

THE DETROIT POSTAL WORKER

APWU
APWU

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DETROIT DISTRICT AREA LOCAL AMERICAN POSTAL WORKERS UNION

December, 2010

The President's Report . . .

The Hard Work Is Starting To Payoff



From The President

Christopher "Chris" Ulmer
President

Hello Brothers and Sisters. It is always good to come to you keeping you aware of the struggles and the progress of our efforts to minimize the effects of the struggle on our members.

The APWU contract with the USPS ends November 20, 2010. Our National Officers began Contract negotiations September 1, 2010 with the USPS. The reports coming out of the negotiations are not positive so far. The APWU remains hopeful that they will reach an agreement with the USPS before expiration of the present contract. The talks however have not proceeded the way that the Union would have liked for them to proceed. President Burrus, the lead negotiator for the Union, will be leaving office November 12, 2010 and he had hoped to have a new contract before his term ended but it does not look like that will happen. In the event the Union does not reach an agreement by the 12th of November, newly elected President Cliff Guffey will become the chief negotiator for our Union. President elect Cliff Guffey and all the other newly elected officers of the APWU were sworn into Office on November 6, 2010. The swearing in will take place in Washington D.C.

The leadership of our Union conveyed to the Presidents at the National Presidents Conference (NPC) that was held in Kalamazoo, Michigan October 23-25, 2010, that the focus of negotiations will be on JOBS. The Union believes the most pressing thing facing our

membership is jobs. The Union has lost over 100,000 members in the last 10 years with most of the reduction coming through retirements, and the USPS contracting out the work that our members perform. The Unions, focus will be to try and negotiate the return of the contracted out work so that our employees can be more gainfully employed and they hope the return of the contracted out work will reduce the need for the USPS to excess people due to the reduced workload across the entire country. The present CBA does not allow the Union and the USPS to make the needed changes for getting back the work that has been contracted out. The Union and USPS must first make changes to the CBA that would clear the way for the Union to negotiate the return of contracted out work. The union might have to give something back in order to achieve their goal. The goal is to be able to guarantee the present work force that they will have a job where they presently work without being moved or excessed like so many of our members have experienced in the last two years. Another key focus of the negotiations will be to modify Article 12 of the CBA. Article 12 is the article that controls and governs how

Chief Negotiator, National Officer of Support Services Bill Manley began contract negotiations with CSC; the present contract expires on November 18, 2010. CSC was the successful bidder on the M-tech contract that was formerly held by Serco & RCI. Bill Manley successfully negotiated a bridge agreement which allowed most (90%) of the workers at Serco to be hired by CSC without losing any time off from work. Those who were laid off in late October of 2009 were recalled by January of 2010. The Union plans to have an agreement with CSC before the contract expires.

UPDATES

Again I have this opportunity to bring you information on the things that have taken place since the last time we had the chance to talk. The Union continues to meet with USPS Management on many of the issues that exist in the Detroit District. Since the last time I wrote to you, all the Arbitration decision about the events that took place in December of 2008 and January of 2009 have been rendered. The union position was not sustained. I put a flier out about the decision to inform the membership, but all might not have seen it so

I will tell you about it now.

The Arbitrator ruled against the Union and its positions about the things that USPS management did and how they did it. The Union was hoping that the Arbitrator would rule in our favor but he

"The goal is to be able to guarantee the present work force that they will have a job where they presently work without being moved or excessed like so many of our members have experienced in the last two years."

our membership is excessed or moved from one facility to another one. The leaders of this great union have a lot of hard work in front of them, but I am one that knows that they will succeed in their endeavors and believe the Unions best days and biggest achievements are still in front of us.

LOCAL NEWS

Negotiations of Local Memorandums of Understanding (LMOU's) will began after the National Contract is successfully negotiated by our National Officers and ratified by the membership. So I am urging you to submit any ideas or changes that you think would be beneficial to our members, the Union and the USPS if implemented.

On October 8, 2010 the leadership of the DDAL began Contract Negotiations with the Teamsters who represent the secretaries. The Secretaries contract also expires November 20, 2010. The Union is hopeful to have these negotiations complete before November 20, 2010.

On October 12, 2010 the DDAL along with

did not. I am happy to tell you that once the present administration took office some of the same contractual violations the USPS were doing then, they were continuing to do, so we filed new grievances on these violations. While the USPS was doing some of the same things, the Union has modified its arguments and we are confident that the outcome with these new grievances will be different than the ones we lost.

The issue of excessing is an issue that will be around until it is removed from the contract. But until then we will continue to inform the members of their rights and the obligations of the USPS. Excessing is here and the USPS is excessing from everywhere. We have attempted to stop it but the USPS continues to come up with numbers that do not match their own documentation. We have made it our business to ensure that all rights of the members are given to them. When those rights are not given to the members we filed grievances on their behalf and have informed the members of their rights, options, and re-

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Special Double Issue
December, 2010



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TRUSTEES

Clerk Craft: Dana A. Beard & Carl Williams
MVS Craft: Manuela R. Webster

Maintenance Craft: Michael Griffin
Mail Handler: Ruqayyah Bobo

SGT.-AT-ARMS

Everett Hall
Dorothy Malone



- ✓ Union Printer Type Set
- ✓ Union Printer Lay Out
- ✓ Union Printed
- ✓ Union Printer Labelled

United We Stand - Divided We Fall!

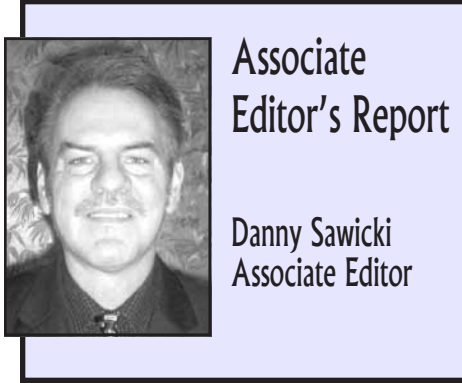


Detroit Postal Worker

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Editor: Christopher Ulmer
Associate Editor: Danny Sawicki

Opinions expressed in this paper are those of the writer and not necessarily those of the Editors or the Detroit District Area Local.



Associate Editor's Report

Danny Sawicki
Associate Editor

THE DETROIT POSTAL WORKER and the Detroit District Area Local would like to thank you for helping us make your first newspaper a huge success. We have been told that our paper is a model for others to follow. Your ideas, suggestions, comments, etc. helped us tremendously. We know this paper would not be possible without our loyal and supportive membership.



Secretary-Treasurer's Report

Jane Duggan
Secretary-Treasurer

Our building is our primary investment. Since taking office, our administration has tried to work on repairing and improving the building. Some of our main concerns are the electrical system and the lights in particular.

We started by buying cases of light bulbs and replacing lights that did not function. We have also replaced some fixtures that could not be fixed and have repaired some others. We have installed a case of new lenses and have more ordered. The lenses provide protection first and improve the overall appearance second.

We had a sizable repair done on the air conditioning system when it broke down this summer and will have additional maintenance done this fall. We are also having union roofers look at the roof after some leaking occurred recently. The first estimate calls for a new roof (\$20,000) which we can't afford to do at this time. It does make it clear however that we will have to begin saving to have a full roof done in a year or so.

With winter coming, we are having our outdoor flood lights repaired to provide a safer environment for all who work and visit here. Because of the building's age and the constant activity, we know that we must have a budget for upkeep and repairs. These things are important to protect our collective investment.

REVISITING THE INHERITANCE

Since the last issue, we have continued to work at paying

A Note From The Associate Editor — Thank You —

We keep that in mind when putting together this newspaper. Once again, all of us at THE DETROIT POSTAL WORKER and the staff, stewards and officers of the DDAL thank you.

Some of you have noticed that we don't have many puzzles, games, crosswords, etc. in our paper. The simple reason is that we don't have enough room. We want to jam-pack your paper with pertinent information that will provide knowledge and guidance for the membership. This administration's goal is to make this paper a source of information, inspiration and some comfort which you

can turn to in these trying times. However, we will continue to acknowledge our member's and the families with accolades and special achievements. We think it is important to honor these special events. If there is an event (anniversary, birthday, graduation, etc), that you want printed in the paper, please bring it to my attention via e-mail, letter, phone call and we will add it in the next issue. Thank you. Danny Sawicki e-mail dsawicki@apwudetroit.org or cell phone 586-943-3950 DDAL mailing address Attn: Associate Editor, 20530 Southfield Rd., Detroit, MI 48235.

Protecting The Investment

off our "Inheritance": a debt of over \$100,000. This has been possible due to making payment arrangements with several debtors and by being fiscally conservative in all our spending. At the same time, we have continued maximum representation and done some training too. All this was done in a year when we hosted the APWU national convention.

We have paid off over \$105,000.00 debt for the following: dental plans, office supplies and equipment, 2009 retiree stipends, the 2009 election, 2009 steward stipends and 2009 officers' benefits. We still have four more installments to pay on our dental plan debts. Other debts we are addressing as they come forward.

As of Pay Period 20, I have begun to reduce my hours and we will see how many hours are needed to do the Secretary-Treasurer's job. The hours will vary some with the activity levels which change throughout the year. My days away from the office are based on the activities and meetings scheduled for each week.

A POINT OF PERSONAL PRIVILEGE

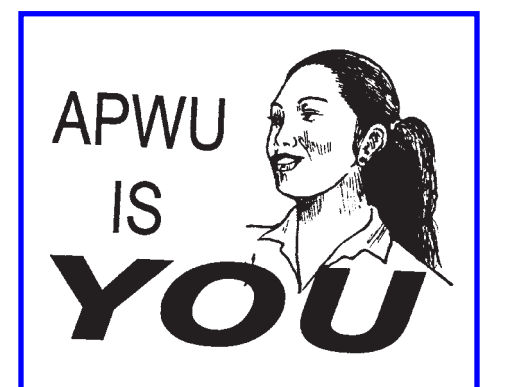
Sometimes something happens that can not go without mention. Something that is far above and beyond the realm of any one report. This is one of those times. This week the whole world was counting down the hours until the Chilean miners were finally rescued. They had been underground for seventy days.

This group of 33 men has shown the most extraordinary solidarity of any group of workers in decades. Their rescue was the most dramatic of its kind but nothing is more dramatic than the

story of their life underground. It took an international team 17 days of drilling to be able to learn they were alive a half mile below the ground. The men had organized themselves to stay alive by sharing the minute amount of food and water.

After their discovery, three teams from different countries came in to work with the Chilean mine institute to try and reach them. During the 7 or more weeks of drilling, the miners continued to show amazing solidarity and the tremendous strength of the human spirit. I think it is summed up in the fact that they argued about who would come up LAST. Each man in a final gesture of solidarity wanted all his brothers to go up first.

If you attend our membership meetings, you know that Pat Chornoby always ends his report by leading us in "HIP, HIP, HOORAY". If we were meeting today, I would lead us in the "VIVA"s. VIVA/long live is the cheer ringing throughout the world today. Long live the Chilean miners. Long live the international working class. The miners of Copiapo, Chile have brought new meaning to the slogan "THE WORKERS UNITED WILL NEVER BE DEFEATED".





