The President’s Report . . .

Wake-Up Postal Employees And Get Engaged

From The President
Christopher “Chris” Ulmer
President

Hello Brothers and Sisters. Once again I bring you information to help you get engaged and to wake up to the events and happenings that are going on around you.

The USPS has started the studies to close, consolidate, or leave open many postal facilities; these studies are at our doorstep again. This is why the DDAL has started the WAKE UP campaign. The APWU-DDAL believes these studies to be politically motivated and we can no longer wait to respond or to engage our voices into the political arena to be heard. We must engage now and we need your voice to be part of this choir.

As you know, in July of this year the USPS announced plans to study closing 17 post offices in the Detroit District, of which 12 were within Detroit’s city limits.

On August 1, 2011 I met with the District Manager and voiced the DDALs’ concerns and opposition to the announced studies. The closing of these 12 post offices in Detroit would have stripped about 510,000 of Detroit’s 700,000 to 800,000 residents of a postal facility and will cause some of our members to be moved, 510,000 by any measurement is a lot. I also spoke with the Detroit Postmaster about the studies and informed him of the DDALs’ opposition to the studies, and the DDAL questioned the fairness of the studies, but the Detroit Postmaster assured me that the studies would be fair. It was welcome news that 6 of the 12 post offices slated for the study were removed because it was not feasible to close or consolidate them at this time, but it does not mean the USPS will not come back at a later date to finish what they did not accomplish this time. While the number of post offices was reduced the APWU-DDAL still questions the fairness of these studies and the proposed closings.

On September 29, 2011 the Detroit District management team held all the Community input meeting for the proposed closings. One of the issues the DDAL was concerned about most was the USPS obligation to notify the impacted residents of Detroit. The DDAL was concerned that the USPS was not going to notify the Detroit residents so we went to the Detroit City Council, the Mayor of Detroit, the news media (radio and television), and everywhere we could find to get our voice heard about our concerns. We believe it was this attention and the help we got from Detroit City Council and the Mayor of Detroit office that got the USPS to reduce the number from 12 possible closings to 6, and we hope that number (6) will be reduced further.

The USPS did not meet its requirement by law to notify all the residents in the affected areas. At every meeting held on September 29, 2011 the majority of the people from the community that showed up made it clear that they never received any notice. The residents of Ferndale were never notified or informed of the study to close their only Post Office at all. The Ferndale community input meeting was attended by about 25 – 30 people of which about half the people lived in Ferndale and the only reason they knew about the meeting was because they have P.O Boxes at the Ferndale location, and they received notification in their P.O. Boxes only one - two days before the scheduled meeting date. The USPS acknowledged that the letters to the residents of Ferndale were never sent out.

On September 15, 2011 the USPS made another announcement about closing Processing and Distribution Centers (P&DC) across the nation, about 252 are being studied to close or consolidate. The 252 number is more than half of all the P&DC facilities in the entire United States. Please be assured that if this goes through all USPS employees will take a hit and it is for this reason, we ask you (no matter where you work) to WAKE UP and get involved and to stay involved. In order for the USPS to close the 252 facilities the USPS would have to reduce the service standards. What does that mean Chris? It means this; the overnight standard or next day service standard will be hit and the consequences will be dire. It is for this reason we ask for your support in the WAKE UP campaign.

This is why the DDAL has started the WAKE UP campaign.

The Detroit Postal Worker Brings Home Prestigious Journalism Award To The Local Membership!

The Detroit Postal Worker’s editor, President Christopher E. Ulmer, was awarded the “Hank Greenberg” award for best New Editor of a union publication in 2011 at the Postal Press Association Awards Ceremony August 13th in Orlando, Florida.

Entries for this exceptional award were received from union publications across the United States of America. Chairperson Jenny Grant of the 2011 APWU/PPA Awards Committee stated that, “this is the most prestigious award given out by the Postal Press Association”.

According to the PPA, “the Hank Greenberg award is named in honor to past PPA president Hank Greenberg. This award recognizes the type of spirit, determination and leadership that brother Greenberg displayed as president for over 17 years. Besides the physical makeup and content, this award recognizes a new editor that exemplifies dedication, sincerity and professionalism.”

In addition, the Award states that “this award is presented in recognition of proven excellence in the field of postal union journalism.”

When informed of the award, President Ulmer stated, “I am honored, but, this award is for the Membership of the Detroit District

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Detroit District Area Local

Union Officials

Christopher Ulmer
President
Page 1

Patrick Chornoby
Executive Vice-President
Page 3

Jane Duggan
Vice-President/Treasurer
Page 3

James Stevenson
Clk Craft Director
Page 4

Jason Rushing
Maintenance Craft Director
Page 5

Keith Combs
Director of Human Relations
Page 6

Alvin O. Branch
DNDC Facility Director

Iva E. Williams
480-481 Director

Associate Editor’s Report

Danny Sawicki
Associate Editor

Yes, it is that serious. In this issue I was going to talk about checking your 3971’s, make sure when you call in that they don’t take your annual instead of sick leave. Making sure that when you call in FMLA, that they don’t register it as unscheduled leave. Yes, all these things have happened to me in the last couple months.

But there is something more important that we need to talk about. We need to talk about our jobs, our pay, our future, our children’s future, our pensions, our benefits, our lives! Yes, all of that is at stake and I’m going to break it to you real . . . if you don’t believe it you are either living under a rock or in just plain denial.

Those of you that read my articles know that I usually don’t get involved in politics and/or legislation. I let the president and officers handle those chores. We also have one of the best Legislative Directors in the country in Miss Regina (REGINA FAVORS). I let the ones that know what they are talking about, the professionals, handle those matters.

But after attending the Postal Press Association Convention in Orlando, Florida in August, I learned that we ALL must get involved in the legislative matters if we are going to continue to live the life that we may enjoy as of now. People, we are in dire straits. We are being attacked on many fronts.

The main focus of the convention was to educate the communicators on the legislative issues that are at hand and to pass it on to the membership. This is the main focus of this issue of THE DETROIT POSTAL WORKER.

