And now the Postal Board of Governors has shamefully selected a new postmaster general—David Steiner—straight from competitor FedEx, an obvious and glaring conflict of interest.

If the privatizers succeed at selling off this public institution, in whole or in part, Wall Street investors and postal competitors may celebrate, but postal customers will suffer. In February, Wells Fargo Advisors put in writing what is usually whispered: privatization of the USPS would be a boon to UPS and FedEx, and increase parcel prices by up to 140 percent. The Wells Fargo memo also said that many local post offices would be sold off and closed.

Want to know what a privatized mail service looks like? Look no further than the Royal Mail, the United Kingdom's historic postal service, now owned by a Czech billionaire, where a first-class letter costs two dollars. In Portugal, privatization has resulted in three days a week delivery.

The USPS is a successful example of government "of, by, and for the people." It belongs to us, the people, and not to Wall Street. Through new and expanded products, e-commerce package growth, and better staffing, the USPS can remain a vital public service for generations—if it can survive the vultures who wish to privatize.

The following inscription, carved into white granite on the Smithsonian Postal Museum, is a powerful reminder of why it's so important to maintain the USPS as a public service, especially as Americans commemorate this important anniversary:

*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 Goodwill Among Men and Nations*

Happy anniversary to the people's Post Office. The U.S. Mail is not for sale, nor should it be. ■





## APWU Launches Campaign to Celebrate USPS 250th Anniversary Locally

As the Postal Service celebrates its 250th anniversary, the APWU has launched a national campaign to mobilize support for the public institution amid growing threats of privatization.

This campaign encourages APWU members to work their union officers and collaborate with local and state government bodies — including city councils, county commissions, mayoral offices, and state legislatures — to pass proclamations recognizing the milestone and affirm support for the public Postal Service.

The 250th anniversary gives us a great opportunity to build even more support for the public Postal Service in the face of billionaire-led efforts to privatize this national treasure. These efforts seek to remove the Postal Service from public ownership and turn it over to private companies for profit.

The APWU sees the proclamations as a critical tool in building public support for the Postal Service, good union jobs, and expanding services at a time when the Postal Service is facing an existential threat from a presidential administration that is openly hostile to public services, and a new postmaster general with ties to the private-shipping corporation, FedEx.

With deep connections to every single community across the country, postal workers move mail to every home and business in America, no matter who you are or where you live. By partnering with the communities that postal workers serve, the campaign will reinforce

the need for a public, independent Postal Service, while celebrating the achievements of the USPS for the last 250 years.

**STRONG PROCLAMATIONS FROM  
GOVERNMENT BODIES OF ALL SIZES —  
FROM LARGE CITIES TO SMALL TOWNS  
— WILL HELP SOLIDIFY THE DEFENSE OF  
THE POST OFFICE.**

The APWU has provided local, state, and auxiliary leaders with sample proclamation language and is encouraging meetings with elected representatives to build support for local resolutions. The APWU also recommends mobilizing postal workers, customers, and community members to attend meetings and speak in favor of the proclamations.

“Strong proclamations from government bodies of all sizes — from large cities to small towns — will help solidify the defense of the Post Office,” the statement said.

The Post Office was established on July 26, 1775, when the Second Continental Congress appointed Benjamin Franklin as the first postmaster general. Today, it remains one of the country’s largest employers and most trusted public institutions.

**For more information on the campaign and to access the sample proclamation, visit:**  
[apwu.org/250](https://apwu.org/250). ■



# Postal Workers Take on Wall Street, Postal Privatizers

On July 24, hundreds of postal workers, labor allies, and members of the community took to the streets of New York City in a high-spirited rally to tell Wall Street bankers, billionaires, and anyone who wants to privatize our Postal Service that “The U.S. Mail Is Not for Sale!”

Spurred by an outrageous proposal from Wells Fargo Equity Research, activists protested in front of the 7th Avenue Wells Fargo branch. The memo to investors, titled “USPS Privatization: A Framework,” outlined the money their billionaire clients could make in a sell-off of our public Postal Service.

Protest attendees handed out flyers to the public, chanted, and displayed signs warning against attempts at a private takeover of the Postal Service, while members of the union and the community, including small business owners, shared their stories about the importance of the public Postal Service.

To raise awareness about this privatization threat, the APWU also created an ad to alert the public. It is currently airing on television and throughout social media to postal customers across the country and millions of people have already watched it.



In its report to investors, Wells Fargo called the USPS “an obvious source of value.” They suggest that mail and parcel operations be split and that “Parcels could be carved out and sold or IPOed...” (placed on the stock market). If Wells Fargo’s plans come to fruition, they predict prices would rise “by 30-140% across product lines,” which would also benefit private shipping corporations like FedEx and UPS. They want to sell off our cherished local post offices, too. In the report, they propose selling off our Main Street post offices so that “value can be harvested” from the real estate. All so they can get their hands on the more than \$80 billion in revenue that the USPS generates each year.

That is why postal workers and community members said, “Enough

is enough!” Postal workers bind our nation together. More than 600,000 postal workers serve our communities around the clock to accept, sort, transport, and deliver ballots, financial correspondence, medications, letters, and care packages from loved ones, connecting our communities. On July 26, the Postal Service celebrated its 250th anniversary, and we want to make sure it lasts another 250 and beyond to serve the public, as intended in the U.S. Constitution.

“We rallied in New York to take the message straight to Wall Street, and to alert members and the public across the country of the threat to our public Postal Service. APWU members and postal customers are united in our fight to defend and expand our national treasure,” said APWU President Mark Dimondstein. “A big salute to the local and national leaders in the New York area for their organizing efforts, and to the members and supporters who came out to make this event a success as the struggle continues.” ■



Watch and share our ad warning about the Wells Fargo memo.







## APWU Interviews Small Business Owner and Postal Customer, Reshonda Young

### Why did you come across the country to attend the rally?

I came to New York to support the postal workers and [the] APWU. As a small business owner, we ship a lot of products, and most are through the Postal Service, [which] is a real partner in my business. As a small business owner, margins are small.

We are not Amazon, which has so much volume that it can get volume discounts on your product or shipping.

And now with my health store, I ship products to customers, and they're very price conscious. Times are tough for people, so I know that our customers being able to rely on affordable shipping helps us small business owners.

### What would things look like if shipping rates jumped by 30 to 140%?

Privatization of the Postal Service would affect my ability to get products to a large portion of our customers – like those who are elderly or on low, fixed incomes. Buying health supplements is cutting into their budget, but they see it as something very beneficial; however, they can't afford to add anymore to the cost. As the owner, I have very tight margins, so I can't absorb as much of the cost as big retailers can. So, if the Post Office were privatized, it would affect selling our product beyond the people who walk into the store or those who have the income to not be affected by the shipping costs.

Also, when I think about postal privatization, I think of the bigger picture – postal workers' relationship. For example, the postal workers would save boxes for me! They just saw that I was coming in all the time, mailing stuff out.

### Do you think it is important that we're a union workplace too?

Within every industry, it's important to take into consideration the voices and needs of the workers. Privatizing the Post Office cuts out unions and the bargaining power of workers.

That is not a popular employer opinion but cutting out the [APWU] would be pretty detrimental for good wages, benefits, and more. And that has a ripple effect around the country, like on my customers.

### Finally, it was so great seeing you at the rally –

Yes! It was so incredible being at the rally and seeing that solidarity in person. A big part of my heart for unions comes from growing up where my mom and my dad were part of unions...going to the rallies or picket lines or seeing them advocating for what workers needed. I feel like I had a really solid middle-class life growing up simply because my parents were union members. So, it was just great to be amongst that energy. ■

**I**n July, small business owner and community advocate Reshonda Young flew with Iowa APWU President Kim Karol to Manhattan to speak for rural communities at the rally against Wells Fargo privatizers and Wall Street banksters. The APWU spoke with her afterwards to discuss the importance of a public Postal Service for our communities and postal customers like her. The transcript below has been lightly edited for length and clarity.

### Thanks for joining us, Reshonda! Tell us a little about yourself!

I call myself a serial entrepreneur. I live in Waterloo, Iowa, and owned a popcorn store that became a national chain. I sold that and now own a health store and am chartering a bank to address some of the systemic inequities within the banking system.

# APWU to 'Unite and Fight' in New Organizing Drive

Despite the many achievements of our union, we continue to face serious challenges that threaten our job security, our pay, benefits, and the very future of the Postal Service. So, how can APWU members fight back against attempts to privatize our Postal Service and keep it running for another 250 years? One way is by organizing new members into our union.

Locals and states are coming together to unite and fight back against threats to our work, our contract, and our public Postal Service. That is the theme of the new APWU internal organizing drive – Unite and Fight. The organizing drive will kick off on Sept. 1 and will run through Oct. 31.

Today, about 80% of postal workers are members. That's great! But it also means that one in five of our coworkers across the country don't belong to our union. We've had knock-out successful organizing drives in the last few years; now we're taking a new course. Our goal is for 2,000 individual members to sign up *at least* one new member. Organizing is every member's responsibility!

## Why Organize?

A union derives its power from its members joining together and exercising their collective voice to win on issues that matter most to them. The more members in a union, the more representative it is of the workforce, the louder its collective voice, and the harder it is for

the boss to play workers off one another. Quite simply, there's power in numbers.

Second, internal organizing is an opportunity to make a union stronger by exercising its union muscles. Having conversations with coworkers, identifying and addressing workplace issues, recruiting new activists and leaders – these are all things we can achieve when we develop a plan to grow our union, talk to nonmembers, and find out what's most important to postal workers today. Talking and acting like a union, leading and engaging in collective campaigns, and signing up new members allows us to flex our APWU muscles and grow stronger together.

The APWU Organization Department, led by Anna Smith, has developed a toolkit of helpful materials to bring along with you when reaching out to nonmembers. [To access these tools and get involved in this critical organizing drive, visit \[apwu.org/unite-and-fight\]\(https://apwu.org/unite-and-fight\).](https://apwu.org/unite-and-fight)



"It's been an exciting year," said President Dimondstein, kicking off the campaign. "We won a decent new contract, and we fought off devastating retirement cuts. We've won these battles and many more because our union is ready to fight for what matters to postal workers. We'll be even stronger when we've signed up the nonmembers in workplaces across the country and grown our union family. ■

**For members who recruit new members, there will be weekly drawings to win prizes and a grand prize cash drawing.**

## Tentative Date for 2024-2027 National Agreement Pay Increases Announced

The July 2025 Cost of Living Adjustment (COLA) in accordance with the 2024-2027 Collective Bargaining Agreement (CBA) has been announced. Career employees represented by the APWU will receive a \$0.39 per hour cost-of-living adjustment. The COLA boosts pay by \$811 annually for full-time, career workers. Great news – this COLA will be reflected in paychecks dated September 26, 2025, with no delay from the contract ratification. Postal Support Employees (PSEs) do not receive COLAs, but have a general wage increase later this year.

Additionally, the Postal Service has provided a tentative date to the APWU for the November 2024 general wage increase and January 2025 COLA due under the new

CBA. The pay increases will be reflected beginning in pay period 19-2025 (begins August 23, 2025) and will show in paychecks dated September 12, 2025.

To be clear, this is not retroactive pay. It is only when the new pay rates start to be paid. If this date holds firm, that will mean that the retroactive payments to employees will encompass the period of November 16, 2024, through August 22, 2025. The Postal Service has not provided the date that the retroactive payments for the period listed above will be made. APWU will share this with you as soon as the date of the retroactive payments is scheduled. Updated pay charts can be found here: [apwu.org/pay-information](https://apwu.org/pay-information). ■



# APWU Advocates for Public Postal Service at National Conference of State Legislatures



Director of Governmental Affairs Robin Crawford at SC Department of Behavioral Health and Developmental Disabilities learns about the importance of a public post office.

**F**resh off the launch of several campaigns to increase support for the public Postal Service, the APWU participated in the National Conference of State Legislatures

(NCSL) in August to sound the alarm on attempts at postal privatization. Any efforts to sell off our public Postal Service for private profit, even under the guise of a “public-private partnership,” would be harmful to our services and dangerous for the rights of postal workers across the country. That is why it was important for the APWU to attend this conference. Members of the APWU Legislative and Political Department attended, along with a representative from the U.S. Mail Not for Sale campaign, to carry the message that a public Postal Service is vital for maintaining strong, vibrant communities and promote the proclamation campaign.

The bipartisan NCSL was created by state legislators and legislative staff in 1975 and serves all 50

states, commonwealths, territories, and the District of Columbia. Thousands of state legislators, their staff, and vendors attended this year’s NCSL Legislative Summit in Boston, which gave the APWU significant access to key lawmakers at the state and national levels.

The APWU had robust conversations with many attendees on the impact that postal privatization would have in their states and how state legislators and their staff could support the public mission of the Postal Service. Privatization would disrupt critical services that the Postal Service provides moving vital mail, such as prescription delivery or processing Vote-by-Mail ballots, to all 169 million homes and businesses across the country almost every day. ■

## Senators Introduce Bipartisan Resolution to Recognize Postal Service’s 250th Anniversary

**T**he Postal Service celebrated its 250th anniversary on July 26. To commemorate this historic milestone, a group of senators introduced a resolution “recognizing the 250th anniversary of the Postal Service of the United States.”

Senator Gary Peters (D-MI) introduced Senate Resolution (S. Res) 337 on July 24. Senators Dan Sullivan (R-AK), Richard Blumenthal (D-CT), Lisa Murkowski (R-AK), Maggie Hassan (D-NH), Thom Tillis (R-NC), Elissa Slotkin (D-MI), Mike Crapo (R-ID), Susan Collins (R-ME), and Jeanne Shaheen (D-NH) joined Senator Peters in introducing this resolution. As of the publication of this edition of *The American Postal Worker*, S. Res. 337 had 14 cosponsors – eight Republicans and six Democrats.