Vice President's Report

Patrick Chornoby
Executive
Vice President

Greetings Brothers and Sisters:

It seems more widespread now than ever before, and trust me, it isn't going away anytime soon. I call it . . . "MANAGEMENTS BLAME GAME". It's the tool supervision uses to take all error and blame out of their mismanaging skills and their costly postal blunders while in charge of Postal Operations. In other words, their running the company into the ground!

Since the 9-11 terrorist attacks on the United States, the Postal Service has been experiencing a declining mail volume. This, added to the very costly purchasing of chemical detection equipment and sterilizing various Post Offices, has driven up operating costs. Then you can add on the fuel costs the Postal Service faced a few years ago when gas prices skyrocketed to almost five dollars a gallon, and remember our communications business is one hundred percent transit, which means we depend on fuel to function.

During all this time from 2001 through 2007, the Postal Service did nothing to control their spending. They purchased new equipment (to take away our jobs), they bought new buildings (one like the Metroplex, which was way over budget), hired new employees AND even promoted Supervisors, Managers, Postmasters and District Managers! All poor managerial skills if your company is losing revenue.

During the same period of time, other communications companies like UPS and Federal Express added surcharges to their delivery rates, charging their customers an additional amount of money to help cover the rise in fuel prices. During this time, the postal service did nothing! Again, all they did was advertise how their rates didn't increase during a time when most of the public would have understood a rise in stamps to help cover the additional fuel costs.

My point is, that up until 2008, management did absolutely nothing about the declining revenue the Post Office was losing. That six year period, from 2001 through 2007, was the most irresponsible financial blundering that Post Office management has ever been responsible for. On top of all that mismanaging of the company, the Office of the Inspector General conducted an audit on the Postal Service using an outside auditing company. Their findings revealed the Postal Management team over-

paid the Civil Service Retirement and Disability Trust Fund a whopping SEVENTY-FIVE Billion dollars! Yes, that was BILLION! We all know that if a Clerk, Maintenance, or Motor Vehicle craft employee made such an enormous mistake, it would have costs us our jobs.

This is where Managements "BLAME GAME" comes in, and this is where I tell you that . . . IT'S NOT YOUR FAULT. Management has taken the position that all of their past irresponsible spending and mismanagement is our fault. Up until 2008, there was no action taken on the overspending or mistakes made by Management, yet since that time, we have been blamed for all of their errors! Instead of Management taking responsibility for their own inappropriate actions, they blame us by excessing us, conducting function 4's to eliminate our jobs, they ride us about our breaks and lunches, telling us that we can't talk on the job. They are disciplining us because we forgot to scan a parcel or letter by the cut-off time, disciplining us because we have been absent for three days within the past year, telling us we can't have a water bottle at our work stations when the temperature reaches over 90 ninety degrees Fahrenheit, just to name a few things.

Everything is our fault because management made financial mistakes over the past several years that ended up running the Post Office into the ground — but remember, IT'S NOT YOUR FAULT. We have to remind management that THEY drove the Postal Service into the financial cesspool that it is today, NOT US! We need to tell management that it is their

fault, and not ours.

The purpose of my article is to let you know that it is not our fault. When management harasses you to do the work of two people because they excessed too many employees from your office, or they tell you that you can't have a water bottle at your work station because it takes away from their productivity, or that you can no longer talk to your co-workers because there is too much work to do and it slows you down, then ask them to see your Steward. It is not your fault that for several years Management has been driving the Postal Service into the ground, it is their fault.

Talk to your co-workers, don't let management play the "BLAME GAME" on you. It is NOT your fault that Management is struggling to get the Postal Service back on it's feet or if they even can. I think they need to eliminate those top heavy jobs in management and let us bargaining unit employees have a voice in how the company operates. I'll tell you one thing for sure, if we ran the Service we wouldn't be billions of dollars in deficit today.

YOU GET PAID TO DO ONE JOB, DON'T DO THE WORK OF TWO

More and more we get complaints from employees who are accused of doing the work of their Supervisors. If a bargaining unit employee needs help in performing a task they often call out to a co-worker for help. This causes friction among some employees because they all have job assignments to do, and when called off of a job by a coworker, it takes away from that coworkers original assignment. It is more noticeable now when man-

agement is placing more and more pressure on each of us to get our jobs done more quickly. Employees need to stay focused. Remember that management assigns duties to employees, not employees assigning duties to other employees. For an example, if you are working on the window and the line is out the door, don't yell through the building calling your coworkers for help. We should never call coworkers by name and say "I need help . . . will someone please come and help me on the window!"

When you need help on your assignment the only one you should call is your Supervisor. It is your supervisors job to get you help on an assignment if you need it. The same goes for maintenance employees who are given a work assignment, and they know that they cannot finish the assignment in the time allotted, they need to tell their Supervisor, not yell to your coworkers for help.

Trust me, management gets paid good money to manage, and they get paid to make work assignments for employees. When we take that duty away from them, they have more free time to play around (and discipline employees). Don't do their job for them. Make them do their job.

If your coworkers give you instructions to report to an assignment, kindly tell them that you would prefer a Supervisor give you your orders — nothing personal. This works to protect all involved employees because you know that if you make a mistake or get hurt when helping a coworker, the first words out of managements mouth will be "who told you to do that?" Don't let that happen.

Steward Talk

by Danny Sawicki,
Associate Editor

In each issue we are going to feature a steward from one of our facilities and ask a few questions about serving the membership as a steward. This issue's featured steward is Maria Johnson from the P-1 Facility in Romulus.

1) **Hi Maria, how long have you been a steward at the P-1?**

Since February, 2010.

2) **Daily, what are your biggest challenges that you face being a steward?**

The biggest challenge is being recognized as a steward by management and being able to do my duties as a steward. Being released as a steward is a big problem.

3) **What is the number one management infraction that you come across?**

Currently, management is allowing a hostile environment in our facility.

4) **What is the biggest mistake employees make during the grievance process.**

The employees put too much trust in management during the grievance process.

5) **Finally Maria, what is the best advice you can give to employees during these trying times?**

Stick together, a house divided against itself a house that can't stand.

Thank you for your service Maria, and remember members, **USE YOUR STEWARDS!**



Maria Johnson

If you would like the opportunity to be a steward, send President Ulmer a letter with your name, facility, tour, craft, NS days, start time.

The P.O.W.E.R. Point

by Sandra Carey,
POWER Coordinator - DDAL

Greetings Sisters and Brothers,
I hope you all had an enjoyable summer!

2010-2011 ANNUAL SCHOLARSHIP WINNERS

This year the POWER committee was able to again award its Annual Academic/Technical/Vocational Scholarships to current graduating High School Seniors of our members. There were 4 scholarships available each in the amount of \$500.00 Applicants had to submit an application, official transcript and an Essay on one of three topics/subjects facing our country today. In part the topics included: 1) Smoking ban in public places 2) Business municipalities "bargaining" for its employees to take concessions and 3) New law surrounding the no "texting" while driving. We would like to congratulate and thank the young adults who took the time out to apply, you are to be commended. Scholarships are presented in the names of some of our outstanding women who have and continue to make great impact in our local for the Labor Movement. The winners are:

Keiara A. Stevenson, attending the University of Nevada-Las Vegas (parent Abimelech El-clerk at Greenmead Office) **Judy Beard Award**

Jessica E. Lietaert, attending Central Michigan University (parent Charles Lietaert Maintenance at Roseville Post Office) **Elisabeth "Betty" Littsey Award**

Miguel A. Olivera, Central Michi-

gan University (parents Lucille Olivera-Clerk at Taylor Post Office & Idel Olivera-Clerk at DNDC) **Jane E. Duggan Award**

(There were only 3 applicants. The fourth Award is in the name of Regina Favors).

POWER COMMUNITY PROJECT(S)

The committee decided to donate Hygiene Kits to a shelter. We decided on two different shelters for the Spring and Summer Season. The shelters were Covenant House which is located on M.L. King Blvd. in Detroit. Covenant House provides shelter and supportive services to Southeastern Michigan area youth and young adults ages 13-22 who are homeless or at great risk. 23 kits were assembled and donated. National POWER "Sisters helping Sisters" Campaign presented them with a check in the amount of \$1,100.00 as well. The second shelter chosen was COTS (Coalition on Temporary Shelter) located on Peterboro in Detroit. COTS provides shelter and supportive services to individuals as well as families who are at great risk and/or homeless. We donated 58 for Adults and 23 for children. Each kit contained items such as soap, toothbrush w/cap, toothpaste, comb, lotion, shampoo, deodorant, hand sanitizer, washcloths and a yo-yo for the children. Special Thanks to Golden Dental and HAP for their very generous donation of some of these items and also member Rose Wilson (Grand River Of c.) who delivered her own donation personally. Special thanks to the

committee members who donated and helped assemble these kits and brother, Keith Fletcher (GWY-Maintenance).

Our next project is for the Fall/Winter and it will be for our Veterans. This donation will go to the VA Hospital and they will be similar in nature with toiletries and undergarments. Look for information as it will be provided once we have determined the specific items allowed and needed. We appreciate all of our veterans and Salute and Thank You for the service(s) you have provided and still are providing on your behalf and belief of our freedoms. THANK YOU!!! THANK YOU!!! THANK YOU!!!

APWU-AFLCIO 20TH BIENNIAL NATIONAL CONVENTION POWER CAUCUS

The POWER Caucus was held on Monday August 23, 2010 at 4:30 p.m. The caucus was a tribute to National President William Burrus who will be retiring at the end of this year. Mr. Burrus is a strong advocate of women's rights. He has been in the forefront fighting along with the APWU sisters and brothers, since APWU POWER inception in 1979. He took part in the struggle to incorporate APWU POWER into APWU's National Constitution and Bylaws at the 1980 National Convention held here in Detroit, Michigan. National Director of Research & Education and APWU National POWER liaison Joyce B. Robinson, presented President Burrus with five individual Money Orders of \$1,000.00 a piece representing each of the

5 regions of POWER, yes that totals \$5,000.00

30 years and still going

strong in the fight

"Don't mess with Bill . . ." THANK YOU !!! and ENJOY !!! Retirement.



CALENDAR OF EVENTS:

October 10, 2010 — Out of the Darkness Community Walk for Suicide Prevention Sponsored by the American Foundation for Suicide Prevention. Location-Lake Erie Metro Park (Metro-Detroit Downriver). In the United States, suicide is the 4th leading cause of death among adults 18-65 yrs. of age, and the 3rd leading cause of death among teens and young adults. This is a public health issue that does not discriminate by age, gender, ethnicity, or socio-economic status. You can walk or make a donation or simply for more information call 1-888-333-AFSP(2377).

October is National Breast Cancer Awareness Month

Breast Cancer/Health Forum Program will be held look for information as it is forthcoming. Promoting awareness through early detection is essential in the fight against Breast Cancer. Help support the POWER Committee on behalf of the Detroit District to help in the fight for a cure. Together we can make a difference . . . One woman at a time !!! Men you are not exempt from this disease.

In solidarity and sisterhood.

A.P.W.U. – P.O.W.E.R. 2010 Scholarship Winners



CONGRATULATIONS!