WE MUST LET OUR VOICE BE HEARD ! ! ! That was the topic that National APWU President Cliff Guffy, National Legislative and Political Director Mike Reid, the educators, lawyers pounded into our heads during the convention.

In June, President Guffy made this statement, “To ensure the survival of the Postal Service — AND OUR JOBS — I urge every member to make a commitment to legislative action.”

We must act collectively. The Post Office is using the economy and media to sway the public and politicians against us. We get paid too much, the pensions and benefits are too good and so on. A bunch of garbage. Those benefits, wages, etc are Collective Bargaining issues that in the past we and our leaders lobbied, fought for and some DIED for over many years. Now all of a sudden they want to take it all away.

Now we must tell our side of the story. If we don’t, we will lose. What will we lose? Who knows, but be assured we will lose something if we don’t stand up and be heard.

What can I do you say?

We must write a letter, make a phone call, send a e-mail, visit a politician and tell them to support or oppose the legislative issues at hand. Maybe one phone call, one e-mail, one letter, we all have to do something!

Participate in the rallies and meetings.

I was going to attempt to explain some of the issues. However, in September, the APWU National send out a pamphlet to all members explaining the legislative issues at hand. The Detroit Postal Worker usually doesn’t reprint, but this is an excellent piece and it explains it all in easy terms. Read it closely and carefully so you can explain to your friends and family what really is going on, and not to believe all the negative propaganda the Post Office is spewing in the media.

The pamphlet gives you easy access on who and how to contact to voice our opinions. Clip, save it and place it on your refrigerator to remind you how serious these times are.

Since I came back from the convention, my wife Carle and I have written letters, sent e-mails and made calls to tell the politicians to support or oppose the issues at hand. I admit, we were lax over the years in doing this. We all must try to do more.

In October, we plan to visit politicians in the area, talking to them about our concerns at the Post Office. We will continue to write, call and e-mail these politicians. Does anyone want to come along with us? If not, we all may be visiting the unemployment line.

CONGRATULATIONS

On a lighter note, I would like to congratulate our President and editor of THE DETROIT POSTAL WORKER Christopher Ulmer for bringing home the membership the Best New Editor Award at the Postal Press Association Convention in Orlando, Florida in August (page 1). YOUR newspaper is recognized as one of the best in the country.

We would like to thank Torn and Lauri Irbrin and their associate Kelly, from Stacy Publishing for printing such a professional paper for us. The award would have not been possible without them.

But most of all, we would like to thank you, the membership for this award.

The officers, stewards and staff of the DEAL and the DETROIT POSTAL WORKER thank you for everything you do.

Oh, one more thing, check you 3971’s before you sign them!

Detroit Postal Worker

This newspaper is the official publication of the Detroit District Area Local, APWU, published quarterly, and affiliated with the Postal Press Association and the AFL-CIO. Please send all correspondence in care of: Editor, 20530 Southfield Road, Detroit, MI 48235.

Editor: Christopher Ulmer

Associate Editor: Danny Sawicki

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

The Postal Service Is Facing Bankruptcy . . . And Our Jobs Are In Danger

The Postal Service is in danger, and a battle is brewing on Capitol Hill over what to do about it. One thing is clear: We are in the fight of our lives. Our jobs, our pay, and our benefits are in danger!

The Postal Service is seeking legislation that would cut postal workers and retirees from the Federal Employees Health Benefits Program and federal retirement plans; allow management to layoff 120,000 employees, and effectively eliminate our right to collective bargaining. In September, the Postal Service will default on a $5.5 billion payment to the Treasury, and in 2012, the USPS may not have enough cash to make payroll.

Following the same strategy anti-worker politicians in Wisconsin used to strip public employees of their bargaining rights, some members of Congress are using the budget crisis to attack our rights – while ignoring other methods of fixing the problem.

We must stop this treacherous assault on our rights. And to be successful, every member must tell Congress that enough is enough.

Unfortunately, in June, Rep. Darrell Issa (R-CA), the chairman of the House Committee on Oversight and Government Reform, and Rep. Dennis Kucinich (R-OH) introduced a bill that also would be devastating for the Postal Service and for postal employees. It would accomplish many of management’s goals.

H.R. 2509 would do nothing to correct the cause of the Postal Service’s economic difficulties; it would do nothing about the billions of dollars in USPS overpayments to its pension accounts, and it would do nothing to correct the 2006 congressional mandate that requires the USPS to pre-fund the healthcare benefits of future retirees. Postal company or private government agency bears this burden, which remained

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Today, there is a much different team concept. Supervisors at the time believed in the advantage of providing service to our customers. And when we worked, we worked as a TEAM, and most of it was acknowledged with gratitude.

Another floor or building wanted us to care for it for us. If management jumped on us, OUR supervisors would take care of it. This is what happened when you mess-up, you get promoted. If you mess-up again you get sent to another location to screw-up again! The postal service has always been successful in the past because they had enough revenue coming in to cover all of their blunders and bad supervisors and managers.

This is no longer the case today. Money isn’t as abundant to them as it used to be years ago. The ONLY way for the postal service to move forward in the future as a vibrant profitable company is to clean house starting from the top and working down to the line supervisor.

Replacing trouble making supervisors, supervisors who fail to communicate properly with employees, managers who can not manage properly and managers who continue to cost the service money are eliminated. If management didn’t say promote them, I said re- move them. And while they are at it, they can remove all of the useless EAS positions that make the post office so top heavy and costly. It’s funny how you can go into a regular business and find a photo on the wall stating this is your store manager (ONE person).

At the post office, they need a collage of photos stating this is your Postmaster... this is your manager on the day shift... this is your manager on the afternoon shift... this is your shift operations manager... this is your supervisor over the window operation... this is your supervisor over delivery for zips 1 through 8... this is the supervisor for zips 9 through 15... this is the manager over Statistics... this is the manager over Support... etc...

I think you know what I mean about being such a wasteful company with so many EAS positions. Since the EMPLOYEES move the mail, any position not directly associated with processing mail, maintaining equipment or delivering the mail should be subject to elimination. I hope you agree.

