Hello Brothers and Sisters, a lot has been going on. Since the last time we talked, the USPS has announced the Centralization of the Priority Mail at the Priority Mail Center (PMC, P-1) in Romulus, Mi in to the Detroit Network Distribution Center (DNDC) in Allen Park, Mi. The USPS stated this came about because the mail from other facilities that was slated to close will not close at this time and therefore they decided to close the P-1. The DDAL has been meeting with the USPS weekly to ensure the minimal impact to our members and we will remain TOTALLY committed to minimizing any impact to our union Brothers and Sisters. It is our number 1 priority, regardless of whom you are or where you work.

In January of this year (2012), the USPS announced plans to close over 250 of the 500 mail processing facilities, a reduction in service standards and the elimination of 1st class mail (overnight delivery) service as we know it. In late April or early May the USPS put plans to close over 250 mail processing facilities and to reduce service standards on hold. This happened after the U.S. Senate passed bill S1789. Senate bill S1789 is the Senate's version of a plan to assist the USPS with the 75 billion dollar over payment and to help the Postal Service get back to financial solvency. Although the Union believes bill S1789 does not go far enough to help the USPS, it was the best plan to help the USPS, of all the other plans that were out there. Senate Bill (S1789) went to the U. S. House of Representatives and that is where it is now, waiting for the members of the House to act on it or for them to pass their version (plan) of a bill to help the USPS.

The Union is once again asking you to contact your U. S. Representative to tell them to vote NO on HR Bill 2309. The APWU has sent out Post Cards for all APWU members to address, place a stamp on and to mail to their U. S. Representative. This is all in an effort to make sure bill HR22930 does not pass in its’ present version without some much need changes to it. Please when you receive the Post Card(s) be sure to mail it into your U. S. Representative.

**PLANS FOR TWO TOURS PUT ON HOLD**

The USPS plans to reduce service standards has been put on hold and therefore the plans to create more bid jobs on tour one, and eliminate most of the jobs on tour one has been placed on hold. The USPS has not notified the Union how long these plans will be on hold. The Union will keep you up-to-date and informed of any new information concerning this issue.

"We need to be able to understand and support the members that are faced with very hard life changing decisions that will affect their families immensely. The affected employees need our support and we need to be there to support them."

**UNITY AMONGST OUR UNION BROTHERS AND SISTERS**

The APWU-DDAL is thanking the members for their strong participation and great showing at the APWU-DDAL’s annual picnic. While plenty of faithful members of the DDAL attended this year’s Annual Picnic the Union would still like for more members from all areas and facilities to attend union events. We need to promote more unity amongst our Union Brothers and Sisters, and more understanding of what our Union Brothers and Sisters at other postal facilities may be doing and going through. We need to be able to understand and support the members that are faced with very hard life changing decisions that will affect their families immensely. The affected employees need our support and we need to be there to support them. PSE’s are the APWU’s newest members, and we ask that you welcome these new employees/members into our Postal family. Remember what it was like when you first arrived here.

**THE UNION IS REQUESTING THAT YOU STAY CALM**

Brothers and Sisters, the Union is aware of employees being identified by the USPS as junior employees in the Detroit Bid Cluster (GWY, P-1, and City Stations). The Union has sent out letters to most of the employees that have received such letters. These members have also received a letter from the APWU-DDAL. President asking them to make sure that they speak with himself, the Executive Vice President, Clerk Craft Director, or the Special Assistant before they make any decision that would take them out of their present bid due to receiving any type of letter from the USPS Detroit District. It is extremely important for identified employees to talk with us to ensure that they do not mistakenly or knowingly forfeit any of their rights, due to a voluntary act. The USPS seems to send these letters out in a very destructive and malicious way; I say this because so often the USPS sends out these misleading letters to the addressee with incorrect information. The USPS is really reluctant to correct or rescind letters with errors, but we have been able to get them to correct many errors that we have brought to their attention. Another thing I would like to bring to your attention is that I do not know personally what you may be going thru or facing unless you contact me and bring it to my attention. I would like to help you solve any issue that you may be facing so please bring it to my/the unions’ attention so we can assist you.

It has been brought to my attention that a lot of rumors are circulating amongst our members which are not true, so please contact the union so the misinformation, lies, and rumors can be cleared up and the truth can be conveyed to you. The Union can set you straight and clear up any of the misinformation, lies and rumors. Far too often the members make unwanted decisions based on bad or misinformation despite our strong efforts to put out correct information before different events or action take place.

**THE LATEST ON EARLY OUTS AND BUYOUT INCENTIVES**

The APWU has gone into informal talks with the USPS concerning early outs and buyout incentives for employees that may be interested in or eligible for them. No agreement has been reached as of yet but the union will keep you informed and updated of all progress made in these talks as we learn of them. If these benefits are rolled out all employees in the agreed upon areas will be eligible for them, not just the employees at the DNDC and GWY, but ALL employees in the Detroit District.
Associate Editor’s Report
Danny Sawicki
Associate Editor

All we hear in the media is the Post Office crying about the 25 per cent reduction of first class mail volume since 2006. Have you heard one story about how many employees the Post Office has reduced since 2000? I have not, and I read three newspapers a day.

Well, here are some numbers to consider. In 2006, there were approximately 695,000 on the employee roster. According to USPS.com, at the end of 2011 there were 570,000 of us employed.

I certainly am not a mathematician. However, I have heard that kind of good fied management number cruncher and I know this is not exact science. However, my math says that since 2006 there has been an employee reduction of about 125,000. That is about an 18 percent of employee reduction since 2006.

Ok, let’s do some more math. Let’s say the average employee makes $55,000 a year. Now multiply that by the employee reduction of about 125,000 since 2006. That adds up to about 7 billion a year in payroll reductions for the Post Office.