KEIARA ANGELISE STEVENSON
(Father) – Abimelech El,
Clerk Craft (Livonia Greemead)



MIGUEL ALFONSO OLIVERA
(Father) – Idel Olivera, Clerk Craft,
(Detroit NDC) and Lucille Olivera (Mother),
Clerk Craft (Taylor Post Office)



JESSICA ELIZABETH LIETAERT
(Father) – Charles H. Lietaert,
Maintenance Craft
(Roseville Post Office)



Clerk Craft
Director

James Stevenson
Clerk Craft Director

Members are being forced to make some very difficult and life altering decisions as they decide to relocate hundreds of miles from home or convert to a Part-Time Regular in lieu of being excessed from the installation. As a PTR there will be an obvious reduction in work hours and work hour guarantee but these are not the only things you should consider. Your retirement annuities could be significantly reduced if you were previously full-time and then convert to part-time later in your career. It has been commonly referred to as the "Part-Time Pro-ration Factor". Congress passed a law in 1986 (P.L.-272) which has changed the way federal annuities are calculated for part-time employees. You should seek retirement advice as you make decisions to convert. Another area that could be significantly affected is the protection of the Family Medical Leave Act. Employees are required to have 1250 work hours to qualify for protection under FMLA. The reduced work hours of a Part-Time Regular may prevent you from reaching the minimum requirements. For those employees or eligible family members with serious health conditions you should also take this into consideration. The postal service has either refused to tell employees about unemployment benefits or underemployment benefits. The comments concerning unemployment made by management in their official capacities has not been based in state regulations. If you have questions regarding your eligibility for unemployment/underemployment benefits you should contact the Unemployment Insurance Agency directly. Declining a reassignment outside your commuting area (state) may not disqualify you for benefits so it is best not to rely on postal or union official's advice. Go straight to the horse's mouth on West Grand Boulevard and ask an unemployment official who is familiar with the specific requirements.

FAMILY MEDICAL LEAVE ACT

Many members are getting fed up with management harassing them or denying them rightful protections under FMLA. FMLA is a right granted to workers by Congress. These rights are fully enforceable and violations are actionable in United States District Court. In *Dotson v. Pfizer.*, No. 07-1920 (4th Circuit March 5, 2009) a jury awarded \$1,055,874.00 in damages arising out of FMLA violations. If calling the FMLA Coordinator and management does not resolve the issue, instead they choose

Switching To Part-Time Regular

to illegally interfere, harass you, or improperly denies you FMLA benefits, contact the Wage and Hour Division of the Department of Labor in addition to your union steward.

EEO's

An employee who feels discriminated under Title VII of the Civil Rights Act must file a complaint within 45 days of becoming aware of the alleged discriminatory action. Do not allow a management official to discourage you from exercising your rights by telling "you do not have a case." The authority to dismiss your case rest only with the Administrative Law Judge and the EEOC, not with counselors or management officials who are employed by the same agency you are complaining against. Often the postal service will make an agency decision to dismiss your case but an employee has appeal rights to the EEOC or to take their actions to federal court. Yes, an employee can file a grievance under article 2 of the contract for discrimination and a separate action under EEO. The contract recognizes and allows for both avenues. Some of our members have complained about the EEO counselor being present at the redress mediation. This is a violation. Chapter 3 of the MD-110 manual specifically prohibits the EEO counselor from any involvement once the complainant elects to participate in redress. Any attempts to mask her present as an "observer" should be challenged since all employees know how after we talk to the EEO counselor, management and your co-workers mysteriously are able to tell you more about your case than you knew.

BACK-DATING 3971's AND 3189's

The union has class action grievances in for employees to obtain out of schedule pay and for not allowing our clerks to work 8 hours on their NS Day. Management has been back-dating 3189's (change of schedules) and 3971's (leave request) and asking or instructing employees to sign them going back to January 2010. They want employees to sign the 3971's saying "I did not want to work my full 8 hours" so they would not have to pay thousands of dollars in violations. It is falsification of documents to back-date these forms. When was the last time management gave you a stack of 3971's back-dated for 8 months to cover you and make your absence scheduled. They would say that is "fraud" and against our policy but if it can keep us from paying out on managements violation it is acceptable. The employees who are engaging in these actions are not only killing your own job but you are helping to send your co-workers to Kansas.

LABOR CHARGES

Seven months of persistence and

hard work paid off as your union was successful in having the National Labor Relations Board issue over 25 charges in a formal complaint against the postal service for refusing to provide us with information. This information is crucial as we are beginning to see what we have known all along that a lot of the actions, particularly with excessing have not been justified. Three days before the hearing Christopher Ulmer, Patrick Chornoby, and myself were scheduled to testify in a trial against the postal service when the postal service abruptly backed out and wanted to sign a settlement. The information which is trickling in is crucial to our upcoming cases on contractual violations. The successful labor charge was something that was not present in the cases that arose last year, but we are optimistic as the union's position in the upcoming cases.

EXCESSING

The union is challenging the continued excessing of our clerks. A few important issues raised in the grievances procedure on behalf of excessed clerks are the facts that attrition has not been properly accounted for, Part-Time Regular employees are working beyond their bid schedule and hours, letter carriers are still performing work in our craft (clearing the cage, passing out tubs, staging DPS, scanning parcels, etc.) supervisors are doing our work (dispatch, cage, scanning, working the window, work-

ing box mail, doing distribution, etc.), standby employees still working in the various sections (because management should have never removed them), and the list could go on. The union has also challenged the postal service on how can they involuntarily separate an employee who declines their reassignment when there is no provision under article 12 to do so.

CALL THE POLICE !!!

That was the tactic management had begun to use against me as I investigated grievances and represented our members. Management had got sick and tired of me coming to their facilities at 4:00 and 5:00 a.m. as they were sneaking PTF letter carriers in to distribute mail or the supervisors were doing the work themselves. So they began to use the postal police to remove me from the building. At Northend Station the management officials locked me in the parking lot and called the Detroit Police Department after I discovered they were hiding a Priority Mail Clerk in the basement of the Fisher Building working as a Window Clerk. Complaints to former District Manager (Nancy Rettenhouse), postmaster Lloyd Wesley, and others proved to be futile and the harassment only intensified. It took an action by the new District Manager to terminate the improper behavior. Management has resorted to new lows but your union representatives will not be deterred in fighting for your rights.

The Hard Work Is Starting To Payoff

continued from page 1
responsibilities ourselves. The fight continues and some of the issues are still unresolved but are presently being adequately addressed by the Union.

The Union has been addressing the financial issue we inherited from the last administration. We have been successful in addressing the financial issue and hope to have paid off 90% of the debt that we were faced with upon taking office. The Union will be investing any surplus funds that we may have. The changes we implemented have paid off and there is still room for more improvements. Improvements that will help the Union get to a place of financial stability. The Budget Committee will meet in early December to plan a budget for the membership's approval in January of 2011. This year has been very hectic and busy for all of us and because of this hectic schedule the APWU-DDAL will be a lot better off in 2011, despite the progress we have made there still may be a need to make other essential changes.

DDAL Local Officers and Facility Directors have been implementing the contract, as it is suppose

to be implemented and followed. Following the contract has created some minor problems and inconveniences to the membership in some of the different facilities. I would like to express, that just because the last or other administrations have done things or allowed things to be done that went against the contract does not mean that this administration will continue those violations just because it is convenient for a few members. The DDAL will not continue those bad and improper practices, therefore I would like to apologize to all the membership for any inconveniences due to us following the contract correctly.

The rumors of the P-1 closing are actively being investigated, but to this date the USPS management has denied any such official discussion. When the Union gets any official information from the USPS we will notify the membership immediately.

Your Union officers, stewards and committee members have been very busy representing you, taking your positions on the workroom floor and planning the upcoming events.

continued on page 7



Maintenance Craft Report

**Jason Rushing
Maintenance Craft Director**

Hello Brothers and Sisters.

Let me start out with a quick reminder about PAR and PER's. As I talked about before, Preferred Assignment Registers and Promotion Eligibility Registers are items that run in the back ground. PAR and PER fills, will take place and become effective most of the time before you even see a posting or hear about them. Please raise your right hand, I [state your name] promise to look at the PAR and PER lists at least every 6 months to see if I am listed there. By staying on top of the lists you will remember if you put your name on a list or not. That will save you and your APWU steward many hours of headaches

Reminder About PAR And PER's

trying to fix something you wanted before but don't want now. A PAR and PER will stay active until you are awarded your 1st choice or you withdraw your name from said lists either by letter or by a declination form. Get everything in writing and keep copies. If your in an office going through excessing or the threat of, you need to know where you are on the lists. There will be movement of employees. Enough about that.

Delegates just returned from our APWU National Convention at Cobo Hall in Detroit, MI, August 21 through August 28. Hopefully all who attended retained some new knowledge and had a good time with fellow brothers and sister union members at the convention. There were very on point debates regarding the future of the APWU and the United States Postal Service. One of the key opening day discussions, was that our union is alive and well and we need to keep going. This idea was emphasized with the attendance of under

35 year olds. The National Union gave an incentive for 35 and under year olds, young activists, to attend the National Convention at a slightly discounted rate. There was a good showing of them and President Burrus addressed them at a special meeting to emphasize the importance of their participation in their union. There was a rally/march on Tuesday from the convention hall to Campus Martius Park to reinforce our desire to Save Our Saturday Service-5 Day No Way! It was attended by convention delegation of approximately 2500 along with guest Unions. The march was highlighted with address's by APWU President William Burrus, Detroit APWU President Christopher Ulmer, Rev. Jesse Jackson and Congressman John Conyers. The overall theme of the convention was CHANGE. Change is what is dramatically going on in the Postal Service right now. There are so many changes going on right now everyone needs to stay on their feet to make sure

what is changed is changed correctly. This applies to all aspects of your job, the biggest and most serious one is the excessing of employees. Another hot topic on the convention floor was a proposed dues increase. There are many arguments for and against a dues increase. The delegates finally debated and voted against a dues increase. Since this is Mr. Burrus's last convention, not seeking reelection, there was a dinner honoring his long time service to the APWU. The Maintenance Craft, the Clerk Craft, MVS Craft and Support Services all had important resolutions they brought before the convention floor. Besides the convention business, the delegates got to participate in the normal convention activities such as the parade of states, COPA night, Burrus dinner, honoring Veterans and other activities. I thank you, the membership for allowing me to represent you, at the APWU National Convention 2010.

In Union Solidarity.



MVS Director

**Alvin O. Branch
MVS Director**

I have come to realize that there are a lot of issues in MVS, and Vehicle Control at the DNDC, but nevertheless it is incumbent upon the union to assess, and be able to prove our claims of con-

MVS, The Plain Truth

tractual violations we initiate against management pertaining to overtime. We have the burden of demonstrating that overtime was actually needed at the time, i.e.; the workload at the time of the alleged violation dictated that another employee be called upon to handle the increase in the workload. It is at the DISCRETION OF MANAGEMENT, NOT THE EMPLOYEES WORKING THERE, to assess if overtime is needed based upon these, and only these criteria. If there is a period in the day

when work is slow, and we all know these times exist, management IS NOT obligated to call in another employee for overtime, and pay them time and a half simply because there is only (1) employee where there are usually (2) or more assigned.