Greetings Sisters and Brothers,

Many years ago, when I began my postal career, things sure were a lot different. The word ‘automation’ was rarely heard of. Back then, in our minds, we were already working on automated equipment, the old MPLSM (Multi-position Letter Sorting Machine) was all the automation we ever knew, which at that time, the wave of the future. We were affectionately referred to as ZMT Clerks (Zip Mail Translator Clerks).

While those machines have come and gone, we see today that automation was constantly changing the way we perform the core functions of our jobs. Unlike today, our automation did not happen overnight. It took years and years to get new equipment to process the mail. We had more time to adjust, and more time to make arrangements for our futures in the Post Office.

I credit most of this to management at the time, who seemed to have more interest in the welfare of the employe ees back then. Today, it is quite a different story.

Of course we worked very hard back then, we were home many of nights sore. Yet we finished our jobs every day with a feeling of accomplishment. Like we had done something to move the company forward.

Bringing a little happiness to that customer who was waiting for a birthday card, or delivering a flat to a doctor’s office waiting for medical results, and even delivering a check to a retiree. All very important functions of our jobs.

Today however, this same feeling no longer exists. Employers do not have that same feeling of accomplishment at the end of their workday as we did years ago. I blame the loss of this “working together” concept on our new management team.

Years ago like today, our work was hard. Management wanted everyone on all of us, but, back then they seemed to create a sense of unity among our ranks, our supervisors worked-out for us. If management from one operation or unit jumped on us, OUR supervisors would take care of it for us. If management from another floor or building wanted us to work in their operation, our supervisors made sure we weren’t taken advantage of. And when we complained, it was acknowledged with gratitude.

We worked as a TEAM, and most of supervision at the time believed in the team concept.

Today, there is a much different story. Not only have most of supervision lost the ability to recruit employees to work as a team, within a team concept, they have lost the ability to build that camaraderie of employee, including among each other. The fact today is that management will go out of their way to find ways to destroy our commitment to providing service to our customers.

Supervisors and managers who chastise employees for personal, non-qualified people in supervisory positions. We all know that the postal service has a long history of promoting the troublemakers or making promotions as personal favors to other managers and supervisors.

This may happen in other corporations, but I’ll bet you that in other corporations, the management staff is required to perform. In the postal service, management who are promoted is also allowed to continue to fail and cause a hostile working environment for the true workers, the bargaining unit.

We wonder why the postal service has been losing revenue for a dozen or so years now, and continues to do so today. The answer is not in the bargaining unit, it IS management.

Managers in private sector corporations who cause businesses to fail or to lose revenue, end up being replaced or are terminated. Within the postal service, the policy is just the opposite. At the post office, if you mess-up, you get promoted. If you mess-up again you get sent to another location to screw-up again! The postal service has always been successful in the past because they had enough revenue coming in to cover all of their blunders.

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The Detroit District has always prided itself on quality service and hip performance scores. This was this case for quite some time until the wrenching crew from Grand Rapids management began to run the Detroit District. The top officials who have been guiding the decisions in Detroit for the past 5 year have all come from Grand Rapids. The decision to excess needed employees out of Detroit to far newer stations and make this decision to excess the qualified employees out of CFS and then say that their performance is down, the decision to short staff the center to rework the 27 part-time positions (which were never filled), the decision to open open window to the public in Detroit from only 10:00 a.m. to 4:00 p.m. (denying many working residents access), the decision to excess employees to nearby work from the P1 in a plummert of national leading scores), the decision to remove the POS machines out of the city stations (resulting in lost lines and dissatisfied customers), and the list could go on and on. But guess who is keeping their processing and distribution centers — you got it — Grand Rapids. Keep in mind we do not want to see any facilities closing but the local officials certainly know how to take care of home (as long as that home is not Detroit). The Proposed Closing “Study” The Detroit P&D is located in a city with a population over 700,000 (the largest in Michigan), close proximity to Metropolitan Airport (23 miles vs. 48 miles to Metroplex), has wholesale and retail sale trades in the millions, has 556 minority owned businesses, 4% women owned businesses, directly across the river from international partner Windsor Ontario, has the greatest egress of transportation routes with several major freeways, and has begun to attract a significant interest by companies large and small. DTE has 9,700 employees from the suburbs to Detroit, Blue Cross Blue Shield will house approximately 6,100 employees downtown, and Quicken Loans expects to have 3,700 employees downtown just to name a few. Although the entire state is suffering significant financial challenges the business community has blatantly made it apparent that the growth spurt and revitalization in the region will originate with the city of Detroit. This point is evidenced by the business community relocating to the heart of Detroit. One would ask the question “Why is the postal service shutting down the processing center and the majority of stations in what is the business hub of the state and the epicenter of the state’s population?” The Detroit News reports that retail vacancy rates for Detroit suburbs has increased almost 2 percentage points for the past 3 years while downtown Detroit’s rate has stabilized. Information disclosed from the 2010 census indicates that the neighborhoods serviced by the proposed station closures are some of the most stable communities in Detroit and have experienced the least amount of population lost. By the way the postal service only plans to close the window operation cutting off the means to generate income and revenue while still paying utilities, property taxes, maintenance, and all other operational cost for the buildings because the letter carriers will still work out of the facilities. Disparate Impact We are going to try and explain Disparate Impact. It would be nice to believe in the premise that we live in a color blind society. But that is simply not reality. Disparate Impact is defined as an action or policy which may be facially neutral but have a negative impact on a protected category of people. It does not matter whether the discriminatory act was intentional or unintentional the effect of discrimination was still the same. Postal management consistently comes before the citizens of Detroit and the Detroit District employees stating how “IT IS NOT OUR INTENT TO DISCRIMINATE OF SHUT DETROIT DOWN.” But over and over again every decision when it is made regarding postal operations Detroit has received the short end of the stick. Oh, I stand corrected. The entire southeastern district of Michigan is now called the Detroit District but the postal service does not actually want to have any facilities, employees, or service in Detroit. It is the Detroit District in name only. The decision to make the excessing in editions for Detroit employees 1,000,000 miles and the rest of the state 20 feet resulted in one Detroit employee being forced to leave the state. Despite the plain language of the Postal Reorganization Act which requires prompt and efficient service to all communities, the postal service believes that federal law does not apply to the residents of the city of Detroit. The postal service every day is looking for ways to pirate jobs out of Detroit so those management officials who loathe setting foot within the city limits can return to the comforts of the Dellingham office in Troy. Detroit is relatively an unbanked community with many cash checking stores, payday lenders, money orders for sale, etc. But guess who makes the actual cost. Senior citizens and many residents depend on the stations and branches to conduct their business with confidence and safety. The negative impact being made by the anti-Detroit decisions of the postal service has and will continue to have an impact on the tax base, business community, and quality of postal service not just for the city of Detroit but for the entire region. FYI: HELP FOR HOMEOWNERS The Michigan Homeowner Assistance Nonprofit Housing Corporation acting through the Michigan State Housing Development Authority can provide assistance to homeowners in the form of: 1. Mortgage payment assistance for homeowners currently receiving unemployment compensation. 2. Rescue funds for homeowners who have fallen behind in their mortgage payments due to no fault of their own and Who have overcome this obstacle. 3. Federal matching funds for programs for homeowners who can no fault afford their mortgage payments as a result of their economic difficulties. Homeowners can apply at stepforwardmichigan.org If the USPS eliminates Saturday mail delivery... The Postal Service Would Fall Apart If Congress approves the USPS plan to end Saturday mail delivery: • Your service would be at risk. Millions of Americans depend on Saturday delivery to receive prescriptions, checks, newspapers and magazine subscriptions, greeting cards, and notices from churches and community organizations. • High-priced couriers would step in — but only at the most profitable locations. Customers would pay more — a lot more. • The USPS would be weak- ened — perhaps fatally. The Postal service's ability to serve every American at an inexpensive, uniform rate would be compromise. Until this issue is resolved in the public’s and in our favor, we will continue to print this piece: Remember, CLIP AND SAVE and COPY. Hand out to friends, family and neighbors. Our jobs depend on it!
Hello Brothers and Sisters,