Now the Post Office is going to argue that employee reduction has been reduced in small increments over the years. Well, the same can be said about first class mail. It didn’t drop 25 percent in one year, there has been a decline OVER the last 6 years, just like employee reduction.

We don’t deny there is less first class mail in the system. However, there are fewer employees handling the mail and we think all the true numbers are not being fed to the American Public.

Since we are having a math lesson here let’s do some more numerics. The Post Office claims that if they don’t get what they want (cut Saturday delivery-cut collective bargaining rights – reduce service – etc.), they will lose 12-15 billion a year in the next couple years. It’s called “phantom accounting” and we will get back to that later. So over the last 6 years, you’ve reduced the payroll at a tune of about 7 billion a year. So if government continues to reduce the retiree pre-funding thru amortizing or other smarter fiscal strategies to maybe a manageable 1 to 2 billion a year, that would save the Post Office another 2 billion or so. That adds up to about 10 or 12 billion a year the Post Office could save and has saved. Remember, the employees have been reduced 125,000 the last 6 years. Shouldn’t that offset the mail reduction deficit? Again, this is my math and I know this is not exact science. All we are asking is that both sides of the story be told. Give the media and public ALL the numbers. Quit phantom accounting.

Don’t forget, In April, the Post Office got back 11 billion due to the amendments of HR-1789. Did you hear about that? I had to go to the fine print to pick that up. For anybody, that would be a nice shot in the arm.

Page 7 of 10
WHAT'S HAPPENING TO OUR UNIONS?  
Ask the Reagan Administration

Greetings Union Brothers and Sisters:

In the last issue, I reported that the membership present at the February 2012 meeting voted a $2 per pay increase. The increase took effect PP 07-2012. This increase has already been very helpful in letting us stay on track in a year with several large expense items: notably the state and national conventions and the local election this fall.

The last three months have seen a great deal of activity at the union office. I can’t remember a time in the last two and a half years when we have had so many meetings take place. In January, a shakeout started and that task has tied up the second floor conference room ever since. As a result we’ve had meetings in the basement hall, the president’s office and the editor’s office. Lots of meetings are a good thing as far as I’m concerned.

One important group meeting during this time is the Constitution Committee which was named by the president earlier this year. That group has met twenty-two times since April 15th working on a new draft constitution. Hats off to them since no one on the committee has received any lost time. That constitutes a major “in kind” donation of the local.

We just came back from the Michigan Postal Workers Union convention in Traverse City. The state organization, like many locals, is experiencing a loss of income. As a result, many of the resolutions involved trying to cut back expenses. I was proud to see both James Stevenson and Jason Rushing be elected to the state Executive Board as Area 2 Director and Maintenance Craft Director respectively. James and Jason will give us a voice on the Board in the coming period.

This week I represented the local at the United Way’s Labor Participation Committee Meeting. They have a very interesting project spearheaded by the UAW in which ramps are built for people in need. Some of the recipients have been housebound for years due to lack of accessibility. I will be looking into the possibility of our local participating in this community service project in the future.

As of this printing, there are over a dozen members with no current address on file. If you know anyone of the following, please have them contact our office so they can begin receiving the newspaper and election info including a ballot this fall.

Marian Akra Brandon Jordan
Carolyn Anderson Yvonna Lacey
Syl Bouler Angela Ross
Pamela Brown Tracey Bragonier
Sherrell Brown Cherisee Rogers
Palma Burton Angela Ross
Barbara Shelton
Myra Bryant Teresa Sype
Clarence England Anthony Taylor
Diane Friday Rodney Terrell
Alesia Jackson Athena Williams

Don’t believe for one minute that the post office would be paying you your current salary if they could get away with paying you $8.00 an hour, and without any benefits. We thank the union for that. In the private sector, if your job pays you a good salary and some benefits with weekends off, well, you need to thank the Unions for that also. You are reaping the benefits the unions gained through years of negotiations for the working class.

Yes, Mr. Holbrook, you knew what you were talking about back in the 70’s. The Reagan era brought a very anti-union climate which was very tough. Big government, an anti-union sentiment across the nation, high taxes on the backs of the working class, lower wages, big growth of wall street and their executives, easy credit to make up for our low- er wages. We get deeper into debt, just to keep up with inflation. That president you warned us about sure caused LABOR a lot of setbacks. We need unions NOW more than ever!
THINGS A LEAD CLERK CAN

1. ISSUE DISCIPLINE
2. GIVE YOU INSTRUCTIONS
3. APPROVE OR DENY LEAVE REQUESTS
4. OBTAIN THE LEAD CLERK POSITION WITHOUT BEING THE SUCCESSFUL BIDDER.

As there seems to be misconceptions on the role of the Lead Clerk positions make no mistake about it these are bargaining unit positions which do not possess the author-

ity of a supervisor. Below I have attached a copy of the Q and A’s regarding lead clerks as put forth by the APWU.

QUESTIONS & ANSWERS
The APWU’s Position on Lead Clerks

May 24, 2012

The Questions & Answers below represent the APWU position on Lead Clerks.

Question: What is the meaning of “facility clerk craft complement” for establishing the Lead Clerk ratio in the

Memorandum of Understanding (MOU)?

Answer: It is the total number of clerks employed on a craft unit.

Question: What is the definition of a facility?

Answer: USPS Publication 32 defines a facility as any physical building used by the USPS primarily for accepting mail, processing it, and/or delivering mail (e.g., a Post Office, processing and distribution center, station, or branch).

Question: What is the definition of an Officer-In-Charge (OIC)?