We are killing our own initiatives when we continue to keep operations running within Postal Facilities that are understaffed, by changing our bided work assignments, and the like to fill in where management's failure to properly institute a work schedule for coverage exists. As long as management can get employees to change their schedules, and make allowances for their inability to schedule properly, I as MVS Craft Director, or any MVS Steward appointed to a facility, will be able to convince management to institute change within, and their request for change becomes an exercise in futility for the Craft, Steward, and the Union, for full staffing. You are accomplishing nothing other than the chaos that currently exists as a result of the selfish actions by the nameless employees who work there, and have effectively proved management's point that they can operate the office understaffed, and still meet their operational needs. It becomes extremely difficult for me as Craft Director to represent the employees within the craft in a facility/office, when I do not have the cooperation from the employees working in that facility/office to substantiate what they claim is

wrong in that facility/office, but instead are more concerned about what they can obtain from Management through the Union free and easy, with little or no sacrifice from themselves, other than paying union dues, for representation.

The people working here have to come to the realization that the Postal Service has changed; no longer are we as employees going to be compensated for just showing up at work, and continuing to do the things we have assumed over the years are our job assignments according to us. We do not pay ourselves, we are employees compensated by the Postal Service for the duties we perform, and the time has come that we have to perform the duties to receive the compensation. If any employee is unsure of what their duties consist of; the union has a list of job descriptions and qualifications for every bargaining unit position, offered by the Service.

As MVS Craft Director I am not going to accept ignorance of the Contract as an excuse from my constituency, because you have proven to me time after time, your ability to use/interpret the contract to your benefit or personal gain, and quote it verbatim for your situation, so therefore I expect my Craft brothers and sisters to work within the contract, and not use if self-servingly but instead to strengthen our rights as Union members working together for a common solution to our many grievances.



The Welcome Mat

The APWU-DDAL would like to give a big round of applause to the following new members. As we all know, there is strength in numbers. We appreciate and acknowledge all who make the endeavor to become unionists. We invite you to come in and play an active role in helping this union flourish!

- | | | |
|------------------------|-----------------|----------------|
| Ruthie Bartholomew | Terri Johnson | Rondall Murray |
| Linnie Williams-Binion | Denise Machusko | Tracey Thorns |
| Christopher Cizio | Mary McCullough | Larry Shultis |
| Laura Condron | Thomas McGowan | Andrew Schultz |
| Larry Johnson | | Ann Ziegman |

If your address has changed, please notify the union and the Post Office of your address change. If you do not, the Post Office will continue to send your paper to the old address.



DNDC
Facility
Director

Debbie LaMay
DNDC
Facility Director

SOLIDARITY: union or fellowship arising from common responsibilities and interests, as between members of a group . . . stability, soundness, reliability. We are at the cross-roads of the most difficult time in Union and Postal history. We are dealing with issues and settling grievances that our prior unions never had to deal with. What alarms me more than anything is the willingness of our membership to work against the contract if it benefits them personally. Remember, the contract isn't always our friend and sometimes it will hurt the individual. But, the contract will always help the membership as a whole.

At a time when solidarity should be witnessed in record numbers . . . the opposite is occurring. I know that I have personally struggled with my own issues regarding the Postal Service and at times only considered my own agenda especially when it came to personal issues and my family. Being an elected officer privileges me to information that clearly has given me a new agenda and set of goals. Not to disrespect any members that have concerns of their own but as a whole we need to look at the big picture. Employees are trying to secure bids, maintain seniority, detail out of their assignments to assist management, change of schedules etc. The issue is not as individuals what our goals are . . . but as individuals how do we accomplish them but not to the detriment of the craft or our fellow employees. Some of the issues that we are fighting about amongst each other will be a moot point if the Postal Service continues down the path that they are headed.

Article 3 which is "Managements Rights" makes me very uncomfortable. I believe management no longer has the right to mismanage. I have watched in my opinion . . . The Postal Service performing experiments on how to get the mail out of the facility efficiently. They have reports for reports to justify their mistakes and bad decisions. They repeatedly have new plans on how to manipulate the system and mail processing goals. Perfect example is having mail in the system and not starting secondary sorters until after 12:00 a.m. on tour 3 over the Summer months. When questioned in a Labor/Management meeting it was stated this was a management decision and no other information was offered.

What Is Solidarity?

Now in the month of September secondary sorters are not started until after 11:30 a.m. on tour 2. I'm very confident either decision was to try and manipulate on paper what is actually going on in the facility. Hey management here's an idea: "If there is mail in the building process it no matter what time it is . . . Customers do not care about your DOV scores or your pencil pushing tactics . . . they just want their mail".

At this time the union would like to thank the members who have provided us information regarding conditions at the DNDC. Information has been brought forward regarding all types of mis-

management that might adversely affect service, operations or safety at the DNDC. The union is asking for any information regarding operational codes, stand by room hours, unsafe acts to process mail due to the lack of employees from excessing, etc. Several members came forward to inform the union that they were put in the stand by room due to no available equipment. They weren't put in the room for lack of mail . . . but for lack of equipment to process the mail. Have you ever gone to Taco Bell and not been able to purchase a taco due to them not having any shells while the employees sat in the lobby and played cards? I

didn't think so . . . this is a clear indication of why the Postal Service is in the condition that it is.

Reflecting back on the definition of Solidarity . . . working together we can promote stability, soundness and reliability. In solidarity, we will continue to provide for our families, pay our rent, tuition, vacation and continue to live the life styles that we have become accustomed to and worked for. As employees of The United States Postal Service, we are required a fair day of work for a fair day of pay. Our one goal should be for the customer and the integrity of the mail . . . for this there should be no opposition.



Priority Mail
Facility Director

Iva Williams
PMC Facility
Director

That's right the Priority Mail Center has another plant manager. She is originally from Saginaw

We Have Another One !!!

by way of Kalamazoo. Her goal seems to be to get the Priority Mail Center clean and properly run. GOOD LUCK !!!

Ms. Wood is like maybe the twenty something manager in ten years. Let's see how long she will be around. Not long, now Jackie Bowman is back.

On another note, we are losing some of our clerks due to excessing.

Bids went up around the end of

May and we have a few new faces that should be coming in late June. Everyone please do your part in being helpful if they need any assistance.

Contractual Facts. Did you know that employees should be permitted, under normal circumstances, to have a reasonable amount of time to consult with their steward? Reasonable time cannot be measured by a predetermined factor.

The Hard Work Is Starting To Payoff

continued from page 5

UPCOMING AND PAST EVENTS

The Unions Adult Christmas Party will be December 18, 2010 at the Karris house on Plymouth Rd. in Redford, Michigan. The party events will be as such; cocktails will be served from 6 p.m. until 7 p.m. The party starts after dinner so make sure you are there.

The union had its annual picnic July 18, 2010; it was well attended and the membership was well represented. I plan to have the information on the 2011 APWU-DDAL Annual Picnic by the end of January 2011 so all the members can make plans to attend. I would like to see more membership participation and a better presence from all the facilities and areas that we represent.

August 23-28, 2010 the DDAL Union hosted the APWU 20th Biennial National Convention here in Detroit, MI. The event was well attended by the APWU membership from around the country. It was the last National Convention that President Burrus would preside over as APWU National President, due his retirement. He was honored and is really appreciated for his 53 years of service to the membership of the APWU. Thirty of those years were served either as Executive Vice President or Presi-

dent of the APWU. President Burrus told the committee that worked at the convention that he had been to all the National Conventions (20) and this National Convention was in his opinion the best ever. Thank you President Burrus! The next National Convention will be 2012 in Los Angeles. On behalf of the entire DDAL membership the DDAL give a very meaningful thank you to all the presidents of the MPWU (Gaylord, Travis City, 480-481, Grand Rapids, Southwest Michigan, Farmington Hills & the MPWU) for their gifts and contributions to the Hospitality suite during the National Convention.

Days after the National Convention was over (September 6, 2010) the DDAL along with its members, stewards and local officers attended the Labor Day Parade. The Parade was very eventful and fun. We marched with our other brothers and sisters in the Labor movement down Woodard Ave. in Detroit, Michigan from Warren Ave. to Hart Plaza where we took pictures and mingled. The Marchers were addressed by our National, State and Local politicians. I would like to thank all who attended and ask that more of you to plan to attend the Labor Day Parade next year. I would love to see 100% participation from our members.

The Motor Vehicle Services (MVS) craft had its 22nd Annual MVS Awareness Day on September 18, 2010 and National MVS Director Bob Pritchard, Asst. MVS Director Michael Foster (Detroit's own) and National Business Agent (MBA) for the MVS Craft Merle Bell attended the event. Each person spoke and addressed the member's questions.

THANK YOU APWU-DDAL MEMBERSHIP !!!

I say this to you and please remember this quote "Let everyone know, whether they wish us well or ill, that we (DDAL) shall pay the price, bear any burden, meet any hardship, support any friend, oppose any foe to ensure the survival and the success of your rights and liberties". John F. Kennedy said this and I changed the words to reflect this administrations views and position.

I would just like to thank John Marcott, MPWU President, Mike Long MPWU Editor, Jim Fieros CMAL President, Ron Krumbrie Traverse City President and William Jones Executive Vice President of Pittsburgh Metro Area Local for looking after the DDAL members that were excessed to their facilities. If any member needs our help no matter where you are just call us.

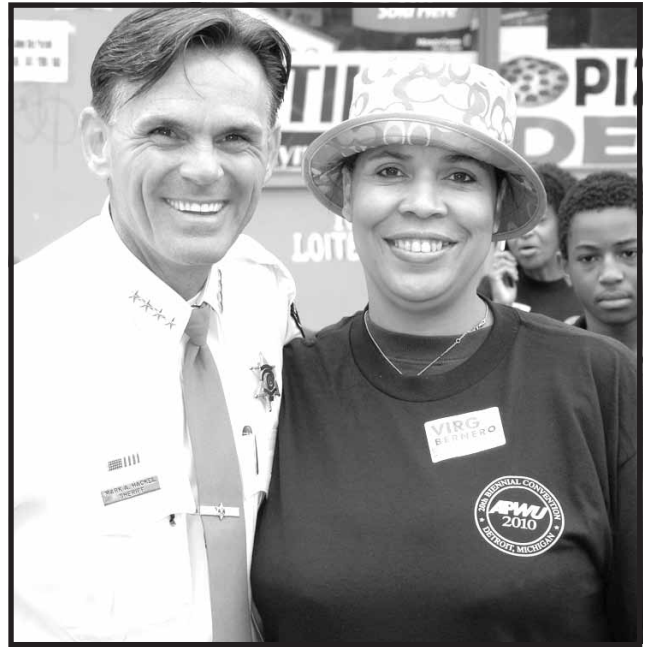
Labor Day Parade 2010



480-481 President Larry Miller and Robin Cooper.



Chris and Shuronda poses for the camera at the end of the march.



Minnie and Sheriff Mark Hackel.

APWU Picnic On July 18th

Our picnic was held at the Lower Huron Metro Park in Belleville on July 18th. We had a DJ, a bouncer tent for the kids, games, raffles and fan-

tastic food and drink catered by T.E. Catering. A turtle cove aquatic center (wave pool) was available for the children and adults. BIG FUN FOR ALL!



The President mingling with the kids.