While resolutions are not binding like laws, they help us gain congressional support for the issues that matter most to us. This resolution illustrates which senators will go on record in support of the Postal Service and our universal service mandate. This resolution not only recognizes the significance of this anniversary, but it also honors postal employees and invites everyone to celebrate by writing letters,

purchasing stamps, and honoring postal workers’ service to our communities.

“This national resolution is a powerful tool, paired with our proclamation campaign happening at the local level, to build support for our public Postal Service and to remind the country that the Postal Service should remain fully and completely in the hands of the public – not billionaires looking to make a buck,” said APWU President Mark Dimondstein. “Hopefully every single member of Congress recognizes the significance of this anniversary and will stand up to honor the Postal Service and postal workers.”



If you would like to read the full text and see if your senators have cosponsored this resolution, please visit [congress.gov/bill/119th-congress/senate-resolution/337/text](https://congress.gov/bill/119th-congress/senate-resolution/337/text) or scan the QR code. ■

# Administration Launches Ever-Greater Assaults on Federal Workers and Unions

The APWU stands in unwavering solidarity with our union family at the American Federation of Government Employees (AFGE) and other federal unions, amid the grave attacks against the rights of federal workers and working people across the country.

During the first week of August, both the Department of Veterans Affairs (VA) and the Environmental Protection Agency (EPA) unilaterally terminated existing union contracts under the guise of national security through Executive Order 14251. The VA contract covered 320,000 employees. The EPA contract covered over 8,000. These outrageous actions are not about improving services or protecting the public; they are shots fired at unions for defending working people and public services.

AFGE President Everett Kelley rightly denounced the VA's termination as "another clear example of retaliation against AFGE members for speaking out."

These moves disregard legal norms and existing agency guidance. The Office of Personnel Management explicitly advised against terminating any collective bargaining agreements while litigation is pending, yet these contracts were cancelled anyway.

"These despicable anti-union, anti-worker actions aimed at the federal workforce and the necessary services they provide speak louder than words about where this administration stands concerning working people and our unions," said APWU President Mark Dimondstein. If we don't stand together, we will fall separately. I urge all our members to stand in solidarity with the defense of federal workers, their unions, and their voice on the job."

Strong unions build stronger communities; APWU members come together in our union to enforce safe and fair working conditions as well as to preserve quality public service. Just as postal workers ensure every community, no matter how rural or isolated, gets their mail, AFGE members are on the front lines of care for our veterans, and environmental protection workers keep our air and water cleaner than it would be otherwise.

The APWU applauds the courage of AFGE members standing their ground and APWU stands in solidarity



with them. Their fight is our fight. Together, we remain steadfast in upholding the rights of workers, the integrity of our public services, and democratic values, including the right to organize and negotiate. ■

## WHAT WE CAN DO

The AFGE is asking workers to call congressional offices and make sure their House representative has sponsored the discharge petition to bring the *Protect America's Workforce Act* to a vote. This critical bill would overturn Trump's union-busting executive order and restore collective bargaining rights to all federal workers. A discharge petition would allow the bill to bypass committees and bring a bill directly to the House floor for a vote. You can dial (202) 224-3121 to contact your House Representative or Senators.





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 Sept. 29, 2025. Winners will be randomly selected among those who correctly answer the following:

**The quiz winners from the July/August 2025 edition of the *American Postal Worker* were:**

**David Emery**, Northeast Massachusetts Area Local  
**John Bogan**, Charleston West Virginia Area Local  
**Noel Aninias**, San Fernando Valley Area Local

## APWU September/October QUIZ

1. September is Suicide Prevention Month, and the National Alliance on Mental Illness (NAMI) leads an annual observance. What is the name of this year's theme?
2. APWU members in good standing will soon have the opportunity to vote in the APWU Election of National Officers. Which date must ballots be returned and received by the American Arbitration Association to be counted?
3. As the Postal Service celebrates its 250th anniversary, the APWU has launched a national campaign to mobilize support for the public institution amid growing threats of privatization. We are asking local and state government bodies to pass what type of announcement to recognize this milestone and affirm support for the public Postal Service?

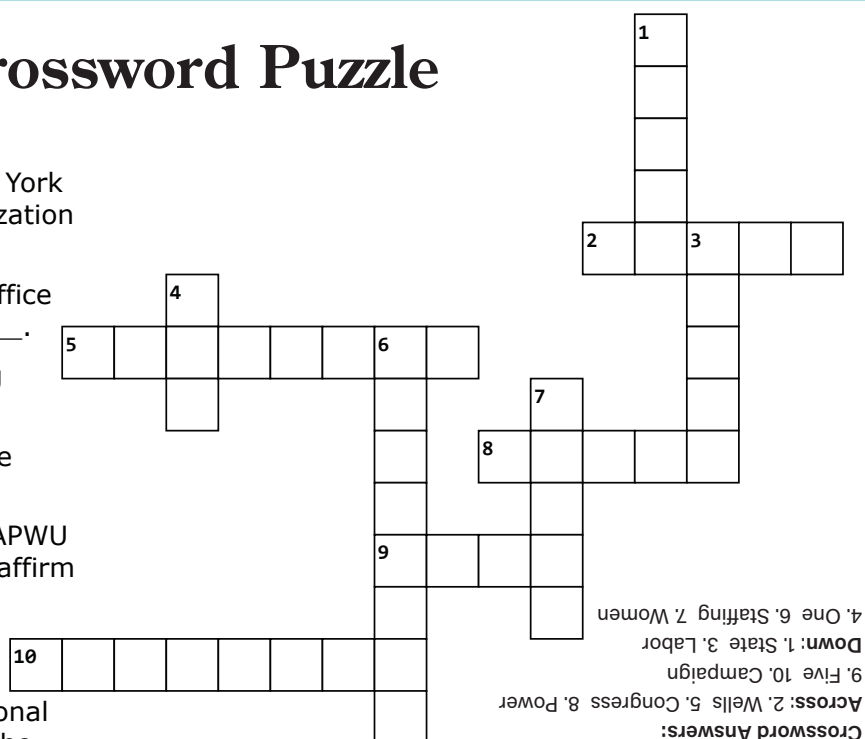
## APWU Crossword Puzzle

### Across

2. APWU activists recently protested in New York against \_\_\_\_\_ Fargo's framework for privatization memo.
5. The founding fathers relied on the Post Office to organize the Second Continental \_\_\_\_\_.
8. Labor activist Joe Hill who wrote the song "There Is \_\_\_\_\_ in a Union."
9. There are currently \_\_\_\_\_ vacancies on the Postal Board of Governors.
10. As the USPS celebrates 250 years, the APWU has launched its Proclamation \_\_\_\_\_ to affirm support for a public Postal Service.

### Down

1. The APWU participated in this year's National Conference of \_\_\_\_\_ Legislatures to sound the alarm on postal privatization.
3. The APWU uses data from the Bureau of \_\_\_\_\_ Statistics in contract negotiations, research, and preparation for future negotiations.
4. The APWU motto, "Together, we are \_\_\_\_\_" reminds us that we are part of a larger American union family.
6. \_\_\_\_\_ shortages at the Office of Personnel Management may negatively affect administration of the Postal Service Health Benefits program.
7. On Oct. 5, the committee APWU Post Office \_\_\_\_\_ for Equal Rights began its 22nd Biennial National Convention.



Crossword Answers:  
Across: 2. Wells 5. Congress 8. Power  
Down: 1. State 3. Labor  
4. One 6. Staffing 7. Women  
9. Five 10. Campaign

## 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 Sept. 29, 2025, and we'll send you a promo code worth \$50 to use towards gear at [apwustore.org](http://apwustore.org).

**Sara Machnov (KS)**  
**Jordana Perez (NV)**  
**Shawna Casey (OR)**



# It Is Time to Raise Your Voice and Take Action

EXECUTIVE VICE PRESIDENT DEBBY SZEREDY

The new postmaster general says he is in a listening mode to learn from all of us what the Postal Service needs to succeed.

What we need is to value our public institutions and commit to making sure that public goods and services are available to all. That includes the public Postal Service. Postal workers move the mail, including letters between loved ones, bills, Vote-by-Mail ballots, prescriptions, and care packages to our troops overseas. We also process money orders and passports, provide federal fingerprinting and ID services, stop fraud, and maintain the security of the mail and packages we deliver.

The Postal Service is enshrined in the U.S. Constitution. We cannot allow private markets to enrich themselves off the backs of postal workers, customers, and the public. We are responsible for each other - and that includes taking care of our neighbors, whether they are rich or poor, rural, or urban, no matter their race or national origins.

We must fight against any attacks on our national treasure. It's important for us to educate the public, plan town halls, write op-eds, and post on social media. When seeking a proclamation from your local government (see page 5), make sure you give the public a list of the important services that the Postal Service will lose if it is privatized.

History has shown what public-private partnerships have done to public services. Remember Flint, MI, where a private contractor let lead into the drinking water unchecked, poisoning children and causing lifelong disabilities? Remember the DC transit system, where prices increased as bus workers with good-paying union jobs were laid off and denied full retirement? In the judicial system, private correctional facilities now profit off the backs of prisoners, while making billionaires much richer.

We must ensure that the private sector does not continue to steal our public services, and the Postal Service is our latest fight. The Postal Service provides a safety net for

all people, and provides the right to communicate in an affordable way. These public goods and services give us a healthier, fairer, compassionate, and democratic nation. We must look after each other and refuse to leave our neighbors stranded. Our prompt service was stolen from the public when the USPS destroyed our network through the USPS consolidations and most of the *Delivering for America* plans.

The wealthy want to benefit from the public services that we provide. The sanctity of mail-in ballots does not discriminate; it is a secure democratic right. We fight for everyone's right to have power over their public service just as hard as we would fight for ourselves. We must make sure that the public Postal Service is equally available to all. The Postal Service is a self-funded independent agency.

**WE CANNOT ALLOW PRIVATE MARKETS  
TO ENRICH THEMSELVES OFF  
THE BACKS OF POSTAL WORKERS,  
CUSTOMERS, AND THE PUBLIC.**

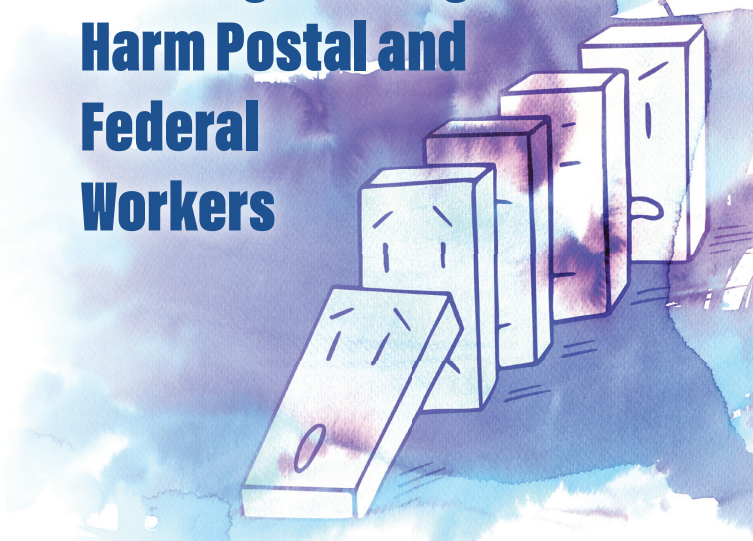
The Postal Service once provided a great public postal banking program for over 57 years, but the big banks lobbied away the rights of citizens by ending the program so they could take advantage of the underbanked and charge higher banking rates in predatory loans.

The private sector thrives on limiting competition. They strive to monopolize markets; that's what Waste Management did, gobbling up all the small waste management companies. That is what FedEx, Amazon, and UPS do as well. Wells Fargo's recent memo says it's time for big companies to swoop in and gobble up the Postal Service's more than \$80 billion in annual revenue. But by letting the private companies take on the easy, less costly work, such as packages, where they can raise mail services up to 140% in costs to the public, profits will go into the pockets of the privatizers. We must stand up for our public Postal Service and take action now! ■



# Staffing Shortages at the Office of Personnel Management

## Harm Postal and Federal Workers



**R**ecent efforts by the new administration to ax federal services and the public servants who provide them are already threatening to harm working people and families across the country, including postal workers. A recent Flash Report by the Office of the Inspector General (OIG) found that the Postal Service Health Benefits (PSHB) program, administered by the Office of Personnel Management (OPM), is facing a critical resource issue that could affect the 1.7 million postal

enrollees and its potential to scale up and serve 6.5 million federal employees, annuitants, and eligible family members who are enrolled in the Federal Employee Health Benefits plan. More urgently, this could directly impact postal workers with the upcoming open enrollment period or those trying to make changes due to qualifying life events.

The OIG report brings attention to several problems: “The loss of critical staff, in conjunction with the [federal] hiring freeze, risked operational failure of the data platform.” The report continues, “Without skilled personnel, the data platform is at risk of ceasing to operate, causing other system failures...which is a significant concern since the centralized enrollment system serves as the authoritative source of PSHB Program enrollment data.”

The report also stresses that OPM does not have the necessary funds to support the PSHB program and lacks a contingency plan should it not secure funding.

This is a direct result of federal funding cuts and hiring freezes from the administration. The APWU is working to ensure the deficiencies at OPM are addressed. ■

## APWU Raises Alarms over Postal Board Nominees

**T**he assaults on the Postal Service’s public, independent operations continue, albeit in a more nefarious manner. The independent Postal Board of Governors (BOG) is responsible for making major decisions about the Postal Service’s operations and expenditures. They have the power to shape policies, fight mail slowdowns and Post Office closures, and defend and expand postal services, ensuring that the USPS remains committed to its universal service mandate.