Answer: USPS Publication 32 defines an Officer-In-Charge (OIC) as a career employee appointed temporarily to fill a postmaster vacancy during which the accountibility of the postmaster is transferred to the employee.

Question: Are there any exceptions to the 90-day rules for 204-Bs in offices with a supervisory vacancy management cannot fill, such as to cover a SDO vacancy in an office that is under an AMP study where the USPS is not hiring because of the floating EAS impact?

Answer: No.

Question: Will the USPS be required to cover the Lead Clerk duties with an employee on a higher-level detail when the Lead Clerk is on annual leave or sick leave?

Answer: No. However, if the Postal Service decides to cover Lead Clerk’s duties, it must be accomplished in accordance with Article 35 of the Collective Bargaining Agreement.

Question: Can a Lead Clerk lead employees from other crafts?

Answer: Yes.

Question: Can a part-time flexible be a lead clerk (for example, in an office with five PTF Clerks and no FTR Clerks)?

Answer: No. A Lead Clerk position is a newly created duty assignment posted for bid to full clerks. If a facility has a complement of at least five clerks or less than a five-clerk complement with at least one supervisor, the duty assignment must be posted for bid.

Question: What is the intent of the Lead Clerk position?

Answer: To provide oversight, direction and support in the absence of supervisory presence to bargaining unit employees in retail or mail processing operations. If the employees in the group comprise more than one craft, the Lead Clerk has authority via the direction and guidance of postal management. The execution is to reduce/eliminate 204-B activities where Lead Clerks are present.

Question: Does a clerk working in an OIC assignment come under the 204-B guidelines and restrictions?

Answer: Yes.

Question: Can you have a Lead Clerk duty assignment in a CFS (Computer Forwarding System) or the BMEU (Bulk Mail Entry Unit)?

Answer: Yes. The parties agree that upon consultation with the Union at the national level, Lead Clerk positions may be created in certain assignment areas with specific qualification requirements (for example, CFS). However, the creation of these Lead Clerk duty assignments should not impact the number of Lead Clerk duty assignments in the facility, which are determined solely by the ratio established in the MOU. The Lead Clerk positions in areas with specific qualification requirements and assignments and they would be one level above other employees in the group.

Question: Can a Lead Sales Service Associate (LSSA) duty assignment be posted with a scheme requirement?

Answer: No.

Question: How will employees be assigned to higher-level details in Lead Clerk positions?

continued on page 9

Lead Clerks

Do You Ever Wonder?

What stops the Postal Service from paying you $5.50 an hour?

This message is brought to you by the
AMERICAN POSTAL WORKERS UNION

Help Us Help You!

I recently attended the Michigan Postal Workers Union 23rd Bicen-
nnial Constitutional Convention in Traverse City Michigan. There
were numerous national officers in attendance and all crafts were rep-
resented along with Elizabeth Pow-
eill National Secretary Treasurer. The main purpose of the conven-
tion was to go over resolutions for each craft that will be submitted to the National Convention in Los An-
geles, CA, August 2012. This is the highest form of democracy in the
APWU Union next to the National Convention itself. Each National of-
...
Postal workers who were injured on the job won an important victory on February 24, 2012, and gives a swift kick to the Postal Service for its heartless mistreatment of injured workers and their families. The ruling by the Board will open great opportunities for injured workers who were improperly denied work to receive justice through MSPB.

Until next time my Brothers and Sisters remember to fear not, good things actually do come to those who wait.

**On The Job Injury “Victory”**

Greetings Brothers and Sisters, I hope this communication finds you, and your family in good health, and spirits. To get straight to the point we have been experiencing a lot of changes happening within the Postal Service, and a lot of our members find it very difficult to make the necessary adjustments.

We have to endeavor to return to the roots that formed the unions, and invented the middle class in this country. We have become complacent, entitled, and in some cases just plain lazy when it comes to protecting our livelihoods, and the livelihoods of our fellow workers.

We report to work everyday and witness management performing bargaining unit work, and do nothing to correct these contractual violations that occur on a daily basis. These types of contractual violations lead to the erosion of bargaining unit positions, and give the bean counters at corporate headquarters the impression that they can accomplish the daily task of moving the mail with the employees that they have on the rolls. This also leads to the attendance problems that we are experiencing at several locations throughout the service because of the excessive amount of overtime hours needed to accomplish the delivery standards expected. Couple this with the fact the workforce is aging, and the older you get the more re-cooperative time our aging bodies need to perform our daily duties. We are working ourselves into bad health for an unappreciative, ungrateful taskmaster who’s only concern is the bottom line, and not the people that help them achieve the goal they seek to obtain.

We have to stand up for our feelings of self worth, our self respect, our fellow workers, and our rights as human beings. We as a union, and the middle class of this country are under attack from corporate America, they have forgotten what it is, and who it is that contributes to the success of their companies, and they need to come to the realization that as your workforce suffers so to, will the company that employs that workforce suffer.

In Solidarity.

**MVS The Plain Truth**

As you are aware the announcement has been made regarding the official closing of the P1. Due to this closing a lot of changes are currently taking place at the DNDC. Several members of the maintenance staff have been working over time to prepare for the coming changes. Numerous projects of demolition work have taken place, such as where the inspection towers have been torn down in order to make room for the new work coming into the building. The computer room and supervisors office have also been scheduled to be demolished and moved to another part of the facility. Currently the SPBS machines are being moved so that they run parallel with the building in order to have 3 positions under the rules of a centralization that as your workforce suffers so to, will the company that employs that workforce suffer.