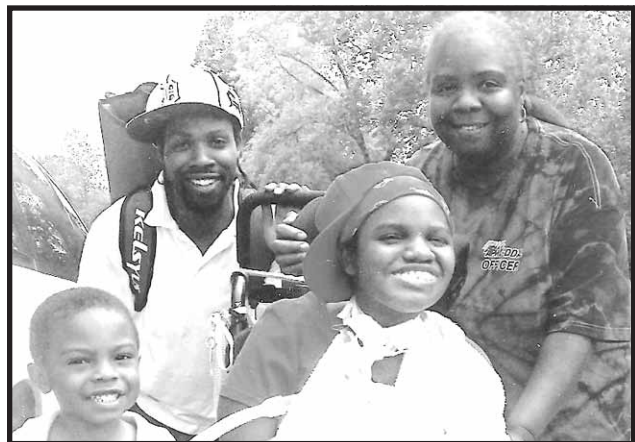
The Associate Editor chillin' with Geoff Higgins.



It's a family affair.



The Membership enjoying the festivities.



Legislation Director Regina Favors and her lovely family.



Ruqayyah Bobo and family.



Pictured left to right: J. Merritt, R. Cooper, C. Holbrook and R. Holbrook.



The President mingling with the members.



One of the raffle prizes.



The children in the bouncing tent.

Labor Day Parade 2010



John Merritt gets the Official APWU-DDAL Vehicle ready.



Tonya Stone and Letter Carriers from the Joyfield Station.



Alvin Hall and his son.



Andrea and Alfreda marching past the Fox with DDAL banner blowing in the wind.



APWU member Johnette Holt's son smiles while Salena looks on.



Shuronda, Regina, Senator Carl Levin, Marcus, Congressman Sander Levin, and Alvin take a picture while Dana looks on.



DDAL marching strong 2010.



Karen, Robin and Vanessa holding up the DDAL banner.



Mrs. Ulmer, Bystander, Senator Stabeinaw and President Ulmer.

MVS Awareness Day



Ladies of the MVS Craft.



Executive Vice President Patrick Chornoby, MVS member and Marcus support MVS Awareness Day.



Dana Beard joined the MVS Craft on their Awareness Day.

more photos on page 10

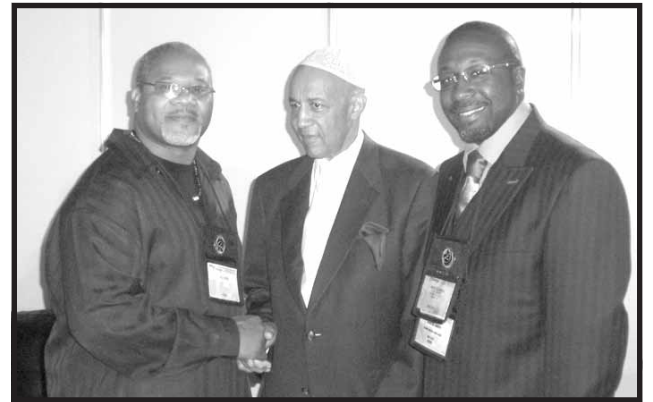
National Convention



Jerome, Liz Powell National Secretary-Treasurer, and Greg.



President Burrus, Mrs. Burrus and DDAL Trustee Manuela.



V. Peterson, Jesus Mohammad, and M. Smith.



Newly elected President Cliff Guffey and President Ulmer.



President Burrus and Mrs. Burrus.



President Burrus and President Ulmer.

MVS Awareness Day

continued from page 9



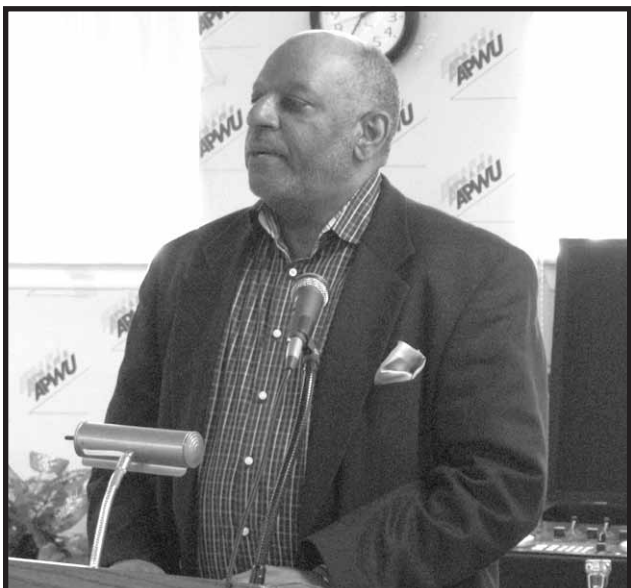
Manuela and other MVS Craft employees ask questions of their National Officers.



MVS Asst. Dir. Ray, MVS NBA Merle Bell, President Ulmer, MVS Dir. Branch, National MVS Director Pritchard.



Seaborn listens along with his fellow MVS members.



National MVS Craft Asst. Director Michael Foster.



DDAL Secretary-Treasurer Jane Duggan.



The DDAL Local Officers MVS Dir. Branch, Asst Dir. Morgan, Org. Dir. Marcus and Mungus.



**Assistant Clerk
Craft Director**

**Tony Corbin
Assistant Clerk
Craft Director**

My current newspaper article pertains to the filing of proper grievances. To begin with, the definition of a grievance as stated in part in Article 15, "GRIEVANCE-ARBITRATION PROCEDURE", Section 1, under Definition in the Collective Bargaining Agreement (CBA): A grievance is defined as a dispute, difference, disagreement or complaint between

Filing Of The Proper Grievances

the parties related to wages, hours, and conditions of employment.

A grievance shall include, but is not limited to, the complaint of an employee or of the Union which involves the interpretation, application of, or compliance with the provisions of this Agreement or any local Memorandum of Understanding not in conflict with this Agreement.

The most important aspect of filing grievances is the following: Any employee who feels aggrieved must discuss the grievance with the employee's immediate supervisor and an APWU Steward within **fourteen (14) days** of the date on which the employee or the Union first learned or may reasonably have been ex-

pected to have learned of it's cause.

More often than not, the majority of employees have misconceptions of the aforementioned fourteen (14) days allotted for the filing of Grievances. For example: Employee Smith is issued a Letter of Warning-Attendance on September 1, 2010. Employee Smith files a grievance with the Union on September 12, 2010. When questioned why he/or she waited approximately eleven (11) days after being issued the disciplinary action to file a grievance, employee Smith answers, "I have fourteen (14) days to file a grievance"; however, what employee Smith neglected to realize is the fact that since eleven (11) of the fourteen (14) days allotted in the time

frame to file a grievance has already expired; this leaves the Union three (3) remaining days in which to hold a Step-1 meeting so the grievance would not be considered UNTIMELY by POSTAL MANAGEMENT. In addition, once an employee files a grievance, a Union's Request for Information Form is submitted to Postal Management, once received, Management has five (5) days, (sometimes longer or shorter depending on what is agreed to), to submit the requested information to the APWU.

So in essence, whenever an employee is issued Disciplinary Action of any sort; needless to say, they should file a grievance AS SOON AS POSSIBLE.



**Director of
Human
Relations**

**Keith Combs
Director of
Human Relations**


Hello membership, I'm writing this article to introduce myself to

A Humble And Sincere Thank You

all the APWU members. My name is Keith Combs and I was appointed to the position of Director of Human Relations on July 22, 2010. I would like to give a humble and sincere thank you to our Local President Chris Ulmer for considering and appointing me for this position. I intend to do my very best for each and every member that has a Human Relation need. In these very difficult times when we

have many members dealing with issues pertaining to injuries and NRP, it is extremely important that you the member notify your Union as soon as you have an issue. It is

my belief that my term here will be a pleasure as well as educational. I want to begin my term by thanking you all well in advance for your support.



**Retirees'
Department
Notes**

**Al Fouche
Retirees' President**

At the APWU National Convention held in Detroit, MI August 21-27, 2010, during the Retirees Convention August 21, 2010 thru August 23, 2010, many resolutions were passed affecting only Retirees. For reasons unknown, all of the Retirees resolutions were voted down by the APWU general membership. (NO RETIREES). WHY???

With that being said, my article will consist of items I recently read in Health Magazine.

ALCOHOL AND THE BREAST

Alcohol raises the risk of some breast cancers and not others, says a new study. Scientists looked at nearly 3,000 women who were diagnosed with invasive breast cancer during the five year study. Those who consumed 1 to 7 drinks a week were 50% more likely to develop cancer in the milk producing lobules of the breast than non drinkers. And those who drank at least 14 alcoholic beverages a week were twice as likely to be diagnosed with lobular

Retirees Department

breast cancer than noon drinkers.

However, drinkers were no more likely than non drinkers to be diagnosed with cancer in the breast's milk ducts. About 70% of all breast cancers are ductal, while only 10% to 15% are lobular.

Drinkers were also more likely to have breast tumors that are sensitive to estrogen than tumors that are not. WHAT TO DO. Consider limiting your alcohol consumption to curb your risk of breast cancer.

VITAMIN D & DIABETES

People with higher blood levels of vitamin D had a lower risk of Type 2 diabetes in the largest study to look at the link. Researchers compared levels of vitamin D in blood samples taken in 1990 from roughly 1,200 participants in the Nurses' Health Study, half of whom were later diagnosed with diabetes and half of whom were not.

Women with the highest vitamin D blood levels (they averaged 33 ng/mL) were half as likely to get diabetes as those with the lowest levels (they averaged 14 ng/mL). WHAT TO DO. Scientist won't know if vitamin D lowers the risk of diabetes until large-scale trials comparing the vitamin to a placebo are done. In the meantime, it's worth taking 800 to 1,000 IU a day of vitamin D if you are over 60 and 400 IU a day if you are younger.

Stamp out supervisors who do your work!

If you witness a supervisor performing clerk work, this is a violation of the National Collective Bargaining Agreement Article 1. Section 6.A, which states:

Article 1, Section 6. Performance of Bargaining Unit Work

A. Supervisors are prohibited from performing bargaining unit work at post offices with 100 or more bargaining unit employees, except:

1. in an emergency;
2. for the purpose of training or instruction of employees;
3. to assure the proper operation of equipment;
4. to protect the safety of employees; or
5. to protect the property of the USPS.

This means that they cannot: Jog mail, case mail, move GPMCs, load the feeders, sweep mail, carry trays of mail, load/unload mail on conveyor belts or from containers, etc.

Incident Report

Name of supervisor performing Clerk work:			
Date of incident:			
Time of incident:	From:	To:	
Location of work performed:			
Did you notify this supervisor that he/she was in violation of the National Agreement Article 1.6.A?	YES	NO (circle)	
Description of Clerk work performed:			
Your Name (printed)			Witness
Contact information (Work and/or Cell #)			
Your Pay Location/ Station/Facility			

Don't be afraid to stand up for yourself! Fill this form out and give it to an APWU steward, fax to 313-532-5433 or mail to:

20530 Southfield Road • Detroit, MI 48235

Protect your job! Report all incidents of supervisors doing YOUR job!