With five appointments on the Board, President Trump is poised to fill them with nominees who are unfriendly to our priority of protecting and expanding the public Postal Service.

In June, Trump nominated Anthony Lomangino and John LaValle to the Postal Board of Governors. Both nominees were scheduled to have hearings in the Senate’s Homeland Security and Government Affairs Committee on July 24, but both were subsequently removed from the schedule. On Aug. 1, the President withdrew the nomination of John LaValle.

Lomangino’s nomination is deeply troubling to the APWU. First is the question of his ability to independently perform the duties of a

postal governor. A sanitation executive, two of his companies were bought by Waste Management for more than \$700 million, including one while David Steiner, the new Postmaster General, was the Waste Management CEO. Lomangino donated more than \$8 million to Donald Trump’s campaign and raised \$70 million more. A governor’s job is to hold postal management accountable for its performance and to “represent the public interest generally,” and not be a rubber stamp for any president or PMG.

The APWU will continue to work with Senate offices to ensure that any nominee to the Board is qualified to serve as a postal governor and would not push for any type of postal privatization, service cuts, or attacks on postal workers. ■

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# Strategic Planning for Your Local

SECRETARY-TREASURER LIZ POWELL

**W**hen planning to accomplish union goals, you must consider: What will your local look like in five to 10 years?

Strategic planning means actively working to make something happen, not just waiting for things to happen. You have to be proactive, not reactive. To be proactive, you must have a strategic plan - one that considers your strengths, weaknesses, opportunities, and threats.

Strategic planning answers these questions:

- Where are you now?
- Where do you want to go?
- When do you want to get there?
- How are you going to make it happen?
- Who will do the work? Who will be held accountable, and how do you measure your progress?

The answers to these questions must take into consideration and be shaped by your beliefs and values. Any group can plan strategically; the difference is what values groups use to guide them. The USPS plans all the time, but the mission is not to ensure that postal workers have better working conditions, wages, and benefits. When unions make long-term plans, we must always consider how we will achieve better working conditions for postal workers.

## Your Plan and Our Union's Mission

As trade unionists, you have certain values that will guide your planning. One of the first things you must do is develop a mission statement that defines your core purpose. The good news is that this is easy for APWU members; our mission statement already exists.

The mission statement for the APWU, as stated in Article 2 of the *APWU Constitution and Bylaws*, is to "secure through collective bargaining and legislative effort a safe and healthy work environment, better working conditions, and a better standard of living for the members of the APWU and their families." This

statement, which was included in our union's first constitution, adopted in 1972, has been expanded over the years, but it remains the core mission of the APWU.

## Creating a Plan

One of the first tasks for new officers is to discuss a shared vision for their local, which can start off simply by asking the newly elected executive board where they think the local should be going, and what is important to get done now and in the future.

Remember, you cannot lead if you have no idea where you want to go. And no one can follow a leader who is not going anywhere.

Planning the future of the local is not the job of the local officers alone. You should give stewards and rank-and-file members the opportunity to give input as well. When stewards and members take an active role in developing the local's strategic plan, they will be motivated to help and make it a reality.

Short-term goals can help you work toward achieving your long-term goals. How can we and our members get the message out to our current supporters and potential allies? Because we rely on people who volunteer their time, our planning must address how we will keep these volunteers active and motivated.

As the APWU moves forward with new national leadership, we will continue to strategically plan the course of action to fight against efforts to privatize one of the largest employers and most trusted institutions. Since 2011, the APWU has been at the forefront of legislative and collective bargaining achievements to protect and maintain existing post offices, our work, working conditions, and benefits. All thanks to strategic planning and the support of the membership and our allies. We must continue this momentum. We have all heard the expression, "Those who fail to plan, plan to fail," which was on point in 2010 and remains relevant in 2025.

*(This article first appeared in the September-October 2010 issue of The American Postal Worker. Edits were made for space and current events. The full article is available on [apwu.org](http://apwu.org).)* ■





## IN THE APWU ELECTION OF NATIONAL OFFICERS

**B**allots for APWU's 2025 Election of National Officers will be mailed to all eligible APWU members by the American Arbitration Association (AAA) on Sept. 10. The ballots must be returned to and received in the designated Post Office box by 2 p.m. (EDT) on Monday, Oct. 6, 2025. To be eligible to vote, a member must be in "good standing" according to the official records of the national union on June 13 of the election year.

Direct election of union officers has been a hallmark of the APWU's democratic tradition.

Exercising your right to vote is a simple matter of marking the ballot, which will be mailed to the home address APWU has on file for you,

and returning the completed ballot in a postage-paid envelope.

Please take part in the process by filling out and mailing in your bal-

lot as soon as you receive it. And please encourage others at your worksite to exercise their rights as well. ■

### DID NOT RECEIVE A BALLOT?

Members who have not received a ballot by Monday, Sept. 22, 2025, are asked to notify their local or state organization, or to contact the American Arbitration Association between the hours of 9 a.m. and 5 p.m. (EDT), Monday through Friday, at 800-529-5218, to request a duplicate ballot.

Duplicate ballots may also be requested by visiting: [electionsaaa.org/ballotrequest/APWU](https://electionsaaa.org/ballotrequest/APWU).

To receive a duplicate ballot, members must provide their name, address, employee or retiree ID number, and the last four digits of their Social Security number, along with the name of their local or state organization and their craft.

The Election Committee will take custody of the ballots at 2 p.m. Oct. 6, 2025, and transport them to the Hilton Washington DC National Mall, 480 L'Enfant Plaza, SW, Washington, DC 20024, where they will be counted. As soon as they become available, unofficial election results will be posted at [www.apwu.org](https://www.apwu.org).

## APWU Post Office Women for Equal Rights Holds 22nd Biennial Convention

**T**he APWU Post Office Women for Equal Rights (POWER) women and supporters came together to reconnect and build an agenda that empowers postal worker women for the next two years during its 22nd Biennial National Convention in New York, NY. Over 450 people attended the conference, which was held from Aug. 5-10. The agenda was packed with workshops, regional caucuses, a convention, and an installation of officers. The workshops addressed issues that women in particular are more likely to face, or may not have received mentorship for, like Coping with Depression and Stress, How to Run a Union Meeting, and How to Write a Resolution. The convention ended with an installation dinner where newly elected officers were sworn in and celebrated.

APWU POWER is the women's committee within our union. POWER was founded in St. Louis, MO, on April 28, 1979, and was incorporated into the APWU National Constitution (Article 13, Section 7) in Detroit, MI, in August 1980. The APWU POWER Steering Committee consists of five coordinators, one from each region, who are elected during the Biennial POWER Convention and assist POWER committees at the local and state levels. Learn more about POWER at [apwu.org/apwu-power](https://apwu.org/apwu-power). ■



POWER attendees learning and networking at the biennial convention.



APWU Leg/Pol Director Judy Beard is surprised by her award for her outstanding contributions to APWU members by the members of POWER Northeast Region.



# The Importance of Accurate Data Provided by the Bureau of Labor Statistics

INDUSTRIAL RELATIONS DIRECTOR CHARLIE CASH

On Aug. 1, the U.S. president fired the Bureau of Labor Statistics (BLS) Director Erika McEntarfer. This job is historically apolitical and is held by expert economists who look at data, not politics. McEntarfer was fired after the BLS released a jobs report that showed slow growth in July, while numbers for May and June were revised down. It is common for this monthly report to include revisions up or down for previously reported months.

If you are asking why I am writing about this, it is because the data that comes out of the BLS directly impacts you and your pay. The APWU also uses BLS data in contract negotiations, labor research, and preparation for future negotiations. Having reliable, apolitical data that is not influenced by one political party or another, is vital to the integrity of some of our contract provisions.

**THE DATA THAT COMES OUT OF THE BUREAU OF LABOR STATISTICS DIRECTLY IMPACTS YOU AND YOUR PAY.**

In the several collective bargaining agreements between the APWU and the Postal Service, including the National Agreement covering clerks, maintenance, motor vehicle, operating services, and material support services employees; Information Technology/Accounting Services; and Human Resources Shared Service Center; career employees receive cost-of-living adjustments (COLAs) based on changes to the Consumer Price Index (CPI) for Urban Wage Earners and Clerical Workers (1967=100). Postal nurses rely on the Employment Cost Index (ECI) for their annual pay increases. It is not just current workers who rely on BLS data for pay increases. Postal retirees, Social Security recipients, and those receiving workers' compensation payments also rely on the BLS data sets for their annual increases. Having accurate and apolitical data is vital to ensuring pay increases accurately reflect inflation.

What may seem like a mundane unimportant executive dismissal is alarming to the Industrial Relations Department. What if we can no longer trust the data being released? Will the data truly reflect what is happening in the economy? Or is the data being manipulated to please one person in power? No matter the party of the president in office at the time, this data must remain apolitical.

On Aug. 12, the CPI data for the second COLA of the main National Agreement was released. Our calculations show that the next COLA will be an \$811 annual increase for career employees. Inflation has been trending upwards. But should this be a higher amount? Was this really the inflation we are seeing in the economy, or was it manipulated to please someone?

"It's the economy, stupid," said James Carville when advising former President Bill Clinton in his run for the White House. Economic numbers matter to people in elections. High inflation ends politicians' careers. One could think that manipulating inflation to appear lower than it actually is could happen if it helps someone politically. Especially if they campaigned on lower consumer prices on their first day in office.

Higher COLAs mean you are paying more for your everyday goods, food, energy, housing, cars, and more. Yes, they do help recover lost buying power due to inflationary pressures. A higher COLA means it costs you more to live. A lower COLA or even a zero COLA means inflation is under control or even that prices are deflating. When we do receive a COLA, I would want to make sure all the data they are based on is accurate.

You can tell whether or not the data is accurate just by going to the grocery store and buying meat, milk, or vegetables. In the film *The Wizard of Oz*, it was the Great and Powerful Oz who said, "Pay no attention to that man behind the curtain." Well, when it comes to our pay, we need to be paying attention to the man behind the curtain to make sure we are not conned out of what we are contractually owed. ■





# Suicide Prevention Month: Taking Care of Your Body, Mind

When we talk about workplace safety, we usually talk about preventing accidents and ensuring equipment and workplaces are up to standard using contract protections like *PS Form 1767 Report of Hazard, Unsafe, Condition, or Practice*. But safety is about more than just physical safety, it is about taking care of the whole self – body and mind.

September is Suicide Prevention Month, and an annual observance led by the National Alliance on Mental Illness (NAMI). It is a dedicated moment to acknowledge that mental health is just as important as physical safety. This year's theme is "Start a Conversation. Be the Difference," and they give tools to organize awareness efforts that can save lives. This year, suicide rates are the highest they have been since 1943. It is time we start to recognize the signs of someone struggling with suicidal thoughts and learn how we can help.

## Mental Health is Workplace Safety

Stress, harassment, understaffing, long hours, and unsafe conditions can all take a toll on mental well-being. Left unaddressed, these pressures can lead to burnout, depression, and in some cases, suicidal thoughts. Recognizing this link is key: a truly safe workplace is one where workers feel supported, respected, and able to speak up without fear of stigma.

## USPS Employee Assistance Program

Postal workers have an additional resource available to lean on. The Employee Assistance Program (EAP) offers confidential, no-cost services to employees and their families—counseling, life coaching, crisis response, and more. The EAP also provides suicide prevention resources, from handouts on warning signs to targeted awareness campaigns. If you or someone you work with is struggling, the EAP can be a reliable partner in ensuring someone receives the support they need.

## QPR Institute

Safety training teaches us how to respond in emergencies—whether it is CPR for a heart attack or knowing evacuation routes in a fire. **QPR—Question, Per-**



**sue, Refer—training** works the same way for mental health crises. In about an hour, QPR equips you to spot warning signs, start the conversation, and connect someone to help. Like CPR, these are skills you hope you will never need—but ones that could save a life.

**The Action Alliance's Workplace Suicide Prevention Blueprint** shows how we can incorporate mental health into safety policies, leadership practices, peer support networks, and post-crisis response. When our union talks about safety, mental health should be part of that conversation too.

Remember, you can always dial or text 988 – the lifeline for those struggling with suicidal thoughts or feelings. The conversations are free and confidential. The 988 Lifeline provides you judgment-free care.

This September, we encourage you to take time to think a little more about how you can help be the difference in your community or work for someone struggling.

## Some ideas to get you started:

**Have mental health a topic in safety talks—**alongside discussions about workplace safety.

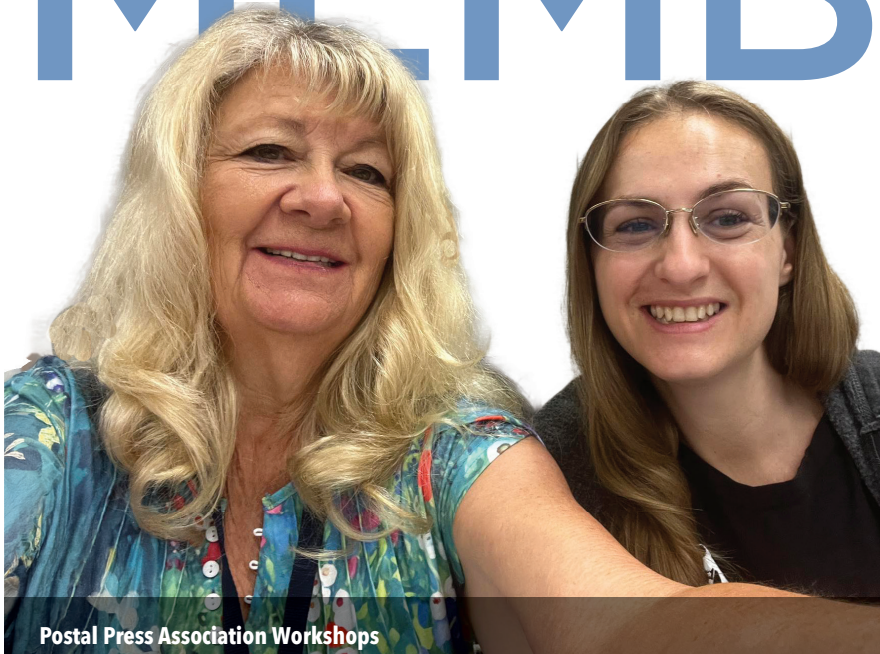
**Encourage QPR training,** so we all have the skills to look out for each other.

