

THE DETROIT POSTAL WORKER

APWU
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DETROIT DISTRICT AREA LOCAL AMERICAN POSTAL WORKERS UNION
2011 POSTAL PRESS ASSOCIATION AWARD WINNER

April, 2013

The President's Report . . .

Pat Johnson, The DDAL Will Remember You



From The
President

Christopher "Chris" Ulmer
President

Hello brothers & sisters. It is great to be able to share the latest Postal Service's News and Information with you again. Since the last time I addressed you the DDAL lost a true giant in the labor movement for both women and men. We lost, Patricia Johnson, the former Executive Vice President, Recording Secretary, and Central Region P.O.W.E.R Coordinator. The members will miss our beloved sister who was a strong fighter of employee's rights. I ask you to take a moment and reflect on the work that our Union Sister did for us, and use that to help us help others.

In an effort to ensure APWU-DDAL members have a healthier future the DDAL will be kicking off a "Healthier Union" campaign. The plans are not yet complete but we will have official kick off information coming soon.

NOW IS THE TIME, WE CAN'T WAIT ANY LONGER

The USPS in February announced its plan to stop six day delivery starting in August of 2013 because they believe they don't need the approval of the U.S. Congress. The USPS has some serious hurdles to over come if 5 day delivery is to take place by August of 2013. One hurdle is that the change must be approved by the U.S. Congress; which will not happen by before October of 2013. The second hurdle is, that funding for six day delivery has already been approved by Congress through September 2013, to stop six day delivery once its been approved will violate the law. The Government Accounting Office (GOA) has said the USPS can not stop 6 day delivery without the U.S. Congress passing measures that would allow the USPS to go to 5 day delivery.

The FIGHT for postal jobs started years ago when President Bush and the 109th congress passed the PAEA (Postal Accountability Enhancement Act) and greedy Postal Executives wanted the hidden benefit of uncapping their salaries. Due to this Executive greed USPS employee must regroup and become ENGAGED to

fight against the flawed ideas of the PAEA which are causing the insolvency of the USPS today. The GET ENGAGED program is a challenge the DDAL has initiated to encourage our members to write, call, email and visit their elected U.S. Congressional delegation, seeking support of bills HR630 and S316. Bills HR630 and S316 are bills introduced in the House and Senate that provides relief to the USPS financially and to Postal communities by keeping facilities open. These bills would restrict and prevent the closing & consolidating of many P&DC plants as well as Post Offices. These bills allow financial relief to the USPS without spending any tax dollars, by refunding

Congressmen and Congresswomen had started signing onto the bills as co-sponsors. The NPC provided me with a greater understanding of the demands that our elected U.S. Officials are under, it also gave me a greater understanding of the power that they have. **Call your elected Official and show them that you care enough to contact them but more importantly that you care enough to vote for those that support you.**

On April 9, 2013 the USPS announced their plan of going to 5 day mail delivery by August of 2013 is being withdrawn. The USPS is not giving up on the plan of 5 day mail delivery instead of 6 day they are just going to wait until Congress and the White House do it.



or crediting the USPS with the overpayments that has been made into employee's retirement health care. I implore you to GET ENGAGED by contacting your elected representatives and asking them to support bills HR630 & S316 to prevent the USPS from changing the service standards and closing plants. GET ENGAGED!!! If you would like to join the committee for this fight please contact Regina Favors (Legislative Director) at the Union Hall 313-532-9305.

In March of 2013 I attended the National Presidents Conference (NPC) in Washington D.C. During this conference the Presidents visited their elected U.S. officials on Capital Hill. The Michigan Delegation of APWU Presidents was asking Michigan's elected officials for their support on HR630 and S316. The Michigan APWU President's that attended visited most members of the Michigan U.S. Congressional delegation that represents many of our members on behalf of those members; we presented information to the U.S. Congressional delegates to garner the support of both Democrats and Republicans. Our efforts at this Conference paid off, a day after visiting our U.S. Congress people I began to receive phone calls from their aides letting me know that

their families support to contact their elected officials to encourage their support and help to make the closing and consolidating of Mail Processing Facilities and Post offices more difficult and to require government approval or PRC approval . . . It is for these reasons you, your friends and family must contact your elected U.S. Officials and tell them to support Postal employees and STOP the USPS from closing mail processing plants, closing small and large Post Offices, and reducing service standards.