The Detroit National Distribution Center (DNDC) is Getting Ready

As you are aware the announcement has been made regarding the official closing of the P1. Due to this closing a lot of changes are currently taking place at the DNDC. Several members of the maintenance staff have been working over time to prepare for the coming changes. Numerous projects of demolition work have taken place, such as where the inspection towers have been torn down in order to make room for the new work coming into the building. The computer room and supervisors office have also been scheduled to be demolished and moved to another part of the facility. Currently the SPBS machines are being moved so that they run parallel with the building in order to have 3 positions under the rules of a centralization that as your workforce suffers so to, will the company that employs that workforce suffer.

The new APBS positions will be familiar to the facility but we will be adding a couple new job descriptions that include expediter and express mail clerk. The new APBS positions will be staffed with Saturday and Sunday as NS days. After the 180 detail period expires these jobs will be available to all employees at the DNDC.

It is expected for the majority of Priority mail to be processed on tour 3 while tour 2 will continue to process standard mail. At this time no re-assignment is envisioned nor is a reduction touring 2 being discussed. While the closures or consolidations are being considered at the congressional level the possibility of us receiving additional product are on hold at this time. Around Labor Day we should be experiencing the new operations in full mechanization.

**Closing Information**

Once again the Priority Mail Center is targeted for closing (say it isn’t so!!!)

The APWU is currently negotiating the best possible way to have the least impact on employees while following the guidelines of the collective bargaining agreement. You might say what does that mean?? How will this happen? We have recently found several of our co-workers were exposed to Pittsburgh, Iowa, Toledo and the like. With that being said, we are doing our best to ensure that if (and I do mean if) a member is excessed outside of the installation they will still be in the district or within the fifty mile radius that the contract allows.

Also, if anyone would like to re-assign outside of the district, right now is a good time because you would have priority status because the district is under excessing. Just make sure you research where you want to go to make sure that installation is not undergoing excessing.

With summertime and vacations underway, I urge everyone to enjoy themselves and to please be careful! Until next time, bye bye for now.

**Priority Mail**

www.apwudetroit.org

Lots more information and pictures are available at your website www.apwudetroit.org.

Questions concerning the website can be directed to our web designer “Dale Zaranelli” at webmaster@apwudetroit.org.
Hello Brothers and Sisters, On March 22, 2011, a Class Action Grievance was settled at Step-3 of the Grievance/Arbitration Procedure by Mr. Jack Leich (Step-3 Management Designee), and Mr. Michael O’Hearn (Step-3 Union Designee). The Step-3 Settlement stated, “The parties agree that the Investigative Letter is simply a form letter and does not violate any due process rights of the grievant. However, Management should discuss the alleged infraction with the employee and the CORRECT LEVEL OF DISCIPLINE that they may be facing during the course of the Due Process Investigation”. This means that during the course of a Pre-Disciplinary Interview when Management states, “This is an Investigative Interview. I am advising you that the results of this interview may lead to corrective and/or disciplinary action up to and including, Removal from the Postal Service”. If the Grievant’s next level of corrective progressive discipline is NOT, a Notice of Removal; then Postal Management under no circumstances, should advise any employee of this unjustifiable possibility. At this point of any Pre-Disciplinary Interview, if the possibility of Removal from the Postal Service does not pertain to the employee being interviewed, the Steward will request that the aforementioned statement be omitted from the records. This is a Management tactic which will no longer be tolerated by the union.

On May 22, 2012, a Pre-Arbitration Settlement Agreement was signed by Ms. Zana Dakroub (USPS Designee Great Lakes Area Labor Relations Specialist), and Mr. Christopher Ulmer (Union Designee American Postal Workers Union-DDAL President), stating; “The use of the Quarterly Attendance Review Checklist Form will be discontinued”; therefore, the past practice of employees Official Quarterly Attendance Reviews taken every three (3) months no longer exist.

I would like to conclude this article by informing you of one more important Pre-Arbitration Settlement Agreement dated May 31, 2012, signed by Zana Dakroub (USPS Designee Great Lakes Area Labor Relations Special), and for Mr. Christopher Ulmer (Union Designee American Postal Workers Union-DDAL President), Mr. John R. Merritt (Special Assistant), pursuant to Family Medical Leave Certification which reads as follows: “When FMLA Certification has already been provided, employees are only required to provide documentation for FMLA absences in excess of three (3) days when requesting PAID LEAVE. When the FMLA leave request is for Leave Without Pay (LWOP), there is no requirement for additional documentation.”

HIP! HIP! This concludes my article. Have a nice summer. In union solidarity.

When The Union Goes . . . So Does The Middle Class

by Chris Carr, 480-481 Director

The power of unions to create prosperity for working families is well recognized: Organized labor is one of the few voices for the economic interest of the middle class in our government. Unions were key to creating and protecting the social safety net (including Social and Medicare) and winning major legislative victories for working families such as the Equal Pay Act, the Civil Rights Act, the Family and Medical Leave Act and most recently the Afforable Care Act.

And unions ensure that workers are paid fair wages. Unionized workers today make significantly more than their non-union counterparts—about 2.50 more per hour than an otherwise comparable worker in the typical state according to a recent study by the Center for Economic and Policy Research.

When unions were stronger in the middle part of the century, American workers wages rose as they became increasingly more productive. But today, as unions strength has decreased even though American workers grow increasingly more productive, their wages have stagnated. At the same time, more and more income has been concentrated at the very top of the income scale. This is not just bleak news for the ranks of the unionized, its also bad news for the rest of the middle class.

Detroit District Area Local
A Building Fund-raiser

The Detroit District Area Local is hosting a fund raiser AUCTION. The purpose is to generate revenue for the Building Fund, and to target preserving the vast history of our Detroit Local. We, as guardians of our union have a responsibility to let future generations of postal employees know how we got to be the largest postal union in the world, the American Postal Workers Union. It is for this reason that we all need to participate in this enormous endeavor of identifying the great warriors that gave us our identify, that which we still hold close to our hearts to this day.