**Distribute EAP information widely—**post flyers, mention services in conversations, and remind folks about them at events.

**Use PS Form 1767 to push for policies that address root causes of stress and burnout—**unreasonable workloads, staffing shortages, or hostile interactions.

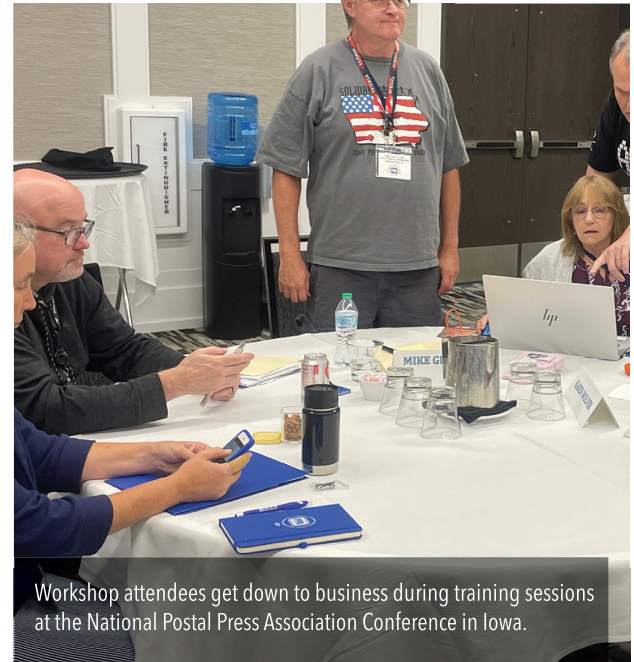


# MEMBERS



## Postal Press Association Workshops

Auxiliary to the APWU President Trisa Manion and Salt Lake City Area Local member Sariene Jones take a selfie to post a hashtag online during the Using Social Media and Websites training workshop at the National Postal Press Association Conference in Altoona, IA.



Workshop attendees get down to business during training sessions at the National Postal Press Association Conference in Iowa.



## It's Better in a Union Bus Tour:

APWU represents at the AFL-CIO "It's Better in a Union" bus tour kickoff event at AFL-CIO Headquarters in Washington, DC

Charlotte Area Local Clerk Director Ashley Page and APWU Secretary-Treasurer Liz Powell during a stop on the AFL-CIO's "It's Better in a Union" bus tour say that unions have your back when it comes to fair pay, safe working conditions, job protections, and more!



## WELLS FARGO PROTEST:

The Long Island Area Local (NY) shows off their handmade sign at the Wells Fargo protest in NYC.





# IN ACTION



## Bloody Sunday Memorial:

In a somber moment of labor solidarity, Minneapolis Area Local President Greg Teigland speaks in remembrance of the 1934 Teamsters Strike, known as Minneapolis Bloody Friday, where 67 protestors were injured and two killed while picketing in a spate of anti-union police violence.



## 480-481 Area Local Summer Picnic

Local officers, stewards, and members gather for the 480-481 Area Local summer picnic along with members from the Michigan Metroplex.



## Wells Fargo Protest NYC

Members of the New York Metro Area Local show up in full force, along with postal workers, small business owners, and labor allies to protest against Wells Fargo and the "USPS Privatization: A Framework" memo it released to Wall Street bankers, letting them know that the U.S. Mail Is Not for Sale!



## New Hub Clerk Memo: Part-Time Flexible Employees' First Chance for Selecting Loaner Offices



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

As part of the *2024-2027 USPS-APWU Collective Bargaining Agreement (CBA)*, the Clerk Division negotiated a new and improved Memorandum of Understanding (MOU) regarding Hub Clerks. These are Part-Time Flexible (PTF) Clerk Craft employees who may be required to work in installations other than their home office (installation). The updated MOU allows PTFs to specify to their postmaster, in writing, any offices within a 50-mile radius of their home office in which the PTF chooses to be loaned voluntarily.

Previously, PTFs could choose whether they wished to be loaned to other offices but were not allowed to select specific post offices in which to work. Under the new MOU, within 30 days of the effective date of the 2024 CBA (effective date is July 11, 2025), PTFs may select their preferred offices. PTFs who are unavailable for this entire 30-day period due to being on leave may provide their written preference within 30 days of returning to work.

In addition, upon a PSE conversion to PTF, a new PTF hiring, or a permanent PTF assignment to an office, the affected employee may indicate their preferred loaner offices within 14 days of the effective date of such conversion, hiring, or assignment. PTFs may also rescind or modify their preference with a 14-day notice, in writing, to their postmaster. The rescission or modification will be effective no later than 14 days from the date of the notice. Modifications are allowed no more than three times each calendar year.

PTFs should verify that their work hours in other offices are properly recorded. This includes utilizing PS Form 1260, Mobile Delivery Device (MDD) scanners, or time clocks using the Hyper Electronic Badge Reader (HEBR). These work hours must be reported in the Time and Attendance Collection System (TACS) and the Loan, Transfer, and Training System (LTATs) to ensure that PTFs are properly compensated for all work hours. Verification of PTF work hours will also assist the local or state union representing those offices to determine if contract violations are occurring.

As a reminder, Article 8, Section 8.E of the CBA states, “PTFs will be guaranteed a minimum work schedule of twenty-four (24) hours per pay period.” Additionally, in the National Agreement Questions & Answers dated June 8, 2022, Q&A #3 explains that only after every effort is made to assign work within their home installation to meet the 24-hour per pay period guarantee may a PTF, “if necessary,” be assigned outside their installation.

Local and state organizations that represent PTFs in Level 20 and below offices should refer to the 2022 Joint Contract Interpretation Manual (JCIM), Article 37 Q&As regarding Part-Time Flexible Clerks Working in Other Installations, to provide further information and assistance to PTFs and postmasters. The Clerk Division is working on a fillable form that PTFs can use to identify which offices they wish to volunteer to be loaned to. When finalized, the form will be sent to the field. Nevertheless, PTFs must indicate in writing to their postmaster the offices where they will volunteer to work.

The Clerk Division stressed the inclusion of these modifications to the previous Hub Clerk MOU because many PTFs desired to volunteer to be loaned to specific offices but not all post offices within a 50-mile radius of their home post office. The contractual right to volunteer to work in other offices allows PTFs to earn additional work hours that are not otherwise available in their home office. It is recommended that PTFs who volunteer to work in other post offices contact the postmasters of those locations to alert them of their desire to be loaned into that office. ■

Hub Clerk MOU: [apwu.org/contracts/mou-assignment-of-ptf-hub-clerks](https://apwu.org/contracts/mou-assignment-of-ptf-hub-clerks)

JCIM Article 37: [apwu.org/contracts/2022-jcim-qas-ptf](https://apwu.org/contracts/2022-jcim-qas-ptf)

National Agreement Q&As (June 8, 2022): [apwu.org/contracts/6-8-22-qas-2021-2024-cba](https://apwu.org/contracts/6-8-22-qas-2021-2024-cba)



# Postal Service Implements New Field Maintenance Operation Work Order Application



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

On July 9, the Postal Service notified the APWU that the Field Maintenance Operation (FMO) Work Order Application pilot was a success, and they intend to roll it out across the country. The USPS anticipates the FMO mobile app will be implemented in all districts, no later than the end of the 2025 calendar year. The rollout began in July 2025 in the following districts: Kansas – Missouri, Texas – 1, California – 3, Virginia, and Georgia. The new app is intended to improve the visibility of maintenance requests from submission to completion by automating the submission of PS Form 4805s (Work Orders). What used to be done on paper will now be digital. As previously reported, the APWU has concerns about potential violations of Article 1.6 (Supervisors performing bargaining unit work) and Article 7 (Crossing Crafts and Occupational Groups).

Be on the lookout for this new app in your district. You can report on how the application is (or isn't) working and any violations you come across to your local union or National Business Agent.

## New Maintenance Exams on the Horizon

On June 17, the Postal Service met with the APWU to discuss their intent to phase out the 955 Maintenance exam and implement a series of new exams in its place.

## Skilled Maintenance Assessment Overview

Instead of the Maintenance Selection System (MSS), the new system would now be titled Skilled Maintenance Assessment (SMA) and would include the following exams:

- Exam 961: Level 5 – Building Maintenance Custodians
- Exam 962: Level 7 – Maintenance Mechanic
- Exam 963: Level 9 – Mail Processing Equipment Mechanic
- Exam 964: Level 9 – Building Equipment Mechanic/ Area Maintenance Technician
- Exam 965: Level 10/11 – Electronic Technician/ National Support Technician

To be clear, the APWU has not agreed to any of these changes. We are in the early stages of reviewing their proposals and discussing these changes internally. This process began in August 2023 when the Postal Service conducted voluntary working sessions with employees. In August 2024, the Postal Service began pilot testing the new exams. They deemed the pilot program a success and are moving forward with national level discussions. As more information comes to light, we will send information out to the field and post articles online and in the APWU magazine. ■

Occ Code	Current Job Title	Grade	New Job Title	New Examination
4749-10XX	Building Maintenance Custodian	PS-05	Building Maintenance Custodian	Exam 961 Building Maintenance Custodian
4749-03XX	Maintenance Mechanic	PS-07	Maintenance Mechanic	Exam 962 Maintenance Mechanic
5350-0001	Maintenance Mechanic (MPE)	PS-09	Maintenance Technician	Exam 963 Maintenance Technician
5306-0002	Building Equipment Mechanic	PS-09	Facilities Maintenance Technician (Field)	Exam 964 Facilities Maintenance
4801-20XX	Area Maintenance Technician	PS-09	Facilities Maintenance Technician (Area)	Exam 964 Facilities Maintenance
0856-0020	Electronic Technician	PS-10	Electronic Technician	Exam 965 Electronic Technician
0856-0021	Electronic Technician	PS-11	National Support Technician (MTSC)	Exam 965 Electronic Technician and Structured Interview

# The Agony of Victory



Director Michael Foster and Assistant Director Garrett Langley

**T**he Motor Vehicle Service (MVS) Division prevailed in two national-level arbitrations that have not been fully complied with and implemented by the Postal Service.

## Das 110 Award

The MVS craft received the Das 110 award in July 2016. Earlier this year, the Postal Service notified the APWU that it had finally fully insourced all the Highway Contract Routes (HCRs) required in the award. This notification had been long-awaited, as that decision was made nine years ago. The excessive delay in insourcing the HCRs was also arbitrated in front of Arbitrator Das. Due to that delay, Das levied a monetary work award against the Postal Service for failure to insource work in a timely manner.

All union representatives at every level must “trust but verify.” We must investigate and verify the claims of fully insourcing this work; verification is necessary by both parties at every level to maintain the integrity and accuracy of the process, and to ensure that the parties are providing accurate and factual information. During the investigations of the Das work insourcing, we found several sites that were not insourced, as management had previously claimed.

The Postal Service claimed one location was insourced in 2021, but it was not insourced until February 2025. The work, as awarded, was to be insourced for four years, the length of a regular HCR contract. It has been reported that in some locations, after the four years, the Postal Service determined to subcontract or make modifications to that work again. The decision to subcontract those Postal Vehicle Service (PVS) routes is a violation of the Highway Contracting Limitation Memorandum of Understanding (MOU), and these actions also would require the USPS to notify the National Union.

## Flaws in Collective Bargaining

One of the imperfections in collective bargaining with the USPS is that when the union is unsuccessful in arbi-

tration, Department of Labor appeals, or Federal Court filings, the issue is considered settled. When the Postal Service is unsuccessful, far too often - and at all levels - the USPS goes to many lengths to refuse to comply with the awards or decisions. Now, each party has the right to contest awards or decisions that they do not agree with, but they do not have the right to refuse to comply; neither of these awards were challenged.

The MVS Division is determined to make the Postal Service comply with the MOUs, contractual language, and arbitration decisions regarding this work, the same as the union, and that it must be fully insourced. We continue to ensure this work is insourced, and that the monetary award remedy will be accurate and distributed to the appropriately identified PVS employees.

## Brent 600 Award

The craft has requested updated, accurate information from the newly appointed vice-president of Labor Relations, that verifies the USPS has complied with the Brent 600 award. The APWU was forced to arbitrate language gained during negotiations for the 2010 National Agreement. The MVS Jobs MOU required the insourcing of 600 HCRs to PVS. After the USPS began to insource the HCRs to PVS, they disagreed with the MVS Jobs MOU, and their interpretation of the intent of the MOU changed by creating 600 duty assignments in PVS, not insourcing 600 HCRs. Arbitrator Brent ruled in favor of the APWU and agreed that the language was intended to insource 600 HCRs. The Postal Service alleges that they began insourcing this additional work; however, when the APWU inquired about the various routes claimed to have been insourced, many were not. Management claimed some HCRs had been insourced in areas where no PVS operation existed and still does not exist.

We must continue to fight to ensure that management complies with all agreements and settlements. It is important to report on the status of these significant MVS Awards to the craft.

“The Struggle Continues” ■



# Information Technology/ Accounting Service Telework Negotiations



Director Arrion Brown

On July 25, the APWU and USPS came to agreements on extending our Telework Pilot Program Memorandum of Understandings (MOUs) for the Accounting Service Centers (ASC) and Information Technology (IT). This was the third round of negotiations to extend the Telework Pilot MOUs since their inception in 2022, and undoubtedly the most difficult. Management's proposals from early on were much more regressive than in previous years, but through dedication and solidarity in our membership, we were able to prevent the most harmful intentions of management.