WHAT YOUR DDAL IS DOING TO STOP USPS VIOLATIONS

The DDAL has filed numerous grievances and NLRB Charges about the Detroit District illegally modifying and falsifying official postal records and documents to prevent excessed employees from retreating back to the GWY bid cluster. The DDAL is working diligently to correct the illegal actions of the Detroit District. The DDAL knows of at least four high ranking USPS employees who have worked in unison to stop excessed employees from being placed into the bids that their retreat rights has afforded them. The parties have begun

continued on page 7

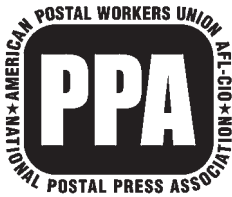


Detroit District Area Local Union Officials

- Christopher UlmerPage 1
President
- Patrick ChornobyPage 3
Executive Vice-President
- Jane DugganPage 3
Secretary/Treasurer
- James StevensonPage 4
Clerk Craft Director
- Jason RushingPage 5
Maintenance Craft Director
- Keith CombsPage 5
Director of Human Relations
- De Vol Le JeunePage 5
MVS Craft Director
- Debbie WinglerPage 4
DNDK Facility Director
- Regina "Gina" FavorsPage 6
Director of Legislation
- Marcus D. Smith
Director of Organization
- Tony Corbin
Assistant Clerk Craft Director
- Anthony "Tony" V. Latimer
Assist. Maint. Craft Director
- Raymond Allen Morgan
Assistant MVS Craft Director
- Stacey Carr
Recording Secretary
- Al Fouche
Retirees' President
- Danny SawickiPage 2
Associate Editor

TRUSTEES

- Clerk Craft: Dana A. Beard & Carl Williams
MVS Craft: Gary Hinton
- Maintenance Craft: Michael Griffin
Mail Handler: Kimberly Durden
- SGT.-AT-ARMS
Steven Welborn Dorothy Malone



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Detroit Postal Worker

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



Associate Editor's Report

Danny Sawicki
Associate Editor

Well, here we go again. The Post Office is at it again. They announced all over the media that they are cutting Saturday delivery in August 2013. Well guess what Post Office, you just can't cut Saturday delivery unless congress approves. From what we are hearing, there is lots of opposition from the public and congress. The Post Office thinks they can do whatever they want whenever they want. Well, this is a government agency and you just can't do things that you want until proper procedures are enacted. I really don't think the Post Office thought that there would be such a negative response to their announcement cutting Saturday delivery.

They said according to a survey, 80% of the public approves the slashing of Saturday delivery. We would like to know who did they survey . . . their employees in their corporate offices in Washington? I walk the streets every day, and the conversations I have with the public is that most are against the slashing of SERVICE. That's the main operative word, SERVICE.

If they cut Saturday service, that is just the start on the road to privatization. The Post Office says that they will save about two billion a year ending Saturday delivery. Why haven't we heard anything about the 5.5 billion dollars the Post Office has to shell out every year to prefund a retirement fund 75 years down the road? Instead of cutting Saturday delivery, why don't they put efforts pressuring congress to lower that amount by a couple billion that would offset the need to slash Saturday delivery?

We know retirement accounts must be pre-funded for us that are retiring down the road. But 75 years in the future and 5.5 billion a year!!! C'mon, that's ridiculous and no other government agency has to meet that kind of obligation every year.

That's the true thorn in the butt that is killing the Post Office. We hear of no lobbying, nothing by executives of the Post Office trying to get that amount lowered to a reasonable amount so the Post Office can move forward in a successful manner.

We saw a video at our station where Post Master General Patrick Donahoe stating how we are doing a great job, service is at the highest standard in history, but we are still losing millions of dollars a day, blah, blah, blah. Then he went on

They Are At It Again

stating on how reducing the retirement fund is "my job" and not to worry about that just give good service. Well what happened Mr. Donahoe? We're doing our job, are you and the executives doing your job??? Instead of trying to lower the prefunded retirement amount, you announce bye-bye Saturday delivery. We think your efforts are misdirected and your final goal is privatization.

Well guess what? We, along with the public and our allies in congress will fight every step of the way to keep Saturday delivery and not slash service to the public.