Detroit Delegates attended the MPWU Education Conference in Bay City Michigan. The conference was opened up by MPWU President John Marcotte. He welcomed everyone and wished them all a great convention. He had concerns with the leadership of our cities, states, congress and house being anti-union. Nothing new there. His real concern though was at the speed at which anti union legislation and bills are being passed and introduced.

With that being said I introduced Brent Gillett, AFL-CIO State/National Mobilizer and Political Director. Brent relayed to us the urgent message that political Director. Brent Gillett, AFL-CIO though was at the speed at which our cities, states, congress and concerns with the leadership of all a great convention. He had the MPWU Education Conference in Washington, DC 20515-2212.

The Postal Service is Facing Bankruptcy... And Our Jobs are in Danger

continued from page 2 queries the USPS to fund a 75-year liability in 10 years and costs the Postal Service more than $5 billion annually.) But H.R. 2309 would establish a "solvency authority" with the power to unilaterally cut wages, abolish benefits, and end protections against layoffs. Sponsors of the bill claim postal employees are overpaid by 34%. The bill also would allow the USPS to use the billions of dollars in pension overpayments to meet its financial obligations. H.R. 1351 would address the cause of the USPS financial crisis without cutting pay, reducing benefits, eliminating collective bargaining rights, slashing service. However, the word on Capitol Hill is that Rep. Issa is blocking consideration of H.R. 1351.

What Can We Do?

Postal employees and their families must take action now. Ask your legislator to oppose H.R. 2309 — or legislation like it — and to support H.R. 1351. Call the Capitol Hill switchboard at 202-224-3121 and ask to be connected to your representative's office.

On mail: Send a note to your representative at: The Honorable Sandy Levin US House of Representatives 1236 Longworth House Office Building Washington, DC 20515-2212

Feel free to use the attached postcard, or better yet, write a letter in your own words.

• Online: Visit the APWU Web site at www.capwiz.com/apwu/home/ to send your legislator an e-mail message.

• Join members of your local and visit your represen-
tative. Let your legislator know how strongly you feel about saving the U.S. Postal Service and your job!

• Join the APWU e-Team: Stay informed about important legislative developments when you sign up for the APWU e-Team, at www.apwu.org/dept/ legis/index.htm.

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• Online: Visit the APWU Web site at www.capwiz.com/apwu/home/ to send your legislator an e-mail message.

• Join members of your local and visit your represen-
tative. Let your legislator know how strongly you feel about saving the U.S. Postal Service and your job!

• Join the APWU e-Team: Stay informed about important legislative developments when you sign up for the APWU e-Team, at www.apwu.org/dept/ legis/index.htm.

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Area Local, If it wasn’t for the loyal and supportive membership, this award would not have been possible. I want to thank the Associate Editor, Danny Sawicki, for his long hours and expertise he dedicates to every issue, the officers, stewards, writers and staff of the DETROIT POSTAL WORKER, all who make this an award winning union publication. However, I want to reiterate, this is the DDAL Membership’s award and I thank them!"
**Clarification Of The OWCP And EAP Information**

**Our condolences to the family of Postal Employee Arthur Rines**

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

- Dennis Bennett
- Denise Burger
- Aaron Carter
- Kathy Carter
- Diane Clay
- Vanessa Evans
- Lynette Flourny
- Portia Fowlkes
- Samuel Fowlkes
- Shaun Fowlkes
- Rhonda Fudge
- Constance Garner

Our sincere condolences to the families of retired and separated employees:

*phone numbers*

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

---

**Your EAP Provides:**

- **Easy access to services**
- **Counseling help is easy, convenient, and confidential.** Just call on the convenient toll-free telephone numbers to speak with a live person at anytime.
- **Expert advice**
- **Confidential**
- **Comprehensive**
- **Affordable**
- **Comfortable**
- **Private**
- **Professional**
- **Convenient**
- **Affordable**

**Immediate resources**

- **Whether there is an immediate crisis in the workplace or the need for a resource address close to you,** the EAP is ready to provide services to meet your needs. You can get names and resources in your community that provide child care and elder care services by calling 1-800-327-4968 or by accessing the website: [www.eap4you.com](http://www.eap4you.com)

**Personalized care**

- **The Employee Assistance Program representative will help you.**

**Clarify the Problem**

- **The EAP counselors will help you clarify the issue for which you are seeking help.** This ensures that your concern is being addressed.