Before negotiations about telework began, we anticipated that this round of negotiations would be different than the past extensions. On January 20 the White House issued the *"Return to In-Person Work"* Executive Order mandating that all departments and agencies of the executive branch "take all necessary steps to terminate remote work arrangements and require employees to return to work in-person..." On Feb. 4, Postal management announced they were rescinding their teleworking policy for non-bargaining and Postal Career Executive Service (PCES) employees and going through a telework phase down for those groups that would only allow one day of telework per week. While neither of these decisions had direct impact on our IT/AS bargaining unit, the trend away from telework in the executive branch and in the non-bargaining sector had the potential to set management's tone for our negotiations.

Our assessment of management's tone was correct. In our opening ASC telework negotiations meeting on April 8, management proposed to end the telework pilot completely and have all of ASC bargaining unit employees return to in-office work full-time. Although we had anticipated management proposing changes, we were shocked that they proposed to end the program completely. In contrast, the union's proposal was to end the pilot phase and to codify the MOU into the Collective Bargaining Agreement.

We met with management on June 3 to discuss the IT Telework MOU. The IT sector has three separate man-

agement groups: Network Infrastructure Technology (NIT), Technology Applications, and Endpoint Technology. All three groups proposed changes that were negative in the MOU for the bargaining unit. Technology Applications management proposed to limit Flex time to 30 minutes, the Endpoint Technology management proposed to end Flex time, and NIT management proposed to end telework for the Production Operations Branch (POB). Again, in contrast, the union's proposal was to codify the MOU into the Collective Bargaining Agreement and add at least one day of telework for the Facility Communications Technicians who have not been able to telework since the COVID Telework MOU ended in 2022.

With the changes proposed by management, the union organized two meetings to discuss what was presented to the bargaining unit. Our fight to preserve telework required a direct-action approach as much as it required us to negotiate at the table. In each of our meetings, there were almost 150 concerned bargaining unit members in attendance to ask questions and offer their ideas on how we should progress forward, Union democracy in action. With overwhelming support, our direct-action decision was a petition that explained the benefits of telework for the bargaining unit and management that would be delivered to key management officials.

Nearly 400 bargaining unit members signed our *"Petition to Defend Telework Against IT/IS Management's Proposed Changes."* The comments on the petition ranged from those who agreed that telework was a benefit for the bargaining unit and management, to those who would consider leaving their postal jobs if the changes were too drastic.

**Although we could not deliver the petition directly to local management officials to show our frustration, the sentiment of the petition was expressed in negotiations. The result was that we were able to resist their most regressive changes. This is our union in action! ■**

## EASTERN REGIONAL COORDINATOR

DELAWARE | MARYLAND | NEW YORK | NEW JERSEY | PENNSYLVANIA | VIRGINIA |  
WEST VIRGINIA | WASHINGTON, D.C.



AJ Jones, Eastern Regional Coordinator

# Local Memorandum of Understanding Negotiations

The APWU and USPS reached a Tentative Agreement (TA) on our Collective Bargaining Agreement on June 2, 2025, covering the period from Sept. 21, 2024, through Sept. 20, 2027. The Rank and File Bargaining Advisory Committee received and approved the TA to go out to our APWU members for a ratification vote on June 4. APWU members ratified the contract, which became effective by signing on July 11.

Next up is the opportunity to open local negotiations. Both the local union and management have an equal right to open negotiations, so don't get caught off guard! Remember to think carefully before you decide if you really want to open negotiations, putting items you have previously secured at risk.

The timeline for local implementation for the 2024-2027 contract term has been agreed upon. Negotiations will take place for 30 consecutive days within a 60-day period. That 60-day period **will begin on Oct. 6, and end on Dec. 5**. Each party that wishes to open negotiations must provide written notice of intent to negotiate no later than **Oct. 20**.

Hopefully, you have been preparing for this opportunity by reviewing your Local Memorandum of Understanding (LMOU), making notations of items that present issues and giving the members an opportunity to provide input for proposals by engaging them in the process. Use this as an opportunity to get your members involved and even as a tool for organizing.

### The Pillars of a Union

The pillars of a union include collective bargaining, securing worker benefits, and nurturing solidarity. These are just a few; let's talk about some more.

**Members** - Unions build strength and unity by engaging their members from the front line and collaborating with them to encourage them to activate in the labor movement. Members want to be valued, participate, and have a voice in their union. They must always be a priority, and their input considered.

**Representation** – Unions represent members in so many ways. The grievance procedure is just one example of representation, along with negotiating a contract, securing wages, hours, and working conditions to include safety in the workplace. Fighting back on issues that negatively impact the Postal Service, its workers, and the union's mission is what it's about..

**Community** – We must involve our communities in our collective effort to protect the People's Post Office and stop privatization, which in turn will help with our efforts related to job security. Family, friends, neighbors, places of worship, stores, store clerks, transportation workers, such as taxis and rideshares are all examples of how our communities can be a part and play a role. We must share our story with as many as we can, and often.

**Legislative** – Unions are important for building relationships with all representatives, whether federal, state, or local governments, regardless of which side of the aisle they stand. We must teach and encourage our front-line members to be active and establish allies, which is critical to our survival.

### Article 12.5.C.4

I am informed that locals are receiving Article 12.5.C.4 notifications, "*Implementing Excess Events within an Installation of Employees Excess to the Needs of a Section.*" Article 12.5.A.4, in conjunction with 12.5.B.3, provides for advanced notification of six months, whenever possible, at the local level. In addition, Article 30 Item # 18 in your LMOU will be crucial in identifying your sections in an installation. Article 37.3.B.2 is also important language, identifying all positions junior to the senior employee who had their job abolished to be reposted for bid, allowing seniority to rule.

Remember to be kind to one another; you never know what a person may be going through. I, along with my colleague coordinators: Amy Puhalski, Central Region Coordinator, Tiffany Foster, Northeast Region Coordinator, Omar Gonzalez, Western Region Coordinator, and Yared Wonde, Southern Region Coordinator, are here to help in any way we can. ■





Judy Beard, Director

# We Must Continue to Stand Up and Fight Back!

Following countless executive orders and the so-called “One Big Beautiful Bill,” working people across the country have stayed energized to stand up for what is right and fight back against injustice.

When news broke in February that the Postal Service was going to be privatized and “absorbed” into the federal government, APWU members and our union siblings took to the streets. When Congress tried to cut our earned retirement benefits, we made thousands of phone calls and APWU members even flew to DC to meet with their members of Congress. While our collective action against these cuts was successful, our fight must continue since the threat of postal privatization and attacks on our retirement benefits are still on the table.

### Keeping Up the Fight Against Privatization

Make your voice heard today by calling the APWU Legislative Hotline at 844-402-1001 and urging both of your senators to cosponsor *Senate Resolution 147*, which expresses the strong sense of the Senate that Congress should ensure the USPS remains independent and not subject to privatization. Privatization means selling the Postal Service to the highest bidder, which would drive up prices and lead to reduced service – especially to rural areas. While resolutions are not binding like laws, they help us to gain congressional support for the issues that matter most to us.

### Every Year is an Election Year

Although the U.S. president and members of Congress will not appear on the Nov. 4 ballot this year, state and local elections continue. In Virginia and New Jersey, there are races for governor and state house seats, in addition to numerous local races.

Around the country, city councils, school boards, local judges, police chiefs, and more all shape the policies that govern your life. Some states and localities have various ballot initiatives, which allow constituents to have a direct say in local policies. Decisions at the state and local level may affect you and your family’s lives in a more direct way than federal elections, so it is impor-

tant to see which state-wide and local races may be on your November ballot.

### What Can I Do Now?

**THE MOST IMPORTANT ACTION WE CAN DO IS EXERCISE OUR RIGHT TO VOTE AND ENCOURAGE OTHERS TO DO THE SAME.**

The most important action we can do is exercise our right to vote and encourage others to do the same. This starts by checking your voter registration status, even



if you believe you are actively registered. Voter roll purges are becoming increasingly common, so it is important to verify your registration status well before Election Day. To do so, please scan the QR code or visit [www.vote.org](http://www.vote.org).

In addition to checking your voter registration status and calling the APWU Legislative Hotline to urge your members of Congress to support our current fight, you can also participate in events with the AFL-CIO. Events



range from protests to voter registration drives and are both in person and virtual, so there are opportunities for everyone to get involved. Please scan the QR code or visit [www.mobilize.us/aflcio/](http://www.mobilize.us/aflcio/) for a full list of events.

The APWU would like to thank all of you for your dedication to serving the public each and every day. We would also like to extend a special thank you to everyone who has gotten involved in legislative activities this year. I hope to see you all in the streets fighting for justice! ■

# ORGANIZATION



Anna Smith, Director

## It's Not "Somebody Else's Job"

One of the biggest misconceptions about organizing is that it is somebody else's job. Many think this work belongs to local stewards, officers, or organizing directors. The truth is, organizing is everyone's job, it's a shared responsibility. Thinking that it is somebody else's job sends the message that it's optional and only meant for some people. As a member, we are each responsible to organize.

If every member thinks someone else will do the work, unfortunately, not many will, and we will be the reason for our own demise. Many members have stepped up to take a more active role in our union by volunteering to be a steward or officer. Of course this is in addition to working their regular postal assignments, just like everyone else. Members who might not feel like filling one of these roles can still help. We all must do our part, and no effort is too small. Even the smallest of actions can result in momentum.

Unlike many stewards and officers who don't have the ability to reach nonmembers, many of you work right next to them daily. You know the ins and outs of your area, sections, and tours. You already know many of the frustrations and issues within your own facility and with that you have the ability to build relationships with nonmembers that stewards and officers simply cannot replicate.

Those members who may have taken a back seat in the past when it comes to being actively involved now have the opportunity to change this by participating in the **2025 National Unite and Fight Organizing Drive**. The drive will be running from Sept. 1 – Oct. 31. In the past organizing drives, we typically focused on the number of nonmembers who joined, but this time around, our goal is to focus on how many union organizers we can mobilize across the country. It's member engagement time!

I challenge each one of you to ask a nonmember coworker to stand with you by becoming a member. You will soon be receiving mailings and texts to assist with your efforts. Take advantage of every opportunity. When you help that nonmember join, be sure to log your success

online or by scanning the new member log QR code that we will be distributing. When you log your successes, you will be entered into drawings held throughout the drive, including our grand finale drawing where you can win one of the cash prizes up to \$1,000!

**THOSE MEMBERS WHO MAY HAVE TAKEN A BACK SEAT IN THE PAST WHEN IT COMES TO BEING ACTIVELY INVOLVED NOW HAVE THE OPPORTUNITY TO CHANGE THIS BY PARTICIPATING IN THE 2025 NATIONAL UNITE AND FIGHT ORGANIZING DRIVE.**

### Organizing Spotlight

As we continue to highlight various local and state organizing efforts for each issue, I hope to spark inspiration in your local and get members thinking about all the positive possibilities of organizing. Reaching out to your state AFL-CIO for assistance is always a great resource for organizing training and campaigns, and one great example is the Oregon Postal Workers Union, which has a long history of partnering with its state AFL-CIO. What began over 10 years as the Oregon AFL-CIO's first joint organizing institute for postal workers, followed by the APWU's first door-to-door blitz of all nonmembers, has grown into a powerful partnership that continues to grow stronger. There has been significant collaboration and expansion on what organizing can and should look like. According to OPWU Vice President Daniel Cortez, the Oregon State Fed staff and collaborators from affiliate unions have been instrumental in helping the OPWU implement their training programs. Currently, Cortez has plans for multiple training and organizing events aimed at energizing the membership and increasing member involvement. "We want to increase the level of involvement for each member, even if it's just a little," said Cortez. "Organizing can be about so much more than the [*Form 1187 – Authorization for Deduction of Dues*]. It can and should be about reminding our members and postal bosses that real power comes from the workroom floor and helping our members take that power back." ■



## RESEARCH & EDUCATION



Joyce B. Robinson, Director

# Assistance Provided by FEMA for Natural Disasters

**W**ith all the ever-increasing natural disasters happening across the country due to climate change, it is imperative to know the resources available to aid APWU families. The Federal Emergency Management Agency (FEMA) is the U.S. government agency tasked with coordinating federal responses to disasters and emergencies. FEMA provides various forms of disaster assistance to individuals and households affected by presidentially declared disasters, such as:

- Lodging-expense reimbursement
- Rental assistance
- Home repair/replacement assistance
- Accessibility needs to assist survivors with a disability to make their home accessible
- Privately-owned roads, bridges, and docks
- Direct temporary housing assistance
- Personal property assistance to repair or replace appliances, room furnishings, or damaged computers.
- Transportation assistance
- Medical and dental assistance
- Funeral assistance
- Moving and storage expenses
- Group flood insurance policy
- Serious needs assistance for essentials like water, food, first aid, prescriptions, infant formulas, breast

feeding equipment, diapers, personal hygiene items, and fuels for transportation.

### Applying for FEMA Assistance:

FEMA assistance is meant to help with uninsured or under insured losses. Not all types of assistance are available for every disaster. To be eligible for FEMA individual assistance, you must meet the following criteria:

- **Occupancy:** You must have been living in the damaged property as your primary residence at the time of the disaster.
- **Ownership:** You must own the damaged property or rent it.
- **Disaster Damage:** Your home must have sustained disaster-caused damage that is not covered by insurance.
- **U.S. Citizenship or Legal Residency:** You must be a U.S. citizen, non-citizen national, or qualified alien.