MILLIONS WASTED ON OVERTIME

At our station for the last three months all carriers have been forced to work their off days. It doesn't matter if you are on the Overtime Desired List or not. If you don't come in, you are subject to discipline. Rumor has it that all off days on the "east side" were cancelled for the last three months. We are not talking one week, two weeks, one month, we have been forced in for the last three months! At times, clerks were also forced in. My question is why?

Why were two of our Transitional Employees in our station ex-celled to other stations?

If you are so broke, why are you paying so much money in overtime when other options are open?

You have TE's and CCA's willing and able to work and you don't utilize them in an effective manner. Why?

Why are you paying us, forcing us to work at time and a half when you can pay employees at a much lower straight wage and save millions.

The employees that want and need to work overtime should have that option. They deserve it. I needed to be on the list for nine months and it really helped us out in a rough time. However, the ones that are not on the Overtime Desired List should not have to be subjected to being forced in when other viable options are available to the post office.

News flash post office, some of us have lives outside of the post office.

I can see "need of service" deems it necessary to work forced overtime due to the flu epidemic we had this year and other issues. However, there were other prudent options that are available and I think they should have been enacted by the post office.

Truthfully, I think it is a mis-management issue.

GET ENGAGED!

I think the sadness is exemplified by what news anchor Diane Sawyer said in her broadcast when news broke of ending Saturday delivery.

While she was looking down and shaking her head at the end of the newscast she says . . . "the tradition of opening up Saturday mail with a cup of coffee may soon be over."

Now does that sound like someone that doesn't care about Saturday delivery? She cares deeply along with millions of Americans.

That's why we must continue fighting. The battle is far from over. GET ENGAGED, call, write, e-mail . . . at this point I think all of us know what is at stake.

As always, call me anytime 586-943-3950.



In Memory Of . . . Patricia "Patty" Johnson February 3, 1950 – February 8, 2013

We recently lost our dear Sister, Patricia "Patty" Johnson. Patty was beloved by many and appreciated by many more for her unending efforts on behalf of the membership. Patty will always be remembered for her long history of commitment to the APWU-Detroit District Area Local.

Among Patty's many accomplishments are:

- Union Steward 1997-2006
- APWU-DDAL P.O.W.E.R. Coordinator (9 Years)
- Recording Secretary APWU-DAL (3 Years)
- Executive V.P. APWU-DDAL (3 Years)
- Recipient of Coalition of Labor Union Women's (CLUW) prestigious Olga Madar Award 2001
- Co-Founder of the APWU-DDAL P.O.W.E.R. Scholarship Program





Vice President's Report

Patrick Chornoby
Executive Vice President

Many, many years ago, when I was a representative over the Letter Sorting Machines at the GWY (the now obsolete Letter Sorting Machines), I was often summoned to represent a brisk, lively member, a very energetic woman when it came to talking and socializing, some might have called her boisterous, in the most flattering way of course. Her name . . . Patricia Johnson, aka. Pat, Patty, or Peppermint Patty, some called her Butterball, or Trisha, and most of management referred to her as Ms. Johnson. For me, it was Patty, unless I was trying to prove a point, and then it was . . . Ms. Johnson, out of respect. And trust me, she knew the difference.

Patty, over the years, grew from being a grievant herself, into becoming a very strong representative for her co-workers as an advocate for the American Postal Workers Union. One thing I learned early on from Patty, was that she could never rest if she knew that someone was being wronged by management, especially if it was a woman.

Patty, being a single mom herself, to a beautiful daughter Tiffany (now married with a young son), always knew the struggles of women in the workplace. That's why she devoted so much of her union career to the APWU P.O.W.E.R (Post Office Women for Equal Rights) organization. Patty was elected a Regional P.O.W.E.R Coordinator, as well as a Local P.O.W.E.R. Officer. She had a knack of bringing people together for a cause. It was amazing how she could recruit women from the Local to organize clothing drives to help women and their young children in local shelters. I remember walking into the Union Office seeing hundreds of coats, all shapes, colors and sizes filling the halls, and back in one of the offices Patty was organizing the breakdown of the coats. One section for repair where our local P.O.W.E.R. sisters were behind sewing machines and hand repairing coats with buttons, tears and zippers, while others were sorting by male or female, and others by sizes. When they were done, she got a van to transport the coats to the cleaners to be cleaned before she could donate them.

Patty never viewed herself as being anyone special, she just had a passion for equality and fairness for women.