Legislation Director

Regina 'Gina' Favors
Legislation Director

Legislative News & Views

Greetings sisters and brothers. I sincerely hope that everyone has enjoyed a safe and wonderful summer. I also hope that (those of you who could attend) enjoyed the APWU NATIONAL CONVENTION, especially those who were first time attendees. I also attended the retiree's convention and I won't duplicate what will be reported by the retiree director. There has been a lot going on since our last paper. We have had rallies, we have been on radio talking about saving Saturday Delivery, we held our annual picnic, and the primary elections are done and by the time this paper gets out the Labor Day Parade will have come and gone. I hope that you came out to support your union as well and all of labor who puts much time and effort into having a successful parade. Now it is time to turn our attention to the upcoming elections. I know that it's been said every year (at least for the last six yrs.) that this will probably be **the** most important election yet but this time may tend to the truest "most important". This year when you vote, you may possibly be deciding who will control the country, state and county political scene for the next decade. The reason for this is because the political district boundaries will be redrawn after the U.S. Census numbers are made available next year. In Michigan, the State Legislature draws the boundaries for the House and Senate Seats, and the party in power controls where those boundaries fall. During the primaries, some areas lost seats because of re-districting. Please, I implore you, if you do not normally vote in these elections, change your rule. These elections are as critical

as the Presidential Election. Also, if you supported President Obama in 2008, now more than ever he needs your continued support. We need to **KEEP**, as well as elect labor friendly representatives, those who support middle class, working and jobless, everyday people. There are far too many who have lost jobs, homes, and their family and in some cases all hope.

During our retiree's convention, National Legislative Director, Myke Reid spoke with us about the importance voting in this election cycle. He talked about the campaign to save Saturday delivery, and where we are right now. The rallies have been great but getting and keeping the public involved and aware are key. We have tremendous support in the house but we could use more. We need to keep contacting our legislators and have our family, friends, churches etc. do the same. We must continue to let the public know that the Postal Service's projections are not true and that we are the only Government Agency that is required to pre-fund retiree benefits. Myke also talked about the GPO (Government Pension Offset) and the WEP (Windfall Elimination Provision) and how even though we have Democratic control, it is seriously doubtful that it will ever get out of congress. One of the main reasons for this is because it could be extremely costly for the Government to make up the difference or pay their way out of. But while we never know what may happen we should still continue to stay vigilant and keep our congresspersons aware of our feelings on this issue and keep pressuring them to



MOVE THE BILLS!

Another issue we must fight for is **SAVING SOCIAL SECURITY**. I don't know if any of you have family members who have had the benefit of Social Security or you personally have benefited from it, but Social Security is definitely needed. Once again it is imperative that we elect those who believe (as we do) that social security is a valuable retirement aid to all who cannot or do not retire

with pensions and or 401k. Under Social Security, you **EARN THE RIGHT** to participate by **WORKING AND CONTRIBUTING**. It is one of America's **MOST** effective, efficient intergenerational social insurance programs, says the NCPSSM (National Committee to Preserve

Social Security and Medicare). Social Security provides guaranteed income to the elderly, disabled, survivors and families of those who have **PAID** into the system. Personally I will tell that if it were not for Social Security, my Father-in-law, who worked more than forty years at Chrysler, would be poverty stricken with just his pension alone. His medicine and monthly living expense (when he was home) was way more than what his pension provided. I am sure this is true of many who depend on their Social Security checks and they have **WORKED** and **EARNED** these benefits and we should fight hard to insure that Social Security stays in place. The National Commission on Fiscal Responsibility and Reform will more than likely be targeting Social Security. This commission is charged with improving the nation's fiscal position and the new co-chairs have announced their intent to aim squarely at Social Security and Medicare. They say these should be cut because "that is where the money is"! The co-chairs are former Republican Senator from Wyoming Alan Simpson and former Clinton Chief of Staff Erskine Bowles. Now, the truth be told, Social Security has not contributed one dime to our nation's deficit. The Social Security Trust Fund was built up in preparation for the Baby Boomers retirement. Right now, as of today, Social Security is owed \$2.6 trillion previously **LOANED** to the federal government. So now the budget hawks are arguing that there is not enough money to pay it back so their answer is to cut it. Sound familiar? The wealthiest have taken from and availed themselves of all that we as workers and middle class citizens have finally earned and now as with everything else they want

to just cut it, end it all. When will we stand and say "THAT'S IT, I'VE HAD ENOUGH, I WON'T TAKE IT ANYMORE"! I say the time is **NOW**!!! We need to stand up for Social Security, stand up for our jobs (postal service), stand up for our rights. Don't continue to fall for the hype, we are not bankrupting our children and grandchildren, corporate America and the bigwig CEO's are. They are getting richer while we are getting poorer. They are enjoying the "fruits of OUR labor and we can not and should not let them continue. How do we stop them you ask? We stop them by using our voice and our vote at the polls. We stop them by electing persons who share and understand our beliefs, passions and who understand that choice means just that! It does not mean that I support or not support abortion, gay rights, gun rights or whatever; it just means that I support **YOUR RIGHT TO CHOOSE**.

Lastly, please make sure that if you have moved, you have registered to vote in your new area. If you have not, you have until October 2nd to do so. Please do not make the mistake of thinking that this election cycle is not important. Do investigate, check, and look at what your candidate of choice believes in. If you think that Right to Work is not an issue, think again. The republican candidate has already said that he will sign the bill if it reaches his desk and let me tell you "Right to Work" **does NOT guarantee you a job**. It does not guarantee you a chance for a job. All Right to Work does is guarantee you a right to work for less!!!

It guarantees you a right to work for little or NO benefits and no job security IF you happen to find a job!!! Understand that a lot is riding on the upcoming elections and whether (or not) you participated in or listened to the rally speeches of Rev. Jesse Jackson, Rev. Wendell Anthony and others or not, whether you heard any of the speeches at the APWU National Convention and rally, whether you believe this news letter or not your vote IS important and much needed. Michigan again is a battle ground state and we need to keep it **BLUE**! Please take the time to volunteer to walk, phone bank, and/or somehow help in this effort, talk to your neighbors, family, church members and folk you may meet in the grocery stores or wherever about saving Social Security and Medicare, as well as talking about voting and it's importance. Please get **INVOLVED!** GET THE **FACTS!** You can call the NCPSSM at 1-800 998-0180 or go online to **WWW.NCPSSM.ORG**. You may also contact me for any further information and for the bills relating to any of the issues raised in this article.

Until next issue . . . peace, prosperity and solidarity.

New Appointment Of Human Relations Director

Attention: APWU Members:

In accordance with the APWU-Detroit District Area Local Constitution, By-Laws, Article VII- Department and Administrative Office, Section 3 – the following appointment is made.

Keith Combs has been appointed as the Human Relations Director for the Local.

New Appointment Of 480-481 Director

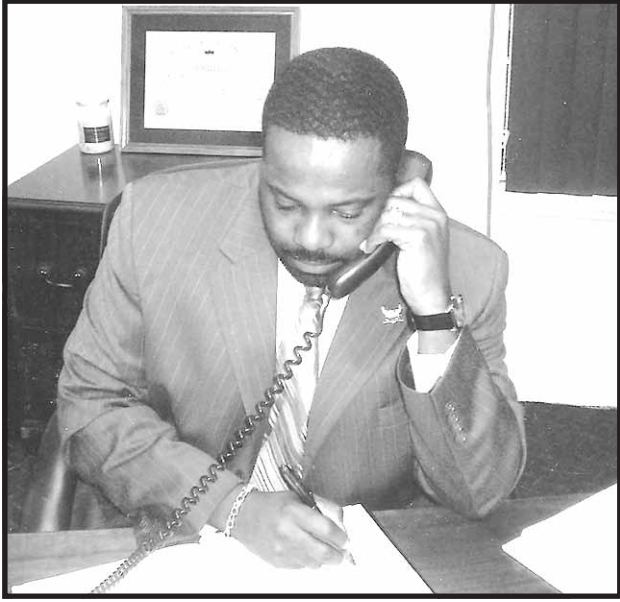
Attention: APWU Members:

In accordance with the APWU-Detroit District Area Local Constitution, By-Laws, Article VII- Department and Administrative Office, Section 7(K) – the following appointment is made.

Sharonda McCullom has been appointed as the 480 Director for the Local.

Ask The President

Committee Talk – Part 1



Christopher "Chris" Ulmer, President

In this segment, I sat down with President Ulmer and we discussed your committees and how they serve the membership. Concerning the committees, we discussed this administration's goals for the rest of the year and moving forward in 2011. Mandated by the constitution, it is important for the membership to understand what each committee does and how they serve us. Due to space restrictions, this issue will focus on the LEGISLATIVE COMMITTEE, the EDUCATION COMMITTEE, and the ORGANIZATION COMMITTEE. The next issue of THE DETROIT POSTAL WORKER will focus on the HUMAN RELATIONS, the ENTERTAINMENT, the RI-399 and ARCHIVIST committee. We will break down each committee separately.

LEGISLATIVE COMMITTEE

Q. President Ulmer, what is the function and duties of the legislative committee?

A. Danny, the main function of the legislative committee is to keep our members abreast and up to date on legislative issues. That entails making sure they are made aware of different proposals that would affect the working class and every private citizen. Also, we want to make members aware of "good" candidates and proposals for our cause and make awareness of those that are not so good for the membership and the public. We want to make sure our members are legislatively connected, so when they go out and vote they will make an informed vote.

Q. As the president, what are your goals for this committee for the rest of 2010 and moving forward in 2011?

A. The goal for 2010 was to try to have a picket every month to let the public know what issues we are dealing with regarding the postal service. The 5-day delivery proposal, the reduced services, etc. It took some time and planning, but we finally did have successful pickets keeping members and the public informed. The main goal of the pickets was to make the public aware of the service that the postal service actually gives them. If we don't do this, the public doesn't realize what is going on, then the service is gone. We also want the membership to get involved in the pickets and committees. Those were our main goals for 2010 and I think we achieved them.

Moving forward in 2011, we want to move

on in the same degree, but on a greater scale. We want more involvement not only on causes of our local and our issues, but we want to make sure we're supportive of other locals and other unions to support their issues. What I find is, the issues that other locals and unions deal with today, we deal with tomorrow. The same goes for us, different issues we deal with today, other locals/unions may deal with tomorrow. Because it all happens one piece at a time.

Those will be our goals for 2011, and to get more people involved in our committees' and have more of a buzz on the workroom floor concerning the committee.

EDUCATION COMMITTEE

Q. Function of this committee?

A. The function of the education committee is to make sure our members are well educated. Educated on the contract of our local, the national contract, and educated on issues all around us that they may deal with on a daily basis.

Q. Goals for this committee?

A. The number one goal of the education committee is to make sure our members are informed, kept informed and abreast of a host of issues that surround us. Also, we want to get more participation, more involvement from our members. We want to fully educate our members.

In 2011, I want to give some type of training to people who just want to know what's going on and how the contract should work. This training will be for all members, not just for those who may want to be a steward. We want them to be able to say that when someone says something is wrong, they will be able to say NO! THAT IS WRONG!

Our goal is to set up a "weekend education"; schooling for our members. It might be a 3 weekend course at the union office to learn the basis of the contract so they will be educated on the contract. We are at the beginning phase of discussion on the dynamics of this course. More information will be posted at your workplace and in **The Detroit Postal Worker**.

Others might want to get involved in stewardship and training is provided for that, but the education committees main issue is to make sure EVERY member on the workroom floor is educated on their rights.

ORGANIZATION COMMITTEE

Q. Function of this committee?

A. The function of this committee is to make sure the members and our local are organized. What we mean by organized or organizing is that we want 100% of all people employed in the bargaining unit to be members. That is one of the main functions that the Organization committee goes out and does. They go out there and recruit those people that are not signed up.