**Identify Options**

- Together, you and the counselor will explore alternatives for addressing the problem. EAP counselors provide an objective point of view and can offer suggestions that you may not have been considering.

**Develop a Plan**

- An individual plan is then developed. The plan may involve short-term counseling through the EAP or a referral to a helpful resource in the community. Family members may also be included in counseling as part of the action plan for problem resolution.
  - In all cases, the decision of how to handle your concern and manage your life is up to you.

**Confidentiality protection**

- Your privacy is protected by strict federal and state confidentiality laws and regulations and by professional ethical standards for counselors. Information you share with the EAP may not be released to anyone without your prior written consent, except as required by law, e.g., when a person's emotional condition is a threat to him or herself or others, or there is suspected abuse of a minor child.

- **By calling the EAP, you maintain complete confidentiality.**

**Frequently Asked Questions**

**Q. Who can use the EAP?**

- **A.** You can call [1] 226-8430 anytime, 24 hours a day, seven days per week from wherever you are.

**Q. How much will the EAP cost?**

- **A.** There is no cost to employees who receive counseling and other services provided directly by the EAP or an affiliate. If additional outside professional services are needed, the costs are your responsibility if not covered by your Federal Employees Health Benefits Plan or private insurance. The EAP staff will work with you to identify the best available outside treatment services.

**In what program, just for problems in the workplace?**

- **A.** No. You can use the EAP to help you deal with any number of concerns, big or small, whether or not they have a direct impact on your work environment.

**Q. Can I call even if my concern isn’t a crisis?**

- **A.** Yes, the EAP is a life management tool, designed to help you sort through whatever is happening in your life. Call the EAP whenever you need a new perspective on things. Call when you need help identifying your options and making informed choices.

**Q. My minor child needs counseling, but the Detroit EAP office is located inside the GYW Plant and children can’t enter the plant. What do I do?**

- **A.** Counseling for minor children can be accessed through the Wayne EAP or affiliated EAPs and offices and resources in your local community which will be coordinated by the EAP counselor.
Priority Mail Center Update

The Priority Mail Center is into its fifth month after supposedly restructuring. Are we any better? The answer would be NO! We need more clerks, mailhandlers, custodians, mechanics, you name it, we need it. With summer vacations here there is an overwhelming need for everything. Fellow clerks that volunteered to be detailed to the NDC somehow can’t get out unless they are being sent against their will back to the P1 to help. The P1 is a facility now staffed with an older workforce that along with sickness and injuries, sometimes the workforce may not work as fast as we used to. Nonetheless, management is constantly berating employees to key faster, work longer, work harder, do this don’t. Don’t get me wrong, we all love our “good government” jobs and the future of The United States Postal become actively involved in the political process, and to organize the Unorganized workers on the job. We must stand, side by side with our union brothers and join in the fight to protect employment benefits, improve working conditions and ensure our overall job security. APWU P.O.W.E.R sisters must continue to unite and strengthen our forces, by increasing our numbers and finding new ways to combat the challenges at hand. Once again I encourage all the women within our local to step up and get involved with your P.O.W.E.R committee, it takes all of us sisters and brothers working collectively to keep APWU strong!!!

The American Postal Workers Union, AFL-CIO faces some very serious challenges that threaten our future. The issue about the 19 drivers tends. The DDAL MVS Awareness Day at the Union Hall. Please plan to attend. If you wish to be kept informed by leaving your email address and phone number or by visiting the website.

UPCOMING EVENTS

October is Breast Cancer Awareness Month – Oct. 1, 2011 “Sista Strut” hosted by Frankie Darcell of FM Radio Mix 92.3 to be held at the Detroit Riverwalk.

Annual POWER Scholarships

As you may know last year a proposition was placed before the membership by President Ulmer to name the four (4) Scholarships that are usually given annually after four prominent women from within our local. These women were to be those that have made a significant contribution to the Labor compiled the results. This year we received 4 applications with Essays however only 3 were complete with all required documentation. The winners are: Jessica Renee Stephens, mother Linda Stephens, Clerk Craft (Highland Park) — The Judy Beard Scholarship

Brittany Nicole Nichols, mother Lil Littsey Scholarship

Xavier Montroy is pictured with her father Roderick Montroy, Clerk Craft (DNDC) — The Jane E. Duggan Scholarship.

Strut hosted by Frankie Darcell of FM Radio Mix 92.3 to be held at the Detroit Riverwalk.

The Priority Mail Center Update

by Sandra Carey, P.O.W.E.R Coordinator

Greetings Sisters & Brothers !!!

P.O.W.E.R CONVENTION NEWS

In August Of 2009 P.O.W.E.R celebrated its 30 yr. Anniversary here in Detroit, Michigan. This year the 15th Biennial P.O.W.E.R convention was held from July 14th-16th in beautiful San Juan, Puerto Rico. I would like to thank President Ulmer for his assistance in making it possible for the Detroit District Area Local to be represented with 5 delegates. The theme of this year’s convention was “Educating and Empowering Working Women”.

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Xavier Montroy is pictured with her father Roderick Montroy, Clerk Craft (DNDC) — The Jane E. Duggan Scholarship.

The fourth scholarship is The Regina Favors Scholarship, named after our own Legislative Director. The above recipients will receive $500.00 each to be applied to their respective Educational Institutions. We thank all of the young adults that took the time to apply and we wish them much success in their Educational endeavors, you may view the entire application in hard copy at the Union Office.

Wake-Up Postal Employees And Get Engaged

continued from page 1

standard that we know now would become a thing of the past. The USPS would no longer be required to deliver the letter you sent across the street or town the next day, it would be allowed to deliver it 3 to 5 days later, totally unacceptable!!!! The studies of closing these facilities is just a part of the politically motivated actions of the USPS and other organizations that wish to privatize the largest segment of the USPS of the more than 1 trillion dollars (annually) mailing industry. This is why you must wake up and must become engaged in this fight, to prevent the privatizing, closing, and consolidating of any postal facility.