In her short career with the APWU, she tried to break the many barriers working women face every day. The women around her recognized her drive. In 2001 she was

Until We Meet Again . . . My Farewell To A Friend

honored by the Metro-Detroit Chapter of CLUW — the Coalition of Labor Union Woman, with the Olga M. Madar award, celebrating women of courage and vision. A prestigious award she treasured.

Patty was a long time Steward for our Union. She also served as Recording Secretary for our local and was elected as Executive Vice President. Of all her accomplishments, I think the one closest to her heart was the creation of the APWU P.O.W.E.R. Scholarships. Patty always saw the need for education in our children, and after a lot of researching, and working with our National and Local Officers, through P.O.W.E.R., she organized and created four annual Local Scholarships, better known as the APWU POWER Scholarships. These scholarships are for our members and

their children and grandchildren who further their education in academic and vocational colleges and learning centers.

Patty was the Executive Vice President during my local Presidency. We will all miss her dearly. Labor has lost a friend, I have truly lost a friend as well. Until we meet again Ms. Johnson, farewell my friend.

WHEN ALL ELSE FAILS . . . EQUAL EMPLOYMENT OPPORTUNITY?


I have always been a believer in the grievance procedure. Sure it can take a long time to get results, however, it is more or less a pretty efficient system. Lately however, I have found that when I file an EEOC complaint along with my grievance, I find that sometimes EEO comes through in a lot less time than it

takes in the grievance procedure. How can this be? We use the same management team.

I'm not encouraging anyone to stop filing grievances when there are contract violations. Oh no. Continue to file grievances. What I am saying is to consider filing an EEO Complaint in addition to your grievances to obtain the best results.

I, for one, believe money is the driving factor here. When filing an EEO complaint it costs the service lot's of money. A lot more than filing a grievance alone. As a result, they might give your complaint more credibility than a grievance alone. The result, a settlement.

If your Supervisor or Postmaster has a problem with your performance or work, consider filing a grievance AND a discrimination EEO complaint.



Secretary-Treasurer's Report

Jane Duggan
Secretary-Treasurer

Like many other officers, stewards and members, I have been mourning the loss of Sister Patty Johnson. At the same time, it is impossible to say Patty's name without smiles and laughter coming to the forefront. Pat was very welcoming to me when I joined the local in 1988 and encouraged me to participate in P.O.W.E.R.

This year P.O.W.E.R.'s women's history month celebration was designated a day to remember Patty in a special way. Those present heard Irene Miller, a holocaust survivor, tell her story and had the opportunity to have her sign a copy of her new book INTO NO MAN'S LAND. After lunch, we raised over \$1000 in our auction.

Our executive board in our March meeting, voted to fund an additional APWU-P.O.W.E.R. scholarship to be named the Patricia "Patty" Johnson Scholarship. Patty was the driving force behind our scholarship program which has benefitted the children of members every year since its inception.

We are about half way home toward funding this year's five scholarships.

I have put forward a challenge to all of our officers and stewards to contribute to the scholarship fund in Patty's memory. I have pledged to match the first \$250

Patricia 'Patty' Johnson

of contributions.

If you would like to donate to our scholarship fund, please send a check or money order made out to APWU-DDAL to the local with scholarship in the memo line. Patty will surely smile on you.

SCHOLARSHIP OPPORTUNITIES

This is the season when other scholarship opportunities are announced. Our members' children can apply for the APW-ABA Scholarship (\$1000) now through May 15th and for the APWU-DDAL P.O.W.E.R. Scholarships (\$500/each) later this spring through our local. There will be a bulletin and a website post regarding dates for applications. If you have questions about scholarships, you can contact me or Secretary Regina Merritt at the union office.

The local's finances are in order. The trustees met in February and March to review the accounts, etc. Our accountant has been in to "close the books" for 2012 and has prepared the two required reports (LM2 and 990) for timely filing.

VOLUNTARY EARLY RETIREMENT

Now that March is here, we are beginning to feel the financial impact of the VER. Our DCO income is down \$4000/per pay. Over a year that will be \$104,000 loss of revenue to the local. We are hopeful that many of the VER vacancies will be filled by our excessed members returning to the local. That would be great for the members and would lessen the financial impact of the early out on us.