To have a successful AUCTION, we NEED

We want our Auction to be a success, so we need new and slightly used items of interest to our attendees. Antiques and older trinkets are great to auction off. Don’t worry about it’s value, one man’s junk is another man’s treasure, and I am sure we can find a good home for every donated item.

We’ve all received a gift that we never used, that we threw in the back of our closet, or put in the attic, basement, under the bed or in the garage. Well, NOW is the time to put it to good use and donate it to the Local AUCTION. Drop off items Monday through Friday at the Union Office. Other items that are great to auction are: art pieces, real or costume jewelry, glass wear, toys and games, car gadgets, union memorabilia, gift cards — ANYTHING OF VALUE — we’ll be glad to take it for auction.

We hope you can find some items to donate for the Auction and then take part in the festivities to support your union.

Detroit District Area Local
American Postal Workers Union AFL-CIO- DDAL
20530 Southfield Rd
Detroit, MI 48235

Don’t forget to include your union ID# and the Local you are from.
The member and the local get credit for COPA donations.

COPA IS OUR VOICE

Detroit Post Office Worker
June, 2012
Hello brothers and sisters. We are now down [as of June 9th] to 148 days before election 2012. I hope we are all engaging in some way or another and making sure that everyone knows and fully understands just what is at stake, this year more than ever before.

At this current time in many states voter registration laws are being changed, and/or new laws have been passed. What is even worse is it’s because the Republican Party wants to make absolutely sure that President Obama is not re-elected. That is their primary goal. When you listen to all of the speeches, it is obvious that is their only objective. In case you have not heard, the Senate did pass S-1789 with amendments. We did not get ALL of the amendments we had hoped for but there is some help in the bill. Personally I believe there is still too much that is harmful in it but it is better than what was put in office. 

So now we must turn to the House and continue the drive to change things around. What we did not get in the Senate Bill we should continue to push for in the House. Don’t wait until it is too late, start contacting your Representatives NOW!!! Once again, don’t rely solely on the Representatives from Michigan (or for the better part) but on all of your friends, family and acquaintances in every state reach out to their legislators in local communities and municipal leaders in all parties as well. It is this type of activism that allowed us to get those amendments in the Senate version and we should carry that momentum on to the House. It works folks [believe it or not]! We have seen evidence of this in some of the closings that were slated right here. Another great example: the president of APWU Local 239 in Illinois, Jim O’Connell is an official in Central Illinois that the Koch Streets mail processing plant open. He met with every elected official in the state where there is Republican control. Voter rights are being eroded, public schools are being closed or funding diminished to the point of causing closure, firemen and policemen being laid off and departments merged at the expense of the very people who can least afford it. There is Republican control. Voter rights are being eroded, public schools are being closed or funding diminished to the point of causing closure, firemen and policemen being laid off and departments merged at the expense of the very people who can least afford it. There is Republican control. Voter rights are being eroded, public schools are being closed or funding diminished to the point of causing closure, firemen and policemen being laid off and departments merged at the expense of the very people who can least afford it. There is Republican control. 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We must take our souls and neighbors souls to the polls and vote!!! We cannot afford to sit this one out!!! Again the job, the house, the pension, the 401k you save may be your own. In Peace & Solidarity.
What About Employee Reduction?

The Post Office is a master of “phantom accounting”. Due to space constraints, I cannot elaborate on this but there is a recent article at [www.alternet.org](http://www.alternet.org) by David Morris (June 4, 2012). It goes on to explain the Post Offices method of privatization by releasing members to the union office to discuss a grievance issue. Management in many cases believe they have two (2) hours to release members to do to protect themselves against the wrath of the management?

Mail Reduction???

What About Employee Reduction??

We want to welcome our newest union family members, and encourage them to participate and be active in your union events. The right to join the APWU by far is one of the most important decisions you will ever make in your Postal career. The APWU has been very successful with negotiating our contract; in addition to that members on the APWU have a variety of benefits. Let us take a glance at some of the many privileges of being a member of the APWU. Union Plus benefits cater to the unique needs and interest of our members. With our current economic downturn Union Plus introduce a new $3 million dollars program called Union Safe, (Security Assistance Financial Education). This program helps our members who may face unpleasant times, to avoid foreclosures through the Save My Home. Another program to assist our members with mortgage issues, Hotline and Mortgage assistance. In the Case of Disability Assistance, there is an array of cash grants available to our member (money that doesn’t need to be repaid) and others benefits that deal with major unreimbursed hospital expenses, extended disability, etc.

Financial education along with credit counseling, and budgeting advice, with a no fee debt management service in just a few benefits that as a member we enjoy. Members need to know just how much their union works for them and understand the real value of their membership. It is not just for our members – not just union officers or stewards – ask their co-worker to join the union. In doing so the question may be asked, why should I join the union? Let them know that the union is our voice, not only on the workroom floor or in our local negotiutions, but on the capital hill when we negotiate our Collective Bargaining Agreement. When we work together to support our unions we have won job security, decent wages and don’t forget good benefits. Dental and vision plans as an exclusive to our members, Golden Dental and Heritage Optical. Again, I Thank you for your support. In Solidarity.

MAIL REDUCTION??

What About Employee Reduction?

continued from page 2

the arm, but oh no, not the Post Office...we are losing millions and millions a day blab blab blab...give us what we want or doomsday is ahead. We know what they want.

Privatization!!!