For assistance, register with FEMA online at [DisasterAssistance.gov](https://DisasterAssistance.gov) or by phone at 1 (800) 621-3362, 7 a.m. to 10 p.m. (your time zone), seven days a week. Expect long wait times. Be prepared to provide information about your losses and expenses. FEMA may conduct an inspection of your damaged property.

Our prayers go out to all APWU family members suffering because of these most difficult circumstances!

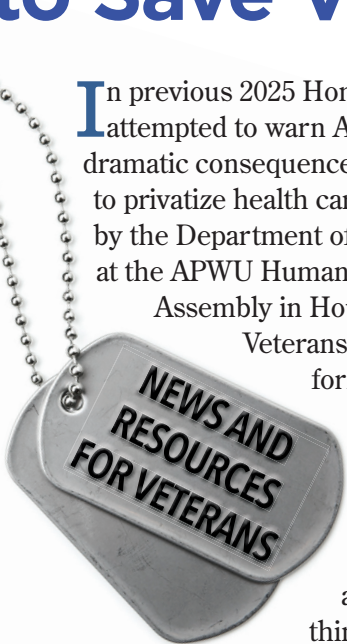
Source: [FEMA.gov](https://www.fema.gov). ■



### APWU Arbitration Advocacy Training 2025

APWU Research and Education Director Joyce B. Robinson (front-center) holds 2025 Arbitration Advocacy Training with instructors and graduates at the Hyatt Regency Chicago Hotel, June 22-29, 2025.

## We Must Keep Fighting the Battle to Save Veterans' Public Health Care



In previous 2025 Home Front articles, we have attempted to warn APWU veterans about the dramatic consequences of the Project 2025 plan to privatize health care provided to veterans by the Department of Veterans' Affairs. So, at the APWU Human Relations Educational Assembly in Houston, TX in June, APWU Veterans Rights, Benefits and Information Specialist (VGRIS)

Bob LaFoe introduced a strategic plan for our APWU veteran leaders to motivate, organize, and fight back against attacks on veterans. We think it's time for APWU

veterans nationwide to stand up to how the Trump administration and Project 2025 are systematically destroying our health care benefits, veterans' five and ten-point preference to federal government agency jobs, and our family survivor benefits.

It's time to stop blinking at the walls. The *Elizabeth Dole 21st Century Veterans Healthcare and Benefits Improvement Act* goes into effect Sept. 30, which is the end of fiscal year 2025, and the beginning of phase two of Trump's *MISSION Act*, which became the law for veteran health care in 2018, during Trump's first term in office. Phase two is the Project 2025 *MISSION Act* on steroids, basically meaning more privatizing of veteran health care. This same privatization plan has already destroyed much of our health care. So, the question remains, how does eliminating over 200,000 trained and experienced federal government jobs at the VA, and replacing them with health care systems run by artificial intelligence, and private for-profit health care providers, improve our health care experience through the VA? The correct answer is, it doesn't. Since the *MISSION Act* became law, wait times for veterans to enroll and get approval to see a VA or community care doctor have taken months instead of hours or days.

How in the world is that improving veteran health care if the veteran has to wait months to see a doctor? How has the failed, privatized Veterans Crisis Line improved the emergency health care experience, especially if the daily suicide rate among veterans continues to go up instead of down? And why are we telling veterans to dial 911 if they are thinking about committing suicide? There will never be an improvement in preventing veteran suicides unless the VA returns to a fully staffed Suicide Emergency Unit at every VA nationwide. This is what more than 30,000 APWU veterans must deal with regarding VA healthcare and benefits. We need a strategic, organized plan to fight back!

**THE UNION VETERANS' COUNCIL  
AND THE APWU ARE PARTNERS IN  
PROTECTING THE RIGHTS AND BENEFITS  
OF OUR VETERAN MEMBERS BY  
CONTINUING TO PROVIDE REAL-TIME,  
TRUTHFUL UPDATES AND INFORMATION.**

Our APWU veterans are under attack. Postal Service Veterans' Preference jobs, VA privatization, and our health benefits are being reduced or eliminated. Many leaders of federal government agencies, including the newly appointed postmaster general's management team, will attempt to downplay the harm. Our APWU veteran leaders, along with Veteran Service Organizations (VSOs) nationwide, need accurate information to separate truth and facts from lies and fiction. The AFL-CIO Union Veterans' Council and the APWU are partners in protecting the rights and benefits of our veteran members by continuing to provide real-time, truthful updates and information. On that note, we extend a special "thank you" to former UVC Director William Attig for his eight years of dedicated service. If you are a veteran, join in our fight by signing up to our email list at [apwu.org/veteran-network](mailto:apwu.org/veteran-network). ■



## HUMAN RELATIONS



Daleo Freeman, Director

# Celebrating Our Differences: We Are All Part of One American Family

The United States has long been a melting pot of cultures, a nation built by immigrants from all corners of the globe. From the early European settlers to the African diaspora, the Latin American community, Asian immigrants, and Indigenous peoples, our country's history is woven with diverse threads. This rich cultural heritage is something to be celebrated, and one organization that does just that is the USPS, alongside the APWU.

In fact, the USPS has its roots in a time when the U.S. was still a British colony. Benjamin Franklin, one of the founding fathers and a native of England, was appointed as the first postmaster general for the colonies in 1775. Franklin's vision for a postal system that connected the colonies laid the groundwork for the USPS we know today. This historical context highlights the long-standing tradition of cultural exchange and diversity that has shaped our nation's postal service.

Through our creative and thoughtful approaches to postal stamps and activities, the USPS and APWU showcase the beauty of our nation's diversity. Every month, they bring attention to a different nationality or ethnic background, educating and enlightening the public about the contributions and experiences of various communities. These efforts not only promote understanding and appreciation but also foster a sense of unity and shared humanity.

The USPS has a long tradition of issuing commemorative stamps that honor the diversity of American culture. From the vibrant colors of the Dia de los Muertos stamps to the iconic images of African American leaders like Martin Luther King Jr. and Harriet Tubman, these stamps serve as a visual representation of our nation's diverse heritage. Similarly, the APWU has been instrumental in promoting cultural awareness and education through our events and activities.

One of the most significant ways the USPS and APWU celebrate diversity is through monthly acknowledgments. Whether it's Black History Month, Hispanic Heritage Month, or Asian Pacific American Heritage

Month, these organizations make sure to recognize and honor the contributions of different communities. By doing so, they help to break down barriers and build bridges between people from all walks of life.

**AS WE LOOK TO THE FUTURE, IT'S CLEAR THAT THE USPS AND APWU WILL CONTINUE TO PLAY A VITAL ROLE IN CELEBRATING AND PROMOTING AMERICAN DIVERSITY. THROUGH THEIR INNOVATIVE APPROACHES TO CULTURAL AWARENESS AND EDUCATION, WE WILL HELP FOSTER A MORE UNITED AND COMPASSIONATE SOCIETY.**

The impact of these efforts cannot be overstated. By celebrating our differences and promoting understanding, the USPS and APWU help to create a more inclusive and compassionate society. They remind us that, despite our varied backgrounds and experiences, we are all part of a larger American family. As the APWU motto goes, "Together, we are one."

In a world where divisions often seem insurmountable, the USPS and APWU's commitment to diversity and inclusion is a beacon of hope. Our work serves as a reminder that our differences are what make us strong, and that by embracing our unique perspectives and experiences, we can build a brighter future for all.

As we look to the future, it is clear that the USPS and APWU will continue to play a vital role in celebrating and promoting American diversity. Through their innovative approaches to cultural awareness and education, we help foster a more united and compassionate society. And as we come together to celebrate our differences, we will be reminded that, indeed, we are all part of one American family.

Find commemorative stamps that celebrate our diversity by visiting, [store.usps.com/store/stamps](https://store.usps.com/store/stamps). ■



Nancy Olumekor, Director

## The New, National Retirement Security Task Force

The **National Retirement Security Task Force** is the evolution of the National Windfall Elimination Provision and Government Pension Offset (WEP/GPO) Repeal Task Force! To reflect its expanded mission more accurately, the National WEP/GPO Repeal Task Force has become the **National Retirement Security Task Force**. The Task Force is still a grassroots, non-partisan, political advocacy organization.

The revised Task Force name more clearly embodies the continued commitment to advancing and protecting the Social Security system and related agencies and services critical to retirees, older Americans, and their families.

**TO REFLECT ITS EXPANDED MISSION MORE ACCURATELY, THE NATIONAL WEP/GPO REPEAL TASK FORCE HAS BECOME THE NATIONAL RETIREMENT SECURITY TASK FORCE.**

By engaging and mobilizing stakeholders, the Task Force's mission is to:

1. Safeguard Social Security, Medicare, Medicaid, and *Older Americans Act* (OAA) programs and the benefits they provide.
2. Advocate for long-term fiscal sustainability of these programs.
3. Actively engage with legislative bodies and other stakeholders to influence responsible and equitable policy-making.
4. Provide accurate and reliable information about related governmental policies and agencies.
5. Oppose privatization of these agencies and their programs.

The **National Committee to Preserve Social Security & Medicare** presented some of the impacts of the 2025 Fiscal Year Budget Reconciliation Bill (H.R. 1), which include:

- \$1 trillion or more in Medicaid cuts over ten years.

- \$295 billion in Supplemental Nutrition Assistance Program (SNAP) cuts over 10 years, causing more than 22 million families, including children, seniors, and working families, to lose access to SNAP or receive reduced benefits.
- \$4 trillion increase to the debt limit.

What's **NOT** in the new law: the end of taxation of Social Security benefits. Instead, there is a \$6,000 tax deduction for ages 65 and older, effective tax years 2025 to 2028.

### What do we do now?

- Alert the public about how draconian the Medicaid and SNAP cuts will be.
- Explain to the media what can be expected in the next few years.
- Let your lawmakers know your concerns about the future of Medicaid and SNAP, and
- Support senior-friendly candidates and incumbents who run for the House and Senate in 2026. ■

### 2025 Retirees Department Educational Conference

You still have time to join us in Las Vegas for the Retirees Educational Conference and General Sessions. Visit: [apwu.org/upcoming-events](http://apwu.org/upcoming-events) for details.

If you would like to join the Retiree Conference General Sessions via ZOOM on Tuesday, Oct. 7, and Wednesday, Oct. 8, from 9 a.m. until 4:30 p.m., PDT, send your contact information to [Retiree2@apwu.org](mailto:Retiree2@apwu.org). Include your name, telephone number, and email address. We will verify your APWU membership status and send you the link.





Sarah Jane Rodriguez, Director

# Honored to Serve: Thank You for Your Trust

**A**s I embark on my third term as your APWU Health Plan Director, I will continue my commitment to serving you, the membership.

My vision for the next three years is to continue to provide my union family with the health insurance benefits you deserve. As postal employees, we are essential workers that keep the mail moving. This is a tremendous responsibility. As we serve all homes and businesses nationwide, you deserve security and to be protected from high-cost health care bills. The APWU Health Plan is here to help!

As the APWU Health Plan Director, I am always here to advocate for you. My main responsibility is to make sure our health plan's operations always align with the interests of our union members. As your Health Plan Director, three of my goals are to continue to keep our costs affordable, provide strong benefits, and always prioritize you, the member.

**1. Affordability:** Our primary focus is making sure premiums are affordable. APWU members have access to the lowest premiums in the Postal Service Health Benefits (PSHB) Program. Because of the collective bargaining agreement, the USPS pays 95% of the premium for the Consumer Driven Option if you are an APWU career bargaining unit employee in the PSHB Program for more than a year, which makes premiums start at as low as \$16! In addition, when Postal Support Employees (PSEs) convert to career, their time enrolled in the PSHB counts toward the one-year obligation. This is a great union benefit! Member cost-share (what you pay when you go to the doctor) is also important. In-network copayments for the High Option are low – \$10 for virtual visits (the first two are free), \$25 for primary and specialists visits, and \$30 for urgent care. The Consumer Driven Option includes a personal care account (PCA) \$1,200 for Self Only and \$2,400 Self Plus One and Self and Family. By using these funds to pay for eligible medical expenses, you decrease your plan's deductible and out-of-pocket expenses.

**2. Strong benefits:** Our robust plan options provide coverage that safeguards your health and well-being. The APWU Health Plan has a large network of providers. Using the UnitedHealthcare network, you have access to 1.8 million providers nationwide. Routine in-network preventive care and maternity are covered at 100%. Rest assured, our benefits provide you with security you can count on. Coverages include office visits, emergency care, surgery, labs, hearing services, diabetes care, physical therapy, chiropractic care, acupuncture, mental health, home health, and Medicare Advantage benefits. We also have free health management programs. Programs are available for pregnancy, smoking cessation, weight loss, and behavioral health. I am committed to making sure our benefits meet the needs of APWU members.

**AS WE SERVE ALL HOMES AND BUSINESSES  
NATIONWIDE, YOU DESERVE SECURITY  
AND TO BE PROTECTED FROM HIGH-COST  
HEALTH CARE BILLS.**

**3. Dedication to serving our members:** At the APWU Health Plan, our members are the center of everything we do. We strive to not only provide excellent service but also build relationships. You are not alone on your health journey. We are here to serve you. Last year, we answered over 200,000 calls and processed over three million claims. No other plan is going to provide you with the APWU Health Plan customer service experience.

Working together, we can continue to build our community. This is your Health Plan, designed for APWU members and your families. Being your Health Plan Director is more than a title; it is an honor and a privilege. ■

# LABOR NEWS

## German TikTok Content Managers Strike Berlin Headquarters

**O**n July 23, workers at TikTok's Berlin Headquarters went on strike after the company refused to negotiate the terms of an announced mass layoff of 150 content moderators. The company plans to transition to the use of artificial intelligence (AI) and outsourcing its critical content moderation work and will soon shutter its Trust and Safety Department.