In addition, when PSEs fill vacancies, we have been diligent in our efforts to recruit them to the local. Brother Marcus Smith, Director of Organization, is supposed to be given an opportunity to meet with every new employee so that we can try to recruit them to the union when they begin their employment. Those who don't join right away, we continue to pursue. Many of our stewards have done a great job recruiting these new members.

I look forward, as always to seeing you at a membership meeting or activity.

FOLLOW US ON SOCIAL MEDIA

by Christopher Ulmer

In the attempt to get information to our membership faster and more accurately, the APWU-Detroit District Area Local has made it where every Member who wishes to stay updated and get information instantaneously regarding events, pickets, parties and/or changes in working conditions, we ask that you follow us on the following social medias:

- [twitter@apwuddal](https://twitter.com/apwuddal)
- [apwuddal on facebook](https://www.apwudetroit.org)
- www.apwudetroit.org

We invite you to follow us on twitter and to "like" us on facebook. Please share these links with other members and friends.



Clerk Craft
Director

James Stevenson
Clerk Craft Director

How does it feel to have tell your husband or wife that you have to move 300 miles away to keep your job and I will try to see you when I can. How does it feel to have to leave your children behind because you have to find a way to survive in another state? How does it feel to have to live in a hotel in another city because you cannot sell your house back in Michigan? How does it feel to be a member of the working poor because your are trying to maintain two households? How does it feel for a single mother to move her two young daughters to another state after excessing and cannot enroll them in school because you live in a hotel? How does it feel to be the only person of your race or ethnicity in the whole town? How does it feel to get that dreadful news that your significant other is saying that this is not going to work out? How does it feel to know that the Postal Service including but not limited to Human Resources could have fixed everything above but did not? The union has been fighting vigilantly to have our brothers and sisters who we feel were excessed improperly in the first place returned back home. We have attended numerous meetings, filed grievances, and initially sought relief in Federal Court. But there was one thing we had no idea that management was doing and

How Human Resources Stole From Detroit Employees

that was they were going into the bidding system and removing all the excess people names from the bid awards before they came out. Excessed clerks have been awarded jobs back to Detroit for the past 2 years and Human Resources has been secretly going into the system and deleting their names before the bids come out to make it appear as if no one had ever bidded on the job.

The union is fully aware of the economic climate, the decline in mail volume, and the decrease in revenues. The Postal Service must compete but they must also bargain with integrity. The last impact statement in which the Postal Service stated there was a need to "excess" [42] clerks from Detroit to the Call Center was completely false. For so long the union has simply dealt with the impact state-

few days to type up another fake impact statement and we will get you some employees ASAP."

We have asked that the employees be patient and try to hold on as the grievances work themselves up to arbitration. We have had two very significant arbitration cases come up during the month of February 2013. One case involved the 2010 excessing and the other involved a Class Action for Supervisors and Letter Carriers performing our work at GWY and the City Stations. The union was fully prepared to go forward but the Postal Service who has no problem moving full steam ahead to violate the contract now seeks to delay these issues from being adjudicated by asking for continuances. It is more important now than ever that employees continue to give statements regarding supervisors and or carriers performing our work.

The Detroit District has a new District Manager. All too often Detroit is utilized as a pitstop for management officials as they cut up our city and then move on to graze in another pasture. Time will only tell if the Postal Service has simply sent in another butcher to cut the meat and leave Detroit in shambles or if she is here to truly run Detroit efficiently, properly, and with integrity so that we may remain a top performing installation not just for the employees but also for the community we serve.

It is only by standing up for your job that we can protect the security of your job.

"The union is fully aware of the economic climate, the decline in mail volume, and the decrease in revenues. The Postal Service must compete but they must also bargain with integrity."

At no time did management ever disclose that they were removing the names of our excessed brothers and sisters to keep them from coming home. It was uncovered by the hard work and vigilance of your union representatives. There is no telling how long management has been doing this and they would have probably continued. It is amazing the callous and indifferent actions officials take against Detroit employees while they themselves eat cake, pick up their business suits from the cleaners, shop at Twelve Oaks Mall, and sit by the fireplace with their loved ones at the end of the day. The clerks are not asking for management to give them a handout or go out of their way. The employees seek only that which the contract grants them- the right to retreat to a vacant position.