We know retirement funds must be paid, we know adjustments must be made, but let’s hear all the facts in your union events. The right to make decisions is much more important to us than the numbers. We want to welcome our newest union family members, and encourage them to participate and be active in your union events. The right to join the APWU by far is one of the most important decisions you will ever make in your Postal career. The APWU has been very successful with negotiating our contract; in addition to that members on the APWU have a variety of benefits. Let us take a glance at some of the many privileges of being a member of the APWU. Union Plus benefits cater to the unique needs and interest of our members. With our current economic downturn Union Plus introduce a new $3 million dollars program called Union Safe, (Security Assistance Financial Education). This program helps our members who may face unpleasant times, to avoid foreclosures through the Save My Home. Another program to assist our members with mortgage issues, Hotline and Mortgage assistance. In the Case of Disability Assistance, there is an array of cash grants available to our member (money that doesn’t need to be repaid) and others benefits that deal with major unreimbursed hospital expenses, extended disability, etc.

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MAIL REDUCTION??

What About Employee Reduction?

by Danny Sawicki, Associate Editor

Not only is Keith Combs the Human Relations Director, he is a steward at the George W. Young Facility in Detroit.

1. What are some of the main management infractions that are affecting the members at the GWY at this time? Well Danny is a smart and tough day question. The main management infraction is their dealing with the Family Medical Leave Act (FMLA). Our members must understand that yes, they have a duration and episode estimated time frame per their Doctor. Nevertheless, our attendance policy states that we are required to document our illness once we have been off work for more then (3) three days. Now management will typically issue the member LWOOP or AWOL when the member does not document by the third absence and will refuse to pay the member for any days after day three ([3]). The Union will usually get this issue corrected; however we need the members assistance in getting in the documentation by the third day.

2. Currently, what is the number one grievance issue that has been levied against management? I think that one and probably a bigger issue is the fact that management frequently dictates members rights when it comes to releasing members to the Union office to discuss a grievance issue. Management in many cases believe they have two (2) hours to release employee’s and that is incorrect. We have signed settlements that state management shall contact the Union office immediately and under no circumstances should it take TWO (2) hours for a member to receive Union representation.

3. What is one of the biggest mistakes that an employee makes during the grievance process? I think that one of the biggest mistakes a member makes is that when an investigation process begins, they communicate with management without first consulting the help of a steward. I’ve seen it time and time again when a member thinks that they will go to management on their own issue and in return management disciplines the member using the information the member wilfully gave.

4. What are the three things that you can advise the members to do to protect themselves against the wrath of the Post Office? Number 1 is when a member calls in and for one reason or another decides to elect Emergency Leave, this leave requires a member to document when they return no excogiating cost. Number 2 is one qualification for FMLA is that the member must have 1,250 work hours to receive the protected leave no 1,250 hours no FMLA. Third, I would say as the Director of Human Relations in no circumstance should a member have an on the job injury and elect not to fill out an CA-1 and have the injury and/or claim approved by the Office of Worker’s Comp, this will prove to be helpful in the future.

Until next time my brothers and sisters remember that success is achieved by developing our strengths not by eliminating our weaknesses.

Thank you Keith for this valuable information and your service as a steward!

REMEMBER MEMBERS, use your STEWARDS!

WHEN CAN I GET OUT??

We’ve had numerous calls concerning employees asking if they retire on a such and such date how much monthly money would they get. It is a complicated process and in no way I can explain in this column. However, if you go to the Liteblue website there is a formula which will give you an idea. Go to “requesting an annuity estimate”. Then it will direct you to “NAMEUS Application”. There is a series of questions and then within 7-10 days they are supposed to send you an estimate how much you will receive after you retire.

ACCIDENT BENEFIT ASSOCIATION INFORMATION

I’m surprised many members do not know about this benefit of being a member. Did you know that if you get hurt on or off the job and if qualified, you could receive 12 dollars a day on the days you miss from being hurt? Due to surgery, Cari and I have been off for months and the ABA has been a blessing for us. Inquire and use your union benefits, your job is your life and you deserve it. Call our lovely secretaries, Regina and Diana at the Detroit District Area Local for forms and more information 313-532-9305. Until next time, if you are not engaged in the fight, please GET ENGAGED, if you are, thank you!
These are postal excerpts taken from major news sources from the last quarter or so.

1. In a February interview with President Obama he said that "privatization is a bad idea most of the time". He goes on to say that "the USPS provides universal service and companies would not".

2. A postal worker from Orlando has been sick since handling a toxic package from Yemen on February 4th, 2011. Even though other workers smelled and saw the package, they did not have a tub to stick it in, to this day the USPS denies the worker was exposed to a toxic package. DNS: Of course they deny it, they don't want to handle any toxic packages. We are the one's that handle them and get sick, not management.

3. In May, Postmaster General Patrick Donahue said it is moving forward with the closing of 250 mail processing centers. Even though half the Senate had written letters to Donahue asking to delay the closings, they continue to move on. Senate asked the Post Office to hold off until Congress could pass final postal overhaul legislation. DNS: I have never seen a government agency like the Post Office that constantly ignores actions of upper government. When is congress and the senate going to put a stop to this? What an embarrassment!

4. If a section is undergrowing and/or there are clerks with retrofit rights to a section and level where lead Clerk duty assignments are being posted, will the assignment be posted installation wide?

Answer: Excessive is still by level in the Clerk Craft as of the signing of the lead Clerk Questions & Answers.

5. Are clerks with saved grade level 7 required to bid on lead Clerk jobs with less than 40 hours (if they are post-ed as NTFT duty assignments)? If they do not bid and cannot be forced into less-than-40-hour assignments, would they lose their saved grade level 7?

Answer: No. If the employees were time regulars on the 24th of May 2011, they do not lose saved grade.

6. The Lead Clerk position states that clerks must meet KSA [Knowledge, Skills and Abilities] and testing requirements [473 Exam] related to the bargaining unit qualification standard. What does this mean?