When workers first learned of the announced firings, they organized a demonstration in front of the social media platform's Berlin headquarters on July 17, using the slogan – “We trained your machines, pay us what we deserve.” The workers



Photo: courtesy of ver.di

spent months training the AI systems that are slated to replace them. German UNI Global Union affiliate ver.di, which represents the workers, called the strike and has clear demands – extend the notice period of the layoffs by 12 months and give each employee severance pay equal to three years' salary. Such support would acknowledge their skilled labor and help them retrain and transition into new careers. ■

## REI Co-op, Unions Reach Agreement on Key Issues, Outline Path Forward for Contract Negotiations

**O**n Aug. 4, the United Food and Commercial Workers (UFCW), the Retail, Wholesale and Department Store Union (RWDSU), and the specialty outdoor retailer, REI Co-op announced they were moving ahead, making progress on key issues, including an agreement to establish a national bargaining structure to guide store-level collective bargaining agreements for the 11 unionized REI stores in locations across the U.S.

Representatives from the unions and REI held meetings in Chicago, IL between July 28-30 in order to make progress on issues that have

stalled since 2022, when workers at the SoHo Manhattan location filed the first petition for a union vote at the company. As part of the significant agreement reached by the unions and the co-op in July, REI has agreed to provide workers at union-represented stores with the retroactive wage increases and bonuses for 2022-2024 that they did not previously receive when workers at other, non-bargaining unit locations did, and the unions have agreed to drop their unfair labor practice (ULP) charges with the National Labor Relations Board.



Photo: courtesy of the REI Union

## Raven Software Quality Assurance Workers Ratify First Union Contract

**A**fter more than three years since making headlines by launching the first ever union at a major U.S. video game studio, workers the Middleton, WI-based Raven Software ratified their first contract on Aug. 4. The workers, represented by Game Workers Alliance-CWA, voted unanimously to ratify the contract with Microsoft-owned Raven Software – known for its work on the Call of Duty franchise. The new agreement secures 10% wage increases for the 20 Quality Assurance video game testers, with potential for additional merit and promotion-based increases. The contract also limits mandatory overtime, preserves remote work options, and contains a fair process for promotions, as well as several layoff protections. The win comes after Microsoft purchased Activision Blizzard, Raven Software's parent company, leaving the small bargaining unit to negotiate with one of the world's largest tech companies. "We had no idea it would be this difficult, or that it would take three-and-a-half years, or that it'd be this stressful," said bargaining committee member and seven-year Raven worker Erin Hall. "I think we pretty much got everything we aimed for," she said.



## Unionized Safeway Workers Ratify Strike-ending Agreement in Colorado

On July 18, Safeway workers across Colorado voted in favor of ratifying their new contracts with the major grocery store chain Safeway. The tentative agreement reached between the United Food and Commercial Workers (UFCW) Local 7 and Safeway on July 5 ended a three-week unfair labor practice strike at 43 Safeway locations across the state that began on June 15. Among other provisions, the new contract secured wage increases and fully funded health care and pension benefits for the nearly 20,000 workers covered by the agreement.

## Colombian Cleaning Workers Form Industry-Wide Union

In response to enduring discrimination, exclusion, and lack of union recognition, cleaning workers from various companies throughout Colombia formed the first industry-wide union of cleaners on July 27. The Cleaning Workers' Union of Colombia – SINTRALIMCO – includes workers from various companies across the country, including Sodexo, Elite, and Casa Limpia.

“For UNI Américas, the creation of SINTRALIMCO represents a firm step toward dignity, justice, and the full recognition of cleaning workers’ labor rights,” said Regional Secretary of UNI Américas Marcio Monzane. “For years, these workers have been treated as disposable, with little recognition of their vital contribution to collective well-being. For us, their work is neither minor nor marginal — it is essential labor that sustains everyday life and the functioning of all economic and social activities,” he concluded. ■



Photo: courtesy of NYSNA

## New York Nurses Ratify Contracts!

On Aug. 5, more than 1,600 nurses represented by the New York State Nurses Association (NYSNA) won a new contract with the Albany Medical Center in Albany, NY. The nurses voted 98% in favor of the contract, which includes enforceable safe staffing provisions, major wage increases, new hiring and retention incentives, as well as improved union protections and membership rights. “This is a new day for nurses at Albany Medical Center. Union nurses showed what we can accomplish on behalf of our patients and colleagues when we work together and advocate. I am so proud of what we have achieved and feel hopeful that our new contract will help recruit and retain more nurses to improve staffing and patient care at Albany Med,” said registered nurse and Albany Med local NYSNA President Jennifer Bejo.



Photo: courtesy of 1199 SEIU

Additionally, after more than five months of contract negotiations, nurses at Niagara Falls Memorial Medical Center in Niagara Falls, NY voted overwhelmingly in favor of ratifying a three-year agreement on Aug. 8, which includes significant wage and pension increases, additional leave, and adding Juneteenth as a paid holiday. The new contract covers nearly 750 hospital and home care workers represented by the Service Employees International Union (SEIU) local 1199SEIU. The agreement also includes the creation of a committee tasked with addressing diversity, equity, and inclusion in the workplace.



Photo: UNI Global Union

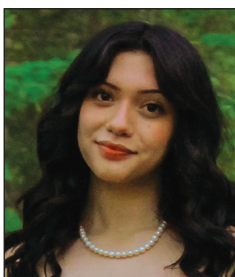


# 2025 APWU SCHOLARSHIP

The APWU proudly presents the winners of three scholarship programs: **The E.C. Hallbeck Memorial Scholarship, Vocational Scholarship, and Best Essay Award for 2025!**

## HALLBECK WINNERS

**Agnese Bonafiglia**, Daughter of **Jefferey Bonafiglia** of the Gaylord Local (MI)



**Alan Thomas**, Son of **Cyril Thomas** of the Twin Cities PDC Local (MI)



**Ryan Murphy**, Son of **Rochelle Murphy** of the Charlotte Area Local (NC)



**Regina Zezza**, Daughter of **Clair Zezzat** of the Johnstown Area Local (PA)



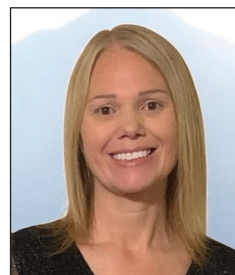
**Jackson Barth**, Son of **Richard Barth** of the Long Island New York Area Local



**Jazelle Oropeza**, Granddaughter of **Carmen Salazar** of the Santa Barbara Area Local (CA)



**Karina Gonzalez**, Daughter of **Kari Carreon** of the North Carolina Council APWU



**Haley Cohen** Daughter of **Elana Cohen** of the New York Metro Area Postal Union

**Showvik Chawdhury** Son of **MD Mojidul Haque Chawdhury** of the Phoenix Metro Area Local (AZ)

**Trinity Watford** Granddaughter of **Paul Delaine** of the Montgomery County Area Local (MD)



# WINNERS

When the five predecessor craft unions merged to form the APWU in 1971, the new union decided to maintain an academic scholarship program, created in 1969 by the United Federation of Postal Clerks (UFPC), as a tribute to UFPC president E.C. "Roy" Hallbeck. Here are winners as reported by the Secretary-Treasurer Department.

The APWU Hallbeck Memorial Scholarship program provides financial assistance to children of APWU union members. It awards \$2,000 per year for four consecutive years of college to one male and one female high school student from each of the five postal regions.

The APWU Vocational Scholarship was established by the National Executive Board to help students interested in programs of study leading to trade, technical, industrial, or vocational occupations. Five recipients, one from each of the five postal regions, will receive up to \$3,000 to be used for up to three years of study in a specific trade, technical, industrial, or vocational school.

The Best Essay winner receives an additional one-time award of \$2,000. This year's Best Essay winner is Farhan Islam of the Phoenix Metro Area. ■



The scholarships are funded by donations, and the APWU is extremely grateful for contributions by union members. To contribute, please send a check or a money order to: **APWU Scholarship Fund, 1300 L Street NW, Washington DC 20005.** Your tax-deductible donation may specify "Hallbeck," "Vocational," or "Best Essay."

## Are You Interested in Applying for a Scholarship in 2026?

The deadline to apply is May 31, 2026. Eligible applicants are encouraged to submit materials well before the May 31 deadline. For more information, visit: [apwu.org/scholarship-programs](http://apwu.org/scholarship-programs).

### VOCATIONAL WINNERS



**Logan Niemi,**  
Son of **Jacqueline Niemi** of the 498-499  
Area Local (MI)

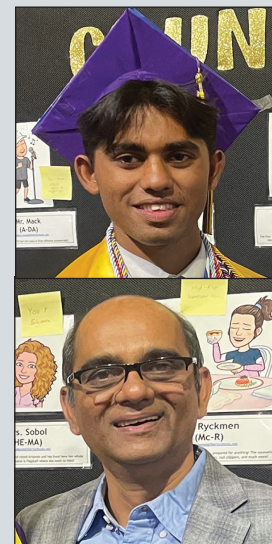
**Brian Bradshaw** Son of **Brian Bradshaw** of the Greater Connecticut Area Local

### UNION PLUS SCHOLARSHIP WINNER

#### \$2,000 Scholarship

**Kassidy Michelle Sturgill** Daughter of  
**Amanda Mullins** of the Kentucky Postal  
Workers Union

### BEST ESSAY WINNER



**Farhan Islam,** Son of **Md Tarikul Islam**  
of the Phoenix Metro Area Local (AZ)

# ONE BIG 'UGLY' BILL

**A**t the beginning of the 119th Congress, newly elected President Donald Trump demanded that the Republican-controlled Senate and House of Representatives pass all of his domestic policies in a single, large bill that he called a "Big Beautiful Bill."

The name stuck, but contrary to the title, the bill contained hundreds of ugly provisions that cut the safety net for regular working people and extended tax cuts and savings to the ultra-wealthy billionaire class.

Thanks to the advocacy of our members and a robust coalition, the APWU was successful in removing many egregious attacks on postal retirement benefits from the bill. However, it still contains devastating cuts for working people. Signed into law in July, this legislation should remain

a constant point of conversation, as its effects will not be fully realized for some time.

In fact, many of the most harmful elements of the bill are not scheduled to take effect until **after** the November 2026 midterm elections, which is deliberate. The Republicans who passed this legislation are counting on the American people having short



memories in hopes that they will not punish them. For a quick refresher on some of the harmful elements of this bill, scan the QR code or visit: [inthesetimes.com/article/trump-gop-big-beautiful-bill-snap-medicare-cuts](https://inthesetimes.com/article/trump-gop-big-beautiful-bill-snap-medicare-cuts). ■

## MAY DAY STRONG: Labor Must Show Our Strength to Stop Rising Authoritarianism

*This article is a guest submission by Jackson Potter, the vice president of the Chicago Teachers Union and a leader of May Day Strong.*

**O**rganized labor is stepping up in unprecedented ways to take on corporate titans like Elon Musk and Peter Thiel—and their corporations—in order to undermine their financial and political power through actions like the #TeslaTakedowns. It's incumbent for the labor Left to back Black-led civil rights organizations, like the Rainbow PUSH Coalition, in their boycott of Target, called for after the retailer eliminated its DEI policies.

These efforts paid off on May 1, 2025, when a new coalition of activists named May Day Strong called for unions and communities to rise against the attack on unions, public

institutions, and working families by the Trump regime by centering a workers' agenda over the billionaire-run administration. The response was historic with more than 1,000 actions in over 800 towns across all 50 states. Additionally, more than 60,000 workers walked out on strike in actions that included hundreds of thousands of workers.

To effectively block MAGA from further eroding workers' rights and consolidating their stranglehold on critical institutions will require building more movement mobilizations, civil disobedience, and whatever it takes amid increasing government efforts to criminalize social protest.

It is critical we revive our tradition of labor militancy in the face of growing authoritarianism and make

a clean break from the neoliberal model that has gutted worker protections and given room for growing class dealignment away from the Democratic Party and other organizations that could be key to our movement. We cannot double down on the status quo. Now is the time to take big risks, demand what we deserve, and fight.

Consider the possibilities when nurses, teachers, postal workers, and ironworkers join together to forge a new path for an industrial democracy that protects our interests against plutocracy. We will need to do this and more, like May-day Strong's effort to stand up 30 strike schools across the country, to save our democracy, advance the interests of the many, and put the one percent on their heels. ■



## The Struggles That Unite Us

**O**n a cloudy August day outside Washington, DC's National Airport, flight attendants from regional airline, PSA, walked their picket line. The workers lost two of their union siblings when the company's flight AA 5342 was struck by a military helicopter on Jan 29, 2025.

After more than two years of contract bargaining with the American Airlines contractor, members of the Association of Flight Attendants (AFA) were mobilizing against "insulting" proposals from management that do not meet industry standards or acknowledge the massive cost of living increases we all face.

As they huddled for bargaining updates afterward, AFA President Sara Nelson acknowledged those who had joined the picket in solidarity. At the mention of APWU, the crowd spontaneously burst into a chant of "U-S-Mail, Not-For-Sale."

When we stand up for each other, it makes us all stronger – that's solidarity. The more we learn about each other's fights, the more we realize what we have in common. And solidarity is not just the key for the labor movement - many civil rights, community and campaign groups and their members are facing the same attacks.

That shared interest is why we have built A Grand Alliance to Save our Public Postal Service. It helps us mobilize the whole community that relies on the Postal Service. And solidarity is a two-way street.

One organization that has long supported our public Postal Service as part of the Alliance is Greenpeace, USA. As we reported in the May-June edition of the American Postal Worker, Greenpeace is appealing against a so-called SLAPP lawsuit (strategic lawsuit against public participation) from a giant multinational oil company called Energy Transfer.