ments on its' face and challenged the excessing based on the work still being there or non-clerk craft employees performing our work. We took a different approach this time and asked for the precise formula utilized by management to calculate the number of work hours, BPI, and how that equated to reductions in needed employees. What the union uncovered was that the numbers utilized by management were inflated by over 50% and the actual number of employees needed to be excessed was only [19]. This number of [19] was derived from their own data. It is time for Detroit Management to stop using Detroit Clerks as the staffing solution for Pittsburgh, the Call Center, or any other office that says "Hey Detroit, can you get us a body?" "Sure we can. Give us a



DNDC
Facility
Director

Debbie Wingler
DNDC
Facility Director

With the disturbing times surrounding us regarding our elected officials and current conditions of government its time to start paying attention to what is going on and the negative impact that their poor decisions have on us. For example take the ballot initiative on 11-12-12 where it was asked whether to keep Public Act 4 (The Emergency Manager Law) and in an overwhelming response the voters said "NO". Michigan Legislators brought a new version of the Emergency Manager Bill into the lame duck session and passed it. So now while Detroit citizens are suffering the consequences of prior bad judgements that have

It's Time To Start Paying Attention

created a financial crisis they will now pay an Emergency Manager somewhere between \$125,000 and \$250,00, expenses and supply the typical \$40,000 SUV. Instead of our elected leaders listening to the people of the city to try and turn things around they are now bringing in someone with no vested interest other than a fat pay check. Republican lawmakers used similar tactics to block a citizens veto of the "right to work" law. Legislators tagged an appropriation on to firewall the bill against another appeal.

The point is the government that we elect to serve us . . . No longer serves us . . . But now themselves. We have to get involved and start paying attention to these elected leaders and when they find ways to bypass what we have elected them to do we need to vote them out. The key word being vote and also taking the time to do the research during election time. I'm not sure why but in the most dif-

ficult of all times when our voices need to heard our voter turn out is extremely low. For example in the latest APWU election approximately 50 % of the members voted and a disturbing 40 % voted in the Mail Handler election. With issues of job security, plants closing, 5 day delivery etc why are we no longer interested in what our elected officials are doing as our voice. Please see the following request by National President Cliff Guffey in which he requests us to contact our legislators . . . My request to you as a fellow union sister is to follow up and see what elected officials have supported our plight and the ones that have not . . . VOTE THEM OUT!!! Our current conditions will never change if we do not take initiative to vote and continue to allow them to go against what we elected them for in the first place . . . Which is to represent us!!!

In letter dated February 2013 from Cliff Guffey he requests APWU

members to contact their US Representatives and Senators to support the Postal Service Protection Act S.316 and H.R. 630. The Act would;

1. End mandate to pre-fund healthcare benefits for future retirees.
2. Recover over payments made to federal pension plans.
3. Re-establish overnight delivery standards.
4. Protect 6 day delivery.
5. Allow USPS to develop new products that would generate new sources of revenue.
6. Protect post offices from being closed based on the effect of the community and the people.

These communications can be done by phone: 202-224-3121 Email <http://tinyurl.com/bfyld5p> Mail: US House of Representatives Washington DC 20515 / US Senate Washington, DC 20510

Please contact your appropriate representative and tell them to support the fore mentioned ACTS.



Maintenance Craft Report

Jason Rushing
Maintenance Craft Director

Hello Brothers and Sisters,

As I write this, we are having a Flatsorter Machine installed in Detroit at the P&DC. Does this mean no more excessing? Who really knows for sure. We recently received 7 DBCS machines, great! Rumors or other equipment coming in, great! Thing is, you still need to be prepared for the future in any way you can. We just went through a giant Maintenance job posting, I hope all who put in for something were successful. We had quite a few that took the early out and that created this massive posting. For all of us left behind, who did not get a bid, promotion on this last posting, it means we have to have our paperwork in order for the next time. This could mean, making sure that you are on

No More Excessing?

the Promotion Eligibility Registers that you would like to be on. To accomplish that you may have to request an update. If you would like a higher level job in maintenance and have taken the test and were ineligible, you should update. The update option is available every 120 days for all maintenance jobs in your facility or bid cluster that you have taken and did not get a score for. You cannot update something you have never tested for. The only time you can test for something new is open season, every 3 years or when you are new to craft, within 30 days.