Answer: The Knowledge, Skills and Abilities (KSA) is standard language that has always been used in every senior-qualified job. The 473 Exam is the entrance hiring examination.

7. Will lead Clerks have access to TACS?

Answer: The Knowledge, Skills and Abilities is the entrance hiring examination. Lead Clerks will have access to TACS with supervisory approval.

8. What are the requirements for the lead Clerk positions?

Answer: All lead Clerks: Senior Qualified and pass entrance exam 473 (formerly the 473) lead Mail Processing Clerk: One year experience in a mail processing position (F-1) lead Customer Service Clerk: One year experience in a customer service position (F-4) position lead Sales Service Associate — One year experience in a window position and window qualified. To be considered "window qualified," the senior bidder must have a five record or must qualify on the window exam.

9. Will a Bulk Mail Clerk in an F-4 assignment with one year experience be considered to be meeting the one year requirement for a "function-4 service position" qualification requirement?

Answer: If the Bulk Mail Clerk is part of the Function-4 area and not the SMEU Function-7 area, they would meet the customer service requirement.
The 21st Century Postal Reform Amendments (S-1879) What Does It Mean?

Christopher “Chris” Ulmer, President

Q: Danny- Mr. President, some members are confused about bill S-1879: The 21st Century Postal Reform Act.

A: On April 25th, the amendments to S-1879 were passed by the Senate vote 62-37.

Q: What does it all mean? Were the amendments good for the membership and where do we go from here?

A: The bills in the U.S. Senate and the U.S. House of Representatives are the answers from congress to the USPS request for the 50 to 75 billion dollars overpayment and the financial assistance the USPS needs to get back to profitability.

These means the U.S. Senate has passed its plans to help the USPS and it’s the House’s turn to pass something. Once the two chambers of Congress have passed a version the two chambers will then come together to try and make one bill they can get passed in both chambers to be sent to the President so he can sign it into law.

S1789 was not and does not have everything the union or USPS wants but it is not the worse that has been talked about.

Q: Now for the amendments to pass and put into law is it correct the amendment must go before Congress and pass in the House?

A: Yes.

Q: What if the amendments don’t pass, what happens then and how will it affect us?

A: All amendments are not good, so if bad amendments do not pass that is good for USPS employees and retirees. Only good amendments to be signed into law benefit postal employees and retirees.

Q: What are the National and the Detroit District Area Local doing to try to fight all this madness?

A: The DDAL began the “GET ENGAGED” campaign and the APWU National is planning to send more post cards to members to send to their U.S. Representatives to make the bills passed by the Senate. The Get Engaged campaign asks every DDAL member to contact their US Senators, US Congressmen or women, contact their State and local elected officials via US Mail, Phone Calls, Visits to their offices and even Email asking them to support the USPS and the bills in D.C that helps the USPS.

Q: How can the Postal Service start to close facilities when all these issues are in litigation?

A: It’s just another violation by the USPS, they cannot and they should not be closing anything.

By law the USPS cannot act on their plans to close any facility without the PRC recommendation. The PRC said they would not render their decision before September. The USPS must get the non-binding opinion from the Postal Rate Commission (PRC) before they take any action and the USPS has not done so. It is for these reasons the APWU National Headquarters has filed a complaint against the USPS with the PRC on the announced closure of 48 mail processing facilities to be closed in July and August. The Detroit Priority Mail Center is part of the 48 named facilities. Therefore, if the PRC do not rule on the closures until September then these closings will not happen until sometime next year, if then. This would happen because this is an election year and the USPS has already announced it would not close any mail processing facilities during the election season, which really begins in September.

The PRC has announced they will give a ruling on the APWU complaint by July 1, 2012.

Q: One of the biggest issues affecting the financial crisis of the Post Office is the 5.5 billion pre-funding retirement requirement they must make every year. The Senate rejected that amendment in April, why do you think they rejected it?

A: The Senate did not totally reject this. S1789 did address it but not to the levels that the USPS or the Union wanted them to but they did give 11 billion dollars back and they reduced the amount by 2 to 3 billion annually and they put other things in bill that gives the USPS relief. This would include allowing the USPS to go to 5 day delivery and to be able to close Post Offices in 2 years.

Q: Is there still a chance that this payment requirement can be amortized over time or are we finite to this pay-off road?

A: I think S1789 did ammortize that and that is how it was reduced by the 2 to 3 billion dollars annually.

Q: Let’s move on to another major issue that affects our members. Even though we may not want to hear this, the simple fact is that attendance is the main ally we have with the Post Office against us. Many of us have health issues that prevent us from going to work. However, many letters of removal have been levied against us because of attendance. Can you elaborate on this and how can we protect ourselves?

A: The Union is promoting employees to use EAP if they find themselves missing work due to personal issues such as depression. If they are not employed by the USPS they might be able to get a NOR. The unions have been very good at getting the employees help they need due to that employees personal issue that they may be dealing with.

The Union is promoting employees to use EAP if they find themselves missing work due to personal issue dealing with any family member, any issue, or anyone that may be living in their house. This should allow the employee to get things together and at the same time allow them to get their attendance together.

The Union has done very well at grieving employee’s issues, but some people are so far gone and have such extensive violations that it is harder, much harder to get quick resolves to their issues; these are the ones that are more likely to get a NOR.

Danny: Thank you Chris for this important information and the struggle continues and we will continue to fight.

President: And fight well I might add.
In April, The Detroit Postal Worker was granted an exclusive interview with Senator Carl Levin (D-Mich) concerning the current crises at the United States Postal Service. Following, is a candid and honest Question and Answer session addressing some of the problems of the Postal Service.