The PRIVATIZING, CLOSING, and CONSOLIDATING OF ANY POSTAL FACILITY.

Here is how you can get involved, call the Union Hall 313-532-9305 and ask to be kept informed by leaving your email address and phone number or by visiting the www.apwudetroit.org website.

MVS Information

The DDAL MVS Awareness Day will be October 23, 2011, at 1 p.m., at the Union Hall. Please plan to attend.

The issue about the 19 drivers exceeds from MVS to the Letter Carro... continued on page 9

Central Region Delegates: seated – Lynn Pallas-Barber, Central Region NBA, standing to the left of Lynn is Karen See, CLUW [Coalition of Labor Union Women] National President, Sharyn Stone, Central Region Coordinator, standing to her right is Carolyn Watson Central Region POWER Coordinator, seated to her right POWER 1st alternate (Indianapolis) and 2nd alternate (Kansas City).

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Greetings once again sisters and brothers. I hope everyone enjoyed their summer.

Well as you can see things are not improving at all. We have the much work to do. There are so many attacks leveled against the middle and lower class that it is beyond experiences vary but you not only for Michigan, but nationwide is in the toilet and all they can say is “there HAS to be a shared sacrifice”. I personally want to know WHERE IS THE SHARING?. Oh, wait I know . . . we at the bottom, we lose the cost and they at the top) reap the benefits. I don’t know how they can truly believe that all of the CUTS they are making is going to balance the budget! I don’t know about you but I don’t care how much “budgeting and depriving” I do, if I do not add money in the coffers, the only thing I am left with is “budgeted and deprived!” In every article I write I ask that we engage ourselves and fight for what we want, and for what we believe is just and right! I always ask (and I am STILL asking that you please make it a priority to ‘GET OUT AND VOTE’! ing) that you please make it a priority. We HAVE TO STAND UP to ‘GET OUT AND VOTE’!

In the interest of fairness, “as a steward, send President your experiences vary and you how do you think some of the teachers, fire-fighters, healthcare workers and other public sector workers did NOT cause this collapse. It was not the fault of all entitlement programs that caused it and by the way Social Security in NOT an entitlement program. Social Security did NOT cause this economic mess! We should not have to bear all of the cost to “fix” it. This devastation has been ongoing for at least the past 20-30 years and while we may not have 20-30 years to fix it, they should not be trying to fix it overnight or in one year! In the interest of space, I fear this article is getting too long and I may be “preaching” to the choir but folks this WAR ON WORKERS AND UNIONS needs to be SHUT DOWN!!!

So until next issue . . . keep fighting, stay strong and hold on. In SOLIDARITY.
The Benefits Of Being Organized

Director of Organization
Marc D. Smith
Dir. of Organization

Greeting Brothers and Sister, I would like to Thank-you for allowing me to serve as your Director of Organization. National Organization Week started July 18 through 22, and some questions were asked, why have people organized into labor unions? Why will they continue to organize? Who benefits from organized Labor? In past times workers realized that in numbers and unity there is strength. Working conditions were bad, their hours of labor were long and weary, and their pay was meager and unjust. As individuals, how could they overcome such barriers? The answer is that they could not, so workers organize into groups with similar jobs and interests to gain leverage in their dealing with their employer. These groups with similar jobs and interests in gain leverage in their dealing with their employer. These groups/unions accomplished much as they fought for fairness and justice for workers. But the need for their continuation remains.

In our efforts to organize the un-organized, our President, Brother Christopher Ulmer, myself and one of our National Officers Judy Beard who serves as Director of Relations for the APWU, and served as past Vice President of our Local, went to various Post- al Facilities in our area to inform the members with current events and woes of our Postal Service. We will continue to encourage and ed- ucate our members on the Postal Form in Washington. What can we do as our jobs and future is being threatened with a reckless regula- tion bill in Congress H.R. 2309.

Postal workers are encouraged to immediately contact their elect- oral representative in Congress, support H.R. 1351, and oppose H.R. 2309 when it is considered by the House of Representative. Organized labor cannot retreat until all unorganized workers become aware of the goals and achieve- ment so labor unions: of the ben- efits of membership, in organized labor; and of laborers unending pursuit of social, political and eco- nomic improvements of all human beings. ARE YOU IN? WE NEED YOU!

Assistant Clerk Craft Director
Tony Cobin
Assistant Clerk Craft Director

Hello once again brothers and sisters of the American Postal Workers Union, Detroit District Area Local. My current newspaper article pertains to the subject of Overtime. Once read, I sincerely hope you will ascertain the subject matter as writ- ten.

Overtime is paid to all full-time employees for work performed after eight (8) hours on duty in any one service day or forty (40) hours work performed in any one serv- ice week. Overtime pay is to be paid at the rate of one and one half times the employee’s hourly straight-time rate. Whenever two or more overtime or premium rates appear applicable to the same hour or hours worked by an employee, there will be no pyramiding or add- ing together of such overtime or premium rates, and only the higher of the employee’s applicable rates shall apply. When an opportunity exists for overtime for qualified and available full-time employees doing similar work in the work location where the employees work, such qualified and available full-time employees on the appropriate Over- time Desired List (hereafter referred to as the OTDL) will be selected to perform such work by SENIOR- ITY ON A ROTATING BASIS. Two (2) weeks prior to the start of each calendar quarter, full-time regular employees desiring to work over- time during that quarter shall place their names on an OTDL to be es- tablished by craft, section and tour. During the quarter when the need for overtime arises, employees with the necessary skills having listed their names on the OTDL will be selected by Seniority on a Rotating Basis. Employees ABSENT or ON LEAVE shall be passed over. If the OTDL does not provide sufficient qualified and available employees, then full-time employees not on the OTDL may be required to work overtime only if all available employees on the OTDL have worked up to twelve (12) hours in the service day or sixty (60) hours in the service week; however, the employer is not required to utilize employees on the OTDL not yet enti- titled to penalty overtime are available for the overtime assignment(s).