Lawsuits like this are designed to stop organizations from challenging the vast power of giant corporations. In the case of Greenpeace, Energy Transfer successfully sued them for participating in the Keystone XL protests,

despite the fact that their actions were peaceful – focused on training participants in conflict de-escalation at protests and providing equipment.

Greenpeace is appealing the decision, but it faces \$666 million in damages – for an organization with an approximately \$40 million annual budget. It is devastating. In 2023, a Supreme Court decision opened the door for corporations to try the same against workers who strike.

For Public Citizen, the nonprofit consumer advocacy organization that was a founding member of A Grand Alliance, the current administration has them fighting on more fronts than ever. From unregulated crypto-currencies and artificial intelligence to insurance corporations yanking homeowner policies after climate disasters and the fall-out of the "Big Ugly Bill", which made huge cuts to Medicaid. Public Citizen has long been an advocate for health care reform that provides coverage to everyone – *Medicare for All*. As campaigners for a stronger democracy, they also advocate for Vote-by-Mail. They are organizing a series of house parties to get new members of the public active. They were also one of the sponsors of the May Day Strong coalition's Labor Day actions.

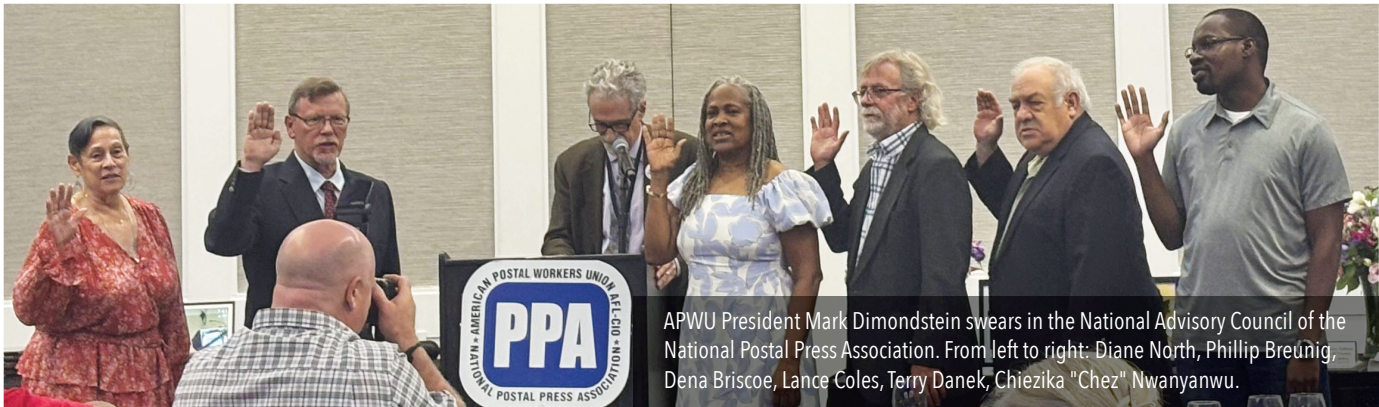
The NAACP – another strong ally of postal workers is also fighting back. They announced a series of Town Hall meetings to engage and mobilize Black communities around urgent threats to healthcare, education, food access, environmental justice, and more.

Each event highlights how federal budget decisions impact Black lives locally and makes demands of Congress, state lawmakers, and public agencies to protect our communities.

These are just a few of the organizations that make up A Grand Alliance to Save our Public Postal Service. Our coalition is stronger when we get involved at the grass-roots level to build relationships and solidarity. To find out how you, your local or state organization can build those relationships, email [info@agrandalliance.org](mailto:info@agrandalliance.org). ■

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

# Postal Press Association Holds Biennial Editors Conference



APWU President Mark Dimondstein swears in the National Advisory Council of the National Postal Press Association. From left to right: Diane North, Phillip Breunig, Dena Briscoe, Lance Coles, Terry Danek, Chiezika "Chez" Nwanyanwu.

The APWU Postal Press Association (PPA) hosted its 2025 Biennial Editors Conference in Altoona, IA for editors around the country to gather together, debate constitutional amendments, and learn about publishing best practices. Established in 1967, this conference supports the PPA's mission to empower union communicators in their efforts to inform and engage with their union's membership and community. To that end, PPA hosted various pre-conference workshops including: Legal Issues; Building our Labor Movement and Organizing the Organization; Using Social Media and Enhancing Your Website; Revamping Your Newsletters and Publi-

cation; and more. The pre-conference workshops also featured a special class about Artificial Intelligence (AI) taught by Tyler Bell, an assistant professor at the University of Iowa who is researching AI, generative AI, and human computer interaction (HCI). At the convention, delegates also heard the results of the election where the National Advisory Council was re-elected, including Dena Briscoe who was re-elected as president.

The conference concluded with an awards banquet where the board selected the best submissions for articles written in the past year and the National Advisory Council for the next term was sworn in by APWU President Mark Dimondstein. The

banquet also featured two guest speakers. Kevin Baskins, a former reporter at the Mason City Globe-Gazette and long-time communications bureau chief for the Iowa Department of Natural Resources, spoke about the importance of maintaining relationships with the media and tips to make articles engaging. APWU President Mark Dimondstein spoke about the rising tide of fascism in America, and the importance of communication and solidarity in these trying times. The conference was a success, and editors left feeling refreshed and renewed with new tools to organize new and existing members and write about their union activities. ■

## In Memoriam

### Michael "Mike" O'Hearn

(Dec. 29, 1950 – July 1, 2025)

Mike O'Hearn, former National Business Agent (NBA) for the Clerk Division, Chicago Region, passed away on July 1.

Brother O'Hearn first became involved with his local union as a newsletter editor and steward. In 1991, he was elected president of the Kankakee Area Local, south of Chicago, IL. He served as an arbitration advocate for 14 years, and a state officer for 16 years, as vice president of the Illinois Postal Workers Union.

In 2010, O'Hearn was elected National Business Agent (B) Chicago Region, Clerk Division. He served for three terms as an NBA, before retiring on Nov. 12, 2019, after more than 30 years of service to the APWU at the local, state, and national levels.

"On behalf of the Clerk Division, I offer our condolences to the O'Hearn family and appreciate his many years of dedicated service to the APWU," said Clerk Division Director Lamont Brooks. ■





## Labor Heritage Foundation Honors APWU President Dimondstein with Annual Joe Hill Award



This year, on June 20, The Labor Heritage Foundation presented one of its two annual Joe Hill Awards to APWU President Mark Dimondstein at the Great Labor Arts Exchange, held in Silver Spring, MD. "Dimondstein was recognized for his

leadership in building a militant, culture-conscious union; founding the APWU's History Center in 2024; and using platforms like *The American Postal Worker* magazine to amplify labor arts and voices," said

Labor Heritage Foundation Executive Director Chris Garlock in a statement.

Accepting the award on behalf of the APWU, President Dimondstein said, *"To get an award named after one of our heroes is a deep honor... Joe Hill reminds us of how important history is. It's not nostalgia; it's to help guide us and provide inspiration for the battles ahead."*

The Labor Heritage Foundation Joe Hill Award has honored individuals who have made significant contributions to the preservation and celebration of labor history and culture since 1989.

## Looking Back: This Time in Our Labor History

### Who Was Joe Hill?



**October 7, 1879** - Joel Emmanuel Haaglund, or "Joe Hill," was born in Gävle, Sweden. Growing up, he often sang and composed songs with his parents, attended concerts at the local workers' association, and played piano in cafés.

After both parents died, Joe and one of his brothers immigrated to New York City in 1902, seeking economic opportunities in the United States.

However, they quickly learned that immigrant workers in the U.S. endured terrible working conditions, anti-immigrant discrimination, and low pay. Hill moved throughout the country, taking odd jobs wherever he could. While in Chicago, he joined the local labor movement but was fired and blacklisted for organizing his machine shop. All the while, he sang and wrote songs about his experiences as a worker in America.

Hill then went to California to work on the docks. He joined the Industrial Workers of the World (IWW), a militant, revolutionary industrial union, nicknamed the Wobblies, known for their radical, hardline stance for workers' rights, use of direct action, and dedication to building "One Big Union" to unite the working class to fight the corrupt capitalist system.

After joining the IWW, Hill's songs became more focused on working-class Americans and organizing. In California, he wrote many of his most famous songs, including "Casey Jones—A Union Scab" and "There Is Power in a Union."

As secretary of the strike committee during the 1913 San Pedro dockworkers strike, he organized immigrant workers and challenged anti-immigrant hiring practices. Hill was arrested and jailed for his union activities.

On Jan. 10, 1914, a grocery store owner and his son were shot dead at a Salt Lake City market. That same night, Hill went to a doctor for a gunshot wound, claiming he was shot by an angry husband who accused Hill of insulting his wife.

While his injury seemingly tied him to the incident, there was only circumstantial evidence, and he maintained his innocence. Four other men were treated for gunshot wounds that same night, but a jury found Hill guilty. Likely convicted due to his radical anti-capitalist beliefs and uncompromising union activities, thousands rallied against his conviction, including AFL President Samuel Gompers and U.S. President Woodrow Wilson.

Despite their pleas, he was executed in 1915. As a symbol of injustice and a martyr for the labor movement, Hill asked to be cremated and have his ashes placed into 600 envelopes and mailed around the world to be released into the winds. ■

**Attention APWU members –  
Open Enrollment coming **November 10 - December 8, 2025!****



## Cancer Insurance

### Financial help while you recover from cancer

- **Can provide the financial help** you need when you need it most<sup>1</sup>
- **Is guaranteed<sup>2</sup> for you and your eligible family members** if you are actively working
- **Requires no medical exam**
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- **Choose the initial benefit amount:** \$15,000 or \$30,000



## MetLife Legal Plans

### Legal coverage for life's big and small moments

- **Can help you navigate** life's planned and unplanned events
- **Access to a nationwide network of vetted and qualified attorneys**, just a call or click away
- **Coverage for 100+ personal legal matters** ranging from financial concerns, real property, estate planning, family, civil, traffic and more<sup>3</sup>
- **No copays, deductibles or claim forms** when engaging a network attorney
- **Unlimited consultations** and document review with network attorneys<sup>4</sup>
- **Available for \$7.71 per pay period for Active and PSE members** and \$50.11 per quarter for Retiree, Associate and Private Sector members

## Voluntary Benefits Plan®

Providing benefits to **APWU Members and their families** since 1986.

For more information on this and other benefit plans, visit [VoluntaryBenefitsPlan.com](https://www.VoluntaryBenefitsPlan.com).  
Call us at **1-888-854-5755**, Monday through Friday 8:30 A.M. to 5:00 P.M. EST, Or **Scan the QR code**



**Enroll November 10 - December 8, 2025**

1. Please review the Disclosure Statement or Outline of Coverage/Disclosure Document for specific information about cancer benefits. Not all types of cancer are covered. Some cancers are covered at less than the Initial Benefit Amount. For NH-situated cases and NH residents, there is an initial benefit of \$100 for All Other Cancer.
2. Coverage is guaranteed provided (1) the employee is actively at work and (2) dependents to be covered are not subject to medical restrictions as set forth on the enrollment form and in the Certificate. Some states require the insured to have medical coverage. Additional restrictions may apply to dependents serving in the armed forces or living overseas. For CA-situated cases, coverage is guaranteed provided (1) the employee is performing all of the usual and customary duties of your job at the employer's place of business or at an alternate place approved by your employer and (2) dependents to be covered are not subject to medical restrictions as set forth on the enrollment form and in the Certificate.
3. Please see your plan description for details. Coverage may vary by state or employer group rate. Standard plans do not cover DUI traffic offenses.
4. Unlimited coverage for non-excluded services with in-network attorneys. For out-of-network attorneys, there is a fee reimbursement schedule. Participants must pay the difference between the scheduled reimbursement amount and the out-of-network attorney's actual charge for the services.

**The MetLife Cancer Insurance plan is based on the MetLife Critical Illness Insurance (CII) policy. MetLife Cancer Insurance includes only the Cancer Covered Conditions.**

**METLIFE CRITICAL ILLNESS INSURANCE (CII) IS A LIMITED BENEFIT GROUP INSURANCE POLICY.** Like most group accident and health insurance policies, MetLife's CII policies contain certain exclusions, limitations and terms for keeping them in force. Product features and availability may vary by state. The plan may include a pre-existing condition exclusion. After a covered condition occurs, there is a benefit suspension period during which benefits will not be paid for a recurrence, except in the case of individuals covered under a New York certificate. MetLife offers CII with either Attained Age or Issue Age rates. Attained Age rates are based on 5-year age bands and will increase when a Covered Person reaches a new age band. MetLife's Issue Age CII is guaranteed renewable, and may include a Benefit Reduction Due to Age provision. Premium rates for MetLife's Issue Age CII are based on age at the time of the initial coverage effective date and will not increase due to age; premium rates for increases in coverage, including the addition of dependents' coverage, if applicable, will be based on the covered person's age at the time of the initial coverage effective date. Rates are subject to change for MetLife's Issue Age CII on a class-wide basis. A more detailed description of the benefits, limitations, and exclusions applicable can be found in the applicable Disclosure Statement or Outline of Coverage/Disclosure Document available at time of enrollment. For complete details of coverage and availability, please refer to the group policy form GPNP07-CI, GPNP09-CI, GPNP10-CI, GPNP14-CI or contact MetLife for more information. Benefits are underwritten by Metropolitan Life Insurance Company, New York, New York. MetLife's Critical Illness Insurance is not intended to be a substitute for Medical Coverage providing benefits for medical treatment, including hospital, surgical and medical expenses. MetLife's Critical Illness Insurance does not provide reimbursement for such expenses.

Legal plans are administered by MetLife Legal Plans, Inc., Cleveland, Ohio. In California, this entity operates under the name MetLife Legal Insurance Services. In certain states, legal plans are provided through insurance