**Q. Danny: Let’s start with the proposed consolidations and closings of Post Offices around the country. What are some of the financial alternatives the United States Postal Service could use so these dramatic measures do not have to be taken?**

A-Senator Levin: Congress needs to consider reasonable options to maintain a viable postal system. We must, at the same time, maintain the obligation to provide universal service. While, as a whole, the USPS needs to be a rate-payer supported organization, not every post office needs to post a profit. In fact, while some post offices are too small to turn a profit, they are still an important part of the postal system and an important part of their community. And, based on the estimate I’ve seen, the projected cost-savings from closing these locations would offset but a tiny part of the USPS’s current financial problems. I am concerned that current proposals being considered by both post offices and limiting services may unduly limit access to postal services for many residents and local businesses, and that such an approach also could contribute to further decreases in mail volume and revenue and postal service stability.

**Q.** In February, you asked the United States Postal Service for more data and information concerning the consolidations/closings, have you had any response and what have they conveyed to you?

On December 13, 2011, the Postal Service announced a moratorium on the closure or consolidation of postal facilities until May 15, 2012. The intent of the moratorium is to provide Congress the time to consider postal reform legislation. The Senate is expected to take up S 1789, the 21st Century Postal Service Act in the next few weeks. S 1789 would enact several changes in how the Postal Service can address some of the problems of the Postal Service.

**Q. Danny:** On February 23, 2012, the USPS notified me of the potential consolidations and closings of Post Offices. On December 13, 2011, the Postal Service announced a moratorium on the consolidation of post offices. What are the financial alternatives the United States Postal Service can use to prevent these consolidations/closings?

A- Senator Levin: The intent of the moratorium is to provide Congress the time to consider postal reform legislation. The Senate is expected to take up S 1789, the 21st Century Postal Service Act in the next few weeks. S 1789 would enact several changes in how the Postal Service can address some of the problems of the Postal Service. My understanding is that the USPS has been tasked with identifying post offices that can be incorporated into post office branch facilities. However, the USPS has not yet released any information on this proposal. I have yet to receive a response.

**Q.** On April 25th, the amendments of The 21st Century Postal Service Act (S-1789) were passed by the Senate 62-37. Now the amendments will go before Congress.

**Q. Danny:** On April 25th, the amendments of The 21st Century Postal Service Act (S-1789) were passed by the Senate 62-37. Now the amendments will go before Congress. 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 make the necessary corrections if you don’t know anything about the Post Office either.

**Q.** [Constitutional question not mentioned in the text]

A- Senator Levin: The United States Constitution gives congress the authority “to establish Post Offices and post Roads.” The Postal Service is directed in law to “provide a maximum degree of effective and regular postal service to rural areas, communities, and small towns where post offices are not self-sustaining.”

**Q.** Is it a correct assumption that rural and urban areas will be impacted the most by the consolidations/closings?

A- Senator Levin: I am very concerned about the impacts of these closures on both rural and urban areas. Rural areas in particular may not have ready access to postal services. In many small communities, the Post Office may be one of the few commercial operations. The Detroit Free Press recently reported on the possible closure of the post office in Elm Hall, Michigan. This post office is one of the smallest post offices in America and a big part of the identity of this small community. The Postmaster General estimates that the closure of Elm Hall and approximately 3700 post offices nationwide will save $200 million annually. These savings amounts to 3.7% of the postal service’s deficit and is less than 1% of its annual operating costs.

**Q. Danny:** [Constitutional question not mentioned in the text]

A- Senator Levin: 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!

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! We welcome 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!

**Q. Danny:** Is that correct?

A- Senator Levin: 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!

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!

**Answers from page 10**

**ANSWERS:**

1. B. The Ochoppee Post Office in Florida is only 61.3 sq. ft. It used to be a watering shed for a tomato farm.

2. D. The James Foley Post Office in New York is 393,000 sq. ft.

3. B. The Anaktuvuk Post Office in Alaska is the only link to the outside world for 500 residents. No roads, everything must be flown in.

4. A. first, second, third, fourth, park (did you see the clue)

5. D. Clinton

6. C. Franklin is the most common city name with 31 namesakes

The Welcome Mat

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BOOTLEG POST OFFICES

Good idea. Open up bootleg (village) post offices in gas stations and drug stores and close our institutions that have been open over a century. These bootlegs have been popping up all over. Village post offices equal "Privatization"...This post card came in our first class mail from the USPS. Nice cost cutting measure, advertise bootlegs and try to close us up. What a shame this rational treasure has become. The battle rages on.

A grand new place to shop and ship.

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 from 12 noon until 5 p.m. 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. Call for dates.

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

Benefits To Our Members From The YMCA

Join the Y by July 31st and pay $0 Joining Fee! The Membership enjoys 20% off the normal monthly membership rate.

And membership has great perks:
• FULL Access to all Metro-Detroit YMCA locations
• FREE Access to 40+ fitness and aqua classes like Zumba, Kickboxing, Cycling, and more!
• FREE Session with a personal trainer
• FREE Wellness center orientation
• FREE Use of the pools during open times
• FREE Use of the basketball courts
• FREE Child watch while you work out
• Co-ed adult sports leagues and programs, including floor hockey, dodgeball, basketball, and volleyball
• REDUCED RATES on youth sports and programs, including Summer Day Camp
• REDUCED RATES on specialty classes REDUCED RATES on special events

Call the YMCA for rates and more information. Make sure you mention that you are a APWU member.

YMCA of Metropolitan Detroit
1401 Broadway, Suite 3A, Detroit, MI 48226
(313) 267-5300 Fax (313) 267-5330
ymcadetroit.org

Everyone is welcome. Financial assistance is available.

The YMCA of Metropolitan Detroit strengthens communities in Southeastern Michigan through youth development, healthy living and social responsibility.