We have a health plan that has an open season. They go and solicit that health plan to our members and other federal agencies, so that we will have more participation in our federal health plan as well as our local's plan.

Also, the Organization committee plans a Labor Day parade, and different events that

typically goes on a yearly basis that represents labor issues. Those are the basic functions of that committee.

Q. And that entitles the goals of the organization committee for 2011, the Labor Day Parade and such?

A. Well, the main goal will be to get more participation in this committee, to make this committee more visible on certain important issues, and as I said earlier, the real goal is to get more organized and to become 100% organized to make this committee stronger. That is our goal for 2011.

One factor of the Organization Committee I forgot to mention is their involvement with the ABA, Accident Benefit Association. The ABA is a member benefit that states when you get injured on the job, THAT MEMBER automatically has coverage with accident benefits where they get approximately \$13-\$15 a day. Over a 30 day period, that is good money if your not receiving a full check.

(Danny) Yes, is very important especially in these days where every penny counts.

Q. President Ulmer, in conclusion on part one of this segment, what do you want to say to the members regarding their committees.

A. Danny, the committees are mandated by the constitution to serve the membership in the most efficient manner possible. The committees are there for you! We urge the membership to use the committees in any manner that may help them. If you have any questions and/or concerns regarding the committees, contact myself or the staff, officers, stewards of The Detroit District Area Local.

(Danny) Chris, thank you for this important information, and we will cover the rest of the committees in the next issue of The Detroit Postal Worker.

(President Ulmer) Thank you Danny.

Due to limited space, the "Ask the President" interview with President Ulmer has been edited. The most important points have been printed. An internet pod cast of the entire interview will be available online in January. The second part of "Committee Talk" will be in the next issue. The associate editor.

If you have any questions for the column "Ask the President", email dsawickieapwudetroit.org or sent to Danny Sawicki, 20530 Southfield Road, Detroit, MI 48235.

Psssst



**Keep up
with all
the news,**

**Attend Your
Union Meetings!**

"The Local Buzz"

by Jane Duggan

ACTIVITY CORNER

In July, we held our annual picnic at Lower Huron Metro Park. All the members and their families who attended had a great time. Golden Dental brought out a Good Humor truck and provided a wide variety of ice cream treats. Two members won children's bicycles provided by H.A.P.

Your Entertainment Committee has started meeting again to plan and guarantee the **Halloween Party**, the Stewards' Appreciation Dinner and the Annual Adult Christmas Party. A lot of work goes into making these events successful.

In August, we hosted the APWU **National Convention**. COBO Hall was the convention site for 2419 delegates from 359 locals, 50 states, Guam, Puerto Rico and Virgin Islands. Also in attendance were 84 national officers and five Retirees Department delegates. At the Pa-

rade of States, a large contingent of international guests marched at the front of the delegates.

During the convention, two important things happened away from the main convention floor. First of all, on the weekend before the National Convention started, the Retirees held their biggest ever **Retirees' Convention**. At the close of the two day event a number of people were given special awards — among them two of our own: Al Fouche and Elisabeth "Betty" Littsey. Quite a few members of Betty's family showed up to surprise her and witness this wonderful event.

Second, at the end of the convention, the **Auxiliary** concluded several months of activity with a presentation to Children's Hospital of Michigan. They gave the hospital a check for \$11,000.00 and a veritable ton of stuffed animals, coloring books and other toys and supplies the hospital had noted on

its wish list.

Early last spring, the Auxiliary came to town to meet with the hospital's representatives and Legislative Director, Regina Favors and Secretary-Treasurer, Jane Duggan. The auxiliary had asked the local to name a local charity and Regina was able to suggest Children's based on her family's experiences there.

Regina's grand daughter, Fanchon Favors, was present for the event at the convention and was the inspiration for the Auxiliary's hard work. In fact four generations of the Favors Family were present for the presentation.

Only twelve days after the convention concluded, we participated in the annual **Labor Day Parade**. Our contingent wore black shirts designed for our convention. We followed the lead of the Detroit Symphony Orchestra union members who led this year's march.

Following close behind the convention, MVS held their 22nd **"MVS Awareness Day"**. Members came out to meet with MVS Director Pritchard, Asst. MVS Director Michael Foster and MVS NBA Marlie Bell. Nine local officers were present. After the presentations and a lively discussion, everyone shared a great meal.

Our local hosts **S.O.A.R.** (Save Our Ailing Retirement) once a month. Also **P.O.W.E.R.** (Post Office Women for Equal Rights) meets every month immediately following the monthly membership meeting. Our retirees meet the third Saturday of every month from 9-Noon at Kerby's Koney Island at 10 Mile & Evergreen.

In addition to meetings, the hall is used with some regularity for arbitration. We are glad to see so much activity here. All these functions give us more reason to update and maintain our building.



Open Season Begins November 8, 2010 – December 13, 2010

49 of 50 HealthGrades 2010 Best Hospitals in the APWU Health Plan Network.

Glen Burnie, MD, March 04, 2010 — Every year HealthGrades, an independent healthcare ratings organization, releases a list of the top 50 hospitals in the nation. Hospitals are rated independently and objectively on a range of criteria including diagnoses, procedures and patient-safety measures. HealthGrades is the web leader in doctor and hospital ratings and is the go to place for pre-visit information.

This year, 49 of the 50 hospitals on the list are a part of APWU Health Plan's extensive preferred provider network. Preferred pro-

vider networks are designed to give members the best cost savings when using an in-network provider. APWU Health Plan is dedicated to giving our members access to the best care available and helping them live life well. Living life well consists of getting the regular care you need, prescription coverage, emergency care, and maintaining a healthy lifestyle.

Contact: Rocky Midgett, Chief Managing Officer APWU Health Plan 410-424-1500 pr-marketing@apwuhp.com

Open Season begins in November 8, 2010 – December 13, 2010.

The Money You Could Be Saving From Changing From Your Current Health Plan To The 2011 APWU Health Plan Open Season - Monday, November 8, 2010 through Monday, December 13, 2010

The Money You Could Be Saving From Changing From Your Current Health Plan To The 2011 APWU Health Plan Open Season - Monday, November 8, 2010 through Monday, December 13, 2010

2010 Health Plans	COSTS PER PAY PERIOD	APWU MEMBER Savings Per Pay Period	APWU MEMBER Savings Per Year	Savings for Non-APWU Represented Employees Becoming Associate Members \$35 Per Year
HIGH OPTION HEALTH PLANS				
APWU HIGH OPTION				
Self Plan - Biweekly #471	\$34.13	0	0	0
Family Plan - Biweekly #472	\$77.17	0	0	0
Compass Rose Health Plan				
Self Plan - Biweekly #421	\$36.52	\$2.39	\$62.14	\$27.14
Family Plan - Biweekly #422	\$92.41	\$15.24	\$396.24	\$361.24
Blue Cross Blue Shield Standard				
Self Plan - Biweekly #104	\$63.81	\$29.68	\$771.68	\$736.68
Family Plan - Biweekly #105	\$148.70	\$71.53	\$1,859.78	\$1,824.78
Foreign Service Benefit Plan				
Self Plan - Biweekly #401	\$35.34	\$1.21	\$31.46	No Savings
Family Plan - Biweekly #402	\$90.81	\$13.64	\$354.64	\$319.64
GEHA Benefit Plan High Option				
Self Plan - Biweekly #311	\$58.74	\$24.61	\$639.86	\$604.86
Family Plan - Biweekly #312	\$141.35	\$64.18	\$1,668.68	\$1,633.68
Mail Handlers Benefit Plan Std.				
Self Plan - Biweekly #454	\$78.85	\$44.72	\$1,162.72	\$1,127.72
Family Plan - Biweekly #455	\$191.10	\$113.93	\$2,962.18	\$2,927.18
NALC High Option Plan				
Self Plan - Biweekly #321	\$51.56	\$17.43	\$453.18	\$418.18
Family Plan - Biweekly #322	\$100.57	\$23.40	\$608.40	\$573.40
Rural Carriers Benefit Plan High				
Self Plan - Biweekly #381	\$57.91	\$23.78	\$618.28	\$583.28
Family Plan - Biweekly #382	\$82.68	\$5.51	\$143.26	\$108.26
SAMBA High Option				
Self Plan - Biweekly #441	\$102.15	\$68.02	\$1,768.52	\$1,733.52
Family Plan - Biweekly #442	\$264.71	\$187.54	\$4,876.04	\$4,841.04

2010 Health Plans	COSTS PER PAY PERIOD	APWU Member Savings Per Pay Period	APWU Member Savings Per Year	Savings for Non-APWU Represented Employees Becoming Associate Members \$35 Per Year
Basic Health Plans				
APWU Consumer Driven Plan				
Self Plan - Bi-Wk APWU Member #474	\$7.77	0	0	0
Self Plan - Biweekly #474	\$24.09			
Family Plan - Bi-Wk APWU Member #475	\$17.48	0	0	0
Family Plan - Biweekly #475	\$54.19			
Blue Cross Blue Shield Basic				
Self Plan - Biweekly #111	\$32.44	\$24.67	\$641.41	\$182.36
Family Plan - Biweekly #112	\$75.97	\$58.49	\$1,520.74	\$531.28
GEHA Standard				
Self Plan - Biweekly #314	\$24.80	\$17.03	\$442.78	No Savings
Family Plan - Biweekly #315	\$56.39	\$38.91	\$1,011.66	\$22.20
GEHA High Deductable (HDHP)				
Self Plan - Biweekly #341	\$27.24	\$19.47	\$506.22	\$46.90
Family Plan - Biweekly #342	\$62.22	\$44.74	\$1,163.24	\$173.78
Mail Handlers Consumer Option				
Self Plan - Biweekly #481	\$28.24	\$20.47	\$532.22	\$72.90
Family Plan - Biweekly #482	\$63.99	\$46.51	\$1,209.26	\$219.98
Mail Handlers Value Plan				
Self Plan - Biweekly #414	\$20.45	\$12.68	\$329.68	No Savings
Family Plan - Biweekly #415	\$48.76	\$32.28	\$813.28	No Savings
SAMBA Standard Plan				
Self Plan - Biweekly #444	\$35.90	\$28.13	\$731.38	\$272.06
Family Plan - Biweekly #445	\$81.98	\$64.50	\$1,677.00	\$687.54

National News That We Need To Know

Fixing USPS Finances:

Urge Congress To Support H.R. 5746

Call a representative/politician today and tell them to co-sponsor resolution 173 to continue 6-day delivery, our jobs might depend on it!!!

Members are encouraged to contact their U.S. Representatives and urge them to support H.R. 5746, a bill to restore financial stability to the Postal Service.

"This crucial legislation is a vital step toward returning the USPS to solvency," said APWU President William Burrus. The bill, introduced July 15 by Rep. Stephen Lynch (D-MA), would alter the methodology for allocating the Postal Service's share of pension costs for employees whose careers spanned the former Post Office Department and the USPS. Under current law, the costs are disproportionately split between the two, to the disadvantage of the Postal Service.

The bill cleared its first hurdle July 21, when it was approved by the House postal oversight subcom-

mittee. While the 8-1 vote in favor of the legislation was an important first step, it still must be approved by the full Oversight and Government Reform Committee before it can be voted on in the House.