Penalty Overtime Rate(s) are ap- plicable for the following circum- stances:

- if a full-time regular employee is required to work overtime on more than four (4) of the employee's (5) scheduled work-days in a serv- ice week
- if a full-time regular employee works more than ten (10) hours on a regular scheduled work-day
- if a full-time regular employee works more than eight (8) hours on their respective non-scheduled work-day or
- if a full-time regular employee works more than sixty (60) days during any given service week, than the employee is entitled to be compen- sated at the penalty overtime rate for all hours worked on the seventh day after the appropriate service week.

In conclusion, when a full-time regular employee is called in to work on any non-scheduled work- day, they are not contractually guaranteed to work on their regular bid assignment; however, they are guaranteed eight (8) hours work or pay in lieu of.

If any further questions require answering, please contact any A.P.W.U. Officer or Steward.

In Union Solidarity.
Ask The President

Retreat Rights And Non Traditional Full Time (NTFT) Questions And Answers

Q: Concerning retreat rights, can you explain the difference between employee's like myself that were involuntarily excessed into other crafts and those that were excessed out of state?
A: They are no different. Let me recall that. There are some differences. There are differences in choice. Employees that were excessed into another craft within the installation have to come back. The employees that were excessed outside the installation have the choice to come back or not. These are the differences. But in terms of how those retreat rights are triggered, enacted and followed upon are the same.

Q: So Chris, concerning our retreat rights, we just have to hang in there?
A: Danny, we have to hang in there, it is a tough situation — but we must be resilient in our faith and our strength to hang on.

Q: What about the situation with employees being improperly placed into non-traditional full time (NTFT) bid schedules. It seems to me that this is a blatant violation by the postal service?
A: Here is another issue that was grieved nationally. The USPS has directed headquarters to place people who were scheduled to work full time in convert them into NTFT schedules which is a blatant violation and by all accounts of reading and understanding the Collective Bargaining Agreement no way in the world can the Postal Service place someone in these schedules. These same schedules are part of the situations that would have triggered the retreat rights for our members. That is probably why the Post office is playing these games. These bid positions would have had to go up for bid for everybody and if a person who was excessed into one of those NTFT schedules, they could have been able to bid on it. The Postal Service did not post these schedules for bids. That is the number one violation. They placed employees in them which is the second violation. The third violation is that the employees that were placed in them were only given 30 hours per week. They are full time employees and should get 40 hours per week. Those are the violations that have been occurring in the clerk craft and MVS craft. Right now those are the major violations in those crafts. These acts were done by the Postal Service to deny our members work hours that they are entitled to us by the contract. We have initiated grievances in both crafts concerning this issue. We are asking for regular pay, out of schedule pay and all benefits that the members are losing while working these 30 hour schedules. It would have been a different story if the Postal Service put these bids up like they were supposed to do and the membership was able to bid on those positions voluntarily. They didn’t do that, they didn’t put these bids up!! They just forced employees’ into them. Some people might have wanted to bid on them, it might have been a better situation for that particular employee. It was unfair and unjustly done, and it was all done in the name of denying our employees the right of a 40 hour work week.

Q: Chris, do you think that the employees that were forced into these NTFT positions will be returned back into a full time position in a timely manner?
A: The grievance has to be rectified nationally before it can be handled locally. Again, this is a national matter. Once it is addressed nationally and there is a remedy, it will filter back down to our local. I hope it is soon. If I can speculate on a time table, I would say it should be arbitrated within 4 - 12 months and then even the Postal Service will try and hold things up. I think ultimately once this grievance goes in front of any arbitrator, we will prevail. The violations are so blatant I think the Postal Service will not want for this matter to go in front of an arbitrator.

Q: I would think that this being such a blatant violation by the Postal Service that the labor department would be involved. What do you think about that Mr. President?
A: Truthfully Danny, at this point I have very little faith in the Labor Department. Right now we have about 25 labor charges pending against the Postal Service. In some of the charges, they have already found that the Postal Service is in violation, but the Labor Department is reluctant to force the Postal Service to do anything to rectify these situations. I trust more of the grievance process because we control that. I think that soon these issues will be answered and resolved.

Q: Chris, we really needed to hear this information and the members appreciate your candor and honesty about these situations at hand.
A: I appreciate our membership. Their loyalty and resiliency. I appreciate what they do and how they respond. Danny, in conclusion I want to make this important point. I will appreciate them more when they hear our calling to get involved. To become active, we are going to have to walk the walk, talk the talk and everything else that is needed to get the voice of the people heard by our elected officials. We will be putting bulletins out to get actively involved. Now is the time, tomorrow might be too late.

Danny: Absolutely, spot on point. We must get legislatively involved at this point. You touched on it and, in this paper we have given the members the tools to make it easy for them to contact elected officials and let our voice be heard!

**Thanks again Chris**

**Thank you Danny**

if you have any questions for "Ask the President" column, contact Danny Sawicki, mailing address: 20530 Southfield Road, Detroit, MI 48235; e-mail: dsawicki@apwudetroit.org, cell phone (586) 543-3950.
Union members represent a broad cross section of America. They come from all walks of life in all parts of the country. They want what any American wants, Peace, Prosperity, and security. Dignity of the individual. They want these for each and every American.

There are two ways they go about getting them. One is through collective bargaining, in which the other is through political and social action. Let’s talk about them one at a time.

Collective bargaining is a rational, democratic and peaceful way to resolve conflict. In recent years, some 150,000 collective bargaining agreements have been made. Only two percent of them were affected by strikes. So in 98 percent of the time, active bargaining was successful. Not a bad record.

Back around the turn of the century, things were different. There were not very many unions then, and those that existed had a tough time of it. Employer resistance to collective bargaining was fierce and many times violent. There was no National Labor Relations Act then to give workers the right to organize, promote collective bargaining. But workers persisted and the fledging unions survived. Collective bargaining became the accepted way of regulating employer-employee disputes. It took a lot of nerve for employees to stand up for their rights. There were no job safety standards, paid vacations, sick leave or retirement plan. Hiring and firing decisions were made by plant management policies were under the exclusive control of employers.