H.R. 5746 directs the Office of Personnel Management (OPM) to determine if there has been an overpayment and to transfer any surplus to the Postal Service Retiree Health Benefits Fund. This transfer of funds would alleviate a major source of the Postal Service's economic problems.

The obligation to pre-fund future retiree health benefits, a provision of the Postal Accountability and Enhancement Act of 2006, costs the USPS \$5 billion annually. No other federal agency or private company bears this burden.

The pre-funding requirement, combined with the economic downturn, has prompted the Postal Service to propose severe cutbacks in service, such as closing stations and branches, consolidating instal-

lations, and eliminating Saturday mail delivery.

"This bill could go a long way to alleviating the Postal Service's financial difficulties," said Myke Reid, APWU Legislative and Political Director. "It would relieve much of the

pressure on the USPS — and on us," he said.

"We urge union members to get active right away in support of this crucial legislation."

The bill currently has 51 co-sponsors.

Guffey Elected President, Bell Wins VP

GENERAL AND DEPARTMENTS

President
Cliff "C.J." Guffey 32,242
 Jim "Moose" Musumeci 10,222
 Richard D. Cornell 4,403

Executive Vice President
Greg Bell 35,050
 Mark Case 11,579

Organization Director
Martha Shunn-King 16,595
 Mark Dimondstein 15,397
 Moe Lepore 9,962
 Kathryn Shelley dePoo 4,575

Health Plan Director
William "Bill" Kaczor 28,411
 Terry Finnerty 17,853

REGIONAL COORDINATORS
Southern Region
Princella Vogel..... 4,117
 Tony McKinnon 3,594
 Frankie Sanders 2,314

CLERK DIVISION
Director
Rob Strunk..... 21,740
 Debby Szeredy 11,174

NATIONAL BUSINESS AGENTS, CENTRAL REGION
Chicago Region (B)
Mike O'Hearn 1,559
 Dave Baskin 1,282

Cincinnati Region (C)
Mike Schmid 988
 Randall "Randy" Downard 826
 Angela Holtgreffe 442
 Mark Graham 143

Minneapolis Region (B)
Martin J. "Marty" Mater 1,102
 Mark Pietsch 660

MOTOR VEHICLE SERVICE DIVISION
Director
Robert C. "Bob" Pritchard (1) 2,605
 Thomas Matuszewski 1,548

Assistant Director
Michael O. Foster (1) 2,639
 Phil Elefante 1,477

RETIREE NATIONAL CONVENTION DELEGATES
Central Region
Beverly M. Shealy (1) 1,949
 Al Labrecque 1,533

UNCONTESTED NATIONAL OFFICES
General And Departments
Secretary-Treasurer
 Elizabeth "Liz" Powell (1)

Industrial Relations Director
 Mike Morris
Legislative and Political Director.....
 Myke Reid (1)
Asst Legislative & Political Director....
 Stephen A. Albanese (1)
Research and Education
Director..... Joyce B. Robinson (1)
Humans Relations Director
 Susan M. "Sue" Carney (1)

REGIONAL COORDINATORS
Central Region..... Sharyn M. Stone (1)
Eastern RegionMike Gallagher (1)
Northeast Region.....John H. Dirzius (1)
Western RegionOmar M. Gonzalez (1)

CLERK DIVISION
Assistant Director (A)
 Patricia "Pat" Williams (1)
Assistant Director (B)..... Lyle Krueith
Assistant Director (C).....
 Lamont Avery Brooks

NATIONAL AGENTS, CENTRAL REGION
Chicago Region (A).....Linda Turney (1)
Chicago Region (C) .. Lynn Pallas-Brber (1)
Cincinnati Region (A).....
 Russell P. Bugary (1)

Cincinnati Region (B)..... Paul Hern (1)
Minneapolis Region (A)...Willie Mellen (1)
St. Louis Region (A) .Robert D. Kessler (1)
St. Louis Region (B) Dennis Taff (1)
Wichita Region (A)..... Tom Maier (1)
Wichita Region (B) Christine Pruitt

MAINTENANCE DIVISION
Director Steven G. "Steve" Raymer (1)
Assistant Director (A) .. Gary Kloepfer (1)
Assistant Director (B).....
 Gregory "Greg" See (1)
National Representative-At-Large.....
 Idowu Balogun (1)

NATIONAL BUSINESS AGENT
Central Region (A) .Vance Zimmerman (1)
Central Region (B) Joe "Deam" Hathaway
Central Region (C)..... Troy Rorman (1)
Northeast Region.....
 Richard "Rick" Logan (1)

Southern Region (B) .Terry B. Martinez (1)
Western Region (A).....
 Charles "Chuck" Sundgaard (1)
Western Region (B) Jimmie Waldon (1)

MOTOR VEHICLE SERVICE DIVISION
NATIONAL BUSINESS AGENTS
Central Region..... Merlie H. Bell (1)

Support Services Division
Director Bill Manley (1)

OTHER NATIONAL BUSINESS AGENTS
Alaskan Area James M. Patarini (1)
Pacific Area Nilda R. Chock (1)

Retirees Department Director.....
 Judy Beard (1)

Michigan Representatives

D BART STUPAK	.....202 225-4735	.....	MARQUETTE
R PETE HOEKSTRA	.....202 225-4401	.....	HOLLAND
R VERNON EHLERS	.....202 225-3831	.....	GRAND RAPIDS
R DAVE CAMP	.....202 225-3561	.....	MIDLAND
R FRED UPTON	.....202 225-3761	.....	KALAMAZOO
R MIKE ROGERS	.....202 225-4872	.....	LANSING
R CANDICE MILLER	.....202 225-4961	.....	SHELBY TOWNSHIP
R T. MCCOTTER	.....202 225-8171	.....	LIVONIA
D SANDER LEVIN	.....202 225-4961	.....	ROSEVILLE
D CAROLYN KILPATRICK	.....202 225-2261	.....	DETROIT
D JOHN CONYERS	.....202 225-5126	.....	DETROIT
D JOHN DINGELL	.....202 225-4071	.....	DETROIT

If the UPSP Eliminates Saturday Mail Delivery . . .

The Postal Service Would Fall Apart

If Congress approves the USPS plan to end Saturday mail deliver:

• **Your service would be at risk.**

Millions of Americans depend on Saturday delivery to receive prescriptions, checks, newspaper and magazine subscriptions, greeting cards, and notices from churches and community organizations.

• **High-priced couriers would step in** – but only in the most profitable locations. Customers would pay more – a lot more.

• **The USPS would be weakened** – perhaps fatally. The Postal service's ability to serve every American at an inexpensive, uniform rate would be compro-

mised. Privatization could soon follow.

The loss of a national, public postal system would be bad news for our country and our financial system:

The USPS is a powerful engine in the nation's economy that operates a vast network, enabling citizens, businesses and government to communicate quickly and inexpensively.

SAVE SATURDAY SERVICE!

Ask Congress to stop the elimination of Saturday delivery. Write your U.S. Representative or call 202-224-3121.

For more information, call the American Postal Workers Union at 202-842-4210 or visit www.apwu.org

CLIP AND SAVE

Hand out to friends, family and neighbors. Our jobs could depend on it!

— Bereavement Leave —

APWU represented employees may use a total of up to three workdays of annual leave, sick leave or leave without pay, to make arrangements necessitated by death of a family member or attend the funeral of a family member. Authorization of leave beyond three workdays is subject to the conditions and re-

quirements of Article of the National Agreement, Subsection 510 of the Employee and Relations Manual and the applicable Local Memorandum of Understanding provisions.

DEFINITION OF FAMILY MEMBER

(a) Son or Daughter – a biological or adopted child, stepchild,

daughter-in-law or son-in-law for sister-in-law, or

- (b) spouse;
- (c) Parent; or
- (d) Sibling – brother, sister, brother-in-law or sister-in-law, or
- (e) Grandparent

Use of Sick Leave for employees opting to use available sick leave, the leave will be charged to sick leave for dependent care, if eligible.

DOCUMENTATION

Documentation evidencing the death of the employee's

family member is required only when the supervisor deems documentation desirable for the protection of the interest of the Postal Service.

The Joint Contract Interpretation Manual (JCIM) further states:

Note: As a point of clarification, the in-laws referenced in the MOU applies to children, including adopted, children, stepchildren and spouses thereof, spouse and parent thereof; and brothers and sisters and spouses thereof.

—reprinted, Flash Report

With Deepest Sympathy

The APWU offers our deepest sympathies to the families of the following postal employees who have passed away.

- Debra Willis passed away on October 18, 2010
- William E. Callum passed away on October 12, 2010
- Charlotte Crowder passed away on August 8, 2010
- Keith Chambers passed away on July 16, 2010

We would like to express our condolences to the following employees on their loss of a love one;

- | | | |
|-------------------|----------------------|----------------|
| Stacy Carr | Gwendolyn D. Farrell | Delecia Parker |
| Donna Marie White | Eurisia Shields | Jean Williams |
| Cynthia Gooden | Farida Jenkins | Jackie Jenkins |
| David Rush | Michelle Thomas | Marie Robinson |
| Mary Jozwiak | Connie Beauford | |

Our condolences to the families of retired employees;

- | | | |
|---------------|-------------|--------------|
| Leroy Deramus | Mamie Evans | Mary Iverson |
| John Uchwart | Hank Warren | |

We apologize if there are any employees that we may have overlooked. For those we have missed, please call me so we can honor them in the next issue.

FREE Legal Consultation

by Christopher Ulmer, President
Attention APWU Members:

Every month, Representatives from the Law office of Robert D. Starkman will be at the union office to provide FREE legal advice to our Members.

If any Member is experiencing any legal matters, or have questions, please call the union office at 313-532-9305 to schedule an appointment to meet with an Attorney. Also, call for dates and times.

This consultation with the Attorney is provided free to our Members. I encourage everyone to take advantage of this valuable service. In Union Solidarity.

Next Membership Meetings
SUNDAY, NOVEMBER 14, 2010
SUNDAY, JANUARY 9, 2011
SUNDAY, FEBRUARY 13, 2011
SUNDAY, MARCH 13, 2011
1:00 P.M. - 3:00 P.M.

Get involved! **Attend Union Meetings!**

Terrific Taco Salad

by Cari Sawicki

We finally got it!!! Nice job by everyone by putting pressure on Cari to give out the recipe. ENJOY!

Ingredients you need:

- 1 1/2 lb. burger
- 2 heads lettuce (chopped finely)
- 5 large tomatoes (chopped)
- 3 green peppers (diced)
- 2 12 oz. cans of dark red kidney beans (drained)
- 2 large bags of Doritos (crushed up)
- 1 packet of taco seasoning
- 2 8 oz. bags of sharp shredded cheese

Brown meat, drain and add taco seasoning, drain again and let chill in refrigerator until it is cold.

In large pan mix all ingredients.

As for the special sauce, I still can't give up the recipe. But if you go to Krogers and buy their brand of dressing "Bacon & Honey French" you cannot tell the difference. Use three 16 oz. bottles of dressing.

If you would like to submit a easy, delicious recipe, please let me know. Danny.



**DETROIT DISTRICT AREA LOCAL
 APWU, AFL-CIO**
 20530 Southfield Road
 Detroit, Michigan 48235

Change Service Requested