But they did it, and today we are enjoying the results. You cannot put a price tag on the human dignity individual workers feel when they are respected, and stand up for their rights, either.

It hasn’t changed today. Every time the union-negotiated contract expires, the members have to assess the situation again. They look at their wages and compare them with current price levels; look at company profits; determine if pensions, health and medical care plans are adequate. These are the qualitative factors that go into wages and salaries at collective bargaining time.

There are qualitative factors, too. Things like work rules, work speeds, occupational safety and health, time off for vacations and holidays, and pension policies.

Put them all together and you have a package of wages, benefits, and work rules that become the subject of contract negotiations.

Employers — large or small — don’t just hand out this package. The employees have to stick together, send their elected representatives into the negotiating room with employers or their representatives, to present fact finding, discussion, argument and debate, make an agreement on just what the package will contain.

Then the membership has to ratify or reject it.

We call it collective bargaining, and it has played a vital part in lifting the living standards of the American worker to the highest level in the world.

I know that at this time you hear a company official say, “Here’s what we give our employees”. Even if that company does not have a union or the employees he is talking about are not part of the union in the firm, do you really think that they would give these benefits if there were no unions? Maybe. But it isn’t likely unless a pattern of union-won gains is in existence.

But even then, the employee has no voice in matters affecting the job. Where is the dignity in that system? Or security?

In Union Solidarity.

What Unions Want

by Christopher Ulmer

A message to DNDC APWU members from the President. I must first tell you that the leadership of the local has not been out to your facility as much in the last 60 days due to LMOU negotiations that has been taking place since August 1, 2011 thru September 30, 2011. I know you all are well represented and that you all have been in good hands of your Local Leaders. I feel the intent of this leadership is to visit every office at least once a quarter and for the most part that has been accomplished.

The officers and stewards at the DNDC have done a wonderful job in representing the membership out there. The Union did not do a lot to the LMOU at the DNDC, but some changes to the LMOU were proposed to USPS management. The USPS did want to make changes to the LMOU but proposed none.

The DNDC has completed the process of retraing its excessed employees. In August 2011 all the remaining vacant jobs from the tour alignment of the facility went on e-react, where they were supposed to be posted on e-react for 24 days, so anyone outside the facility desiring to work at the DNDC could try and come there. The USPs had problems with the automated bidding and employees were not able to place bids on the posted jobs. The USPs has decided to do manual bidding for these vacant jobs.

I still hear rumor as to what is going to happen with the DNDC and the Priority Mail Center and Romulus. I meet with the District Manager at least once a month and every month I ask if there are any talks or plans to merge the P-1 with the DNDC and he tells me that he has not had any discussions of any kind to do this. I know this talk comes from supervisors and managers talking to employees but I think it is more the desire of the DNDC Plant manager than anybody else's right now, and that is what management is referring to when they talk about it.

Let me make this clear, the P-1 is part of the GWY and if the P-1 was to merge with the DNDC then it would be merging with the GWY in reality. The APWU-DDAL has fought every day to close any office. That we are doing pretty well. The DDAL does not entertain rumor and gossip simply because we cannot challenge of question either one of them. The DDAL can and will question, oppose, challenge, and fight any merger, or closing that does not benefit the public in which we service, and the membership we service also.

The DDAL has been the best at signing up non-members out of all the facilities we have and I would just like to acknowledge that and ask that the members, stewards and officers continue to do a great job.

I was recently informed by some of APWU-DDAL members on detail to the DDAL from the GWY and the P-1 that the consequences of firing the union at the DDAL is not fighting for them. I can proudly and confidently say that while this may be the case, or a perception it for sure is not reality. The Unions main job is to ensure that the Collective Bargaining Agreement is followed by all parties (the Union, USPS management, the employer), and sometimes when violations occur the union must (MUST) address them.

Does this sometimes affect the members? Yes. But it would affect another member in an adverse way if it was not addressed, now would it be fair to let wrong continue? NO I would not. That is why it is always so important for the union to follow the CBA and not deviate from it, to make sure the union is not shooting itself in the foot. The union can never win when they pick and choose sides. The union always wins when they have a united front.

This does not mean that everyone will be happy but it ensures that everyone will be represented fairly.

I would like to congratulate the DNDC stewards and officers because they are so united and they actually participate in the events the union is a part of. This is very important, if the stewards are not there how can they keep the members on the workroom floor accurately informed. Keep up the good work. As always feel free to contact the president’s office for any questions you have with this that is the reason I am here, to help and assist you for any reason.

By Christopher Ulmer

The Southfield office recently went through re-bidding again. The OC and the Postmaster has expressed a need to excess from the Southfield office, yes again. While the DDAL does not believe the need to excess in the Southfield office, it is the USPS that says with and falsifies the number to justify what they want. It is the APWU-DDAL’s (strong) belief the Postmaster is upset with the hard work that the union is doing. The DDAL will fight vigorously to make sure that this does not happen. In the same breath the USPS officials say they do not have enough people, so go figure.

The Southfield P.O had conversa- tion with the 480 director about hiring some PSE employees. While DDAL and the Postmaster has expressed a need to excess from the Southfield office, yes again.

We call it collective bargaining, and it has played a vital part in lifting the living standards of the American worker to the highest level in the world.

I recently visited the Southfield office and can proudly say we have managed to clear up and close up the LMOU for this office. We added and changed things that we believed would give the membership more flexibility and greater benefits, while removing things that put barriers in the employee’s way.

I was in the Southfield office also to speak with the employees that signed the petition about an APWU representative. I must express my profound gratitude for all parties involved because the utmost professionalism was displayed during the entire time I was interviewing people. I believe the members spoke opening and honestly and to me I actually learned more from the members interviewed than I can ever express. While the
Detroit APWU Annual Picnic Metro Beach – Metro Park, Saturday, July 16, 2011

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, OCTOBER 2
SUNDAY, NOVEMBER 6
1:00 P.M. - 3:00 P.M.