This brings us to another VERY IMPORTANT pro-active move on your part as the employee. PAR selections. With the potential of even more movement by employees, it is extremely important to have your PAR's correct. Preferred Assignment Register selections are telling management where you would really like to be for NS days, Tour and possibly your work location. These are in the selection system by seniority and

NEVER EXPIRE. So, if you put one in for Tour 1 with Tue/Wed 5 years ago, it is still good. The only thing that will knock out a PAR selection is being successful on receiving a higher PAR choice. Meaning, if your number 5 choice is awarded to you, you will never get your number 8 choice. On the converse, if you get your number 8 choice and your number 7 choice becomes vacant and you are the senior bidder, you will get it. So please make sure you have only the choices you really want. Most PAR fills are done in the background, residual fill, so you will never see a posting, you will only see the award notice.

The last item I would like to touch on, again, is attendance. As most probably know, the Postal Service has been very vigorous attacking employees with attendance requirements. For most absences, it is possible to negotiate making it scheduled. If you're tardy, you could see if you're supervisor would allow you to make it up at lunch. They could allow you to make it up by staying

later past you're tour. If it was an accident on the freeway or inclement weather problems, supervisors can make exceptions, but you can't get any help from them if you don't ask. When you call into the system, it is an unscheduled absence. Almost no way around that. They could make it scheduled, but it is up to them. FMLA is a federal law that is beneficial to employees. Employees cannot be disciplined for an FMLA covered, approved absence. Problem is, you have to be pro-active on your FMLA also. They will not submit it for you and they will not have your doctor fill it out for you. If your doctor does not like filling out forms, find a new doctor or tell him or her what you need. YOU are paying his or her salary, they work for you. You need to explain to them who you work for and why you need the coverage of FMLA. FMLA is your benefit by law, use it when you need to.

I wish everyone happy holiday seasons with family and friends. I thank you, the membership for allowing me to serve you!

In Unionism.



Director of Human Relations

Keith Combs
Director of Human Relations

Hello Brothers and Sisters, just a note so that we are all aware of Safety and Health responsibilities. It is management's responsibility to provide a safe working condition; it is the union's responsibility to coop-

erate with and assist management in its efforts to fulfill this responsibility. Management has an accident policy and local accident policies, guidelines or procedures may not be inconsistent or in conflict with the National Agreement. An employee may be required to report the accident on the day it occurs, but completion of the appropriate forms will be in accordance with applicable rules and regulations and should be completed the same day as the accident.

Management may document un-

safe practices. However, as there is currently no national requirement for employees to acknowledge that the unsafe practice was documented, employees should not be required to sign a local form for that purpose, and it is improper for management to issue letters to employees advising them that their work habits will be closely watched in order to prevent future accidents. Supervisors and managers also should understand that policy prohibits disciplinary action that may discourage accident reports or the

filing of a claim for compensable injury with the Office of Worker's Compensation Program (OWCP). When safety rule violations occur, managers and supervisors have several alternative corrective measures at their disposal. Although discipline is one such measure; they should use it only when corrective measures do not appropriately fit the circumstances. Until next time my Brothers and Sisters remember that what lies behind us and what lies before us are tiny matters compared to what lies within us.

Safety And Health



Motor Vehicle Services Director

De Vol Le Jeune
MVS Director

Good day APWU Motor Vehicle Services Craft Brothers and Sisters, my staff and I would like to take this opportunity to thank each and every one of you in your support of selecting me as your Detroit District Area MVS Craft Director it is an honor to serve as your Representative. Your support and cooperation is greatly needed and appreciated during this most difficult time of our careers with the United States Postal Service. We would like

to give you an update on how hard and diligently we have been working on behalf of our membership/ non-members to ensure a better work place for all.

My staff and I have been meeting with upper level management on- on going bases to resolve many of the challenges that we as a whole are facing; to date, upper level management has been very receptive and receiving to our concerns and diligent in this on-going fight towards resolving the Non Traditional Full Time employees' fight in being fully restored as returned employees in the MVS Craft as 40 hr. Full Time Traditional Regulars. In addition, the NTFT's that were already in the craft, we are fighting for

their rights to be 40 hrs. NTFT employees per the 2010- 2015 Collective Bargaining Agreement. We are fighting for those EXCESSED Drivers that are still out of the MVS CRAFT to return as 40 hr. Full Time Regulars.

My staff and I are continuing to hold the United States Postal Service to the agreement that our contract is binding and both parties must adhere to. Advocating for the membership/ non- membership has been a definite challenge, but with your participation in uniting as one will afford Your Union Representatives the Strength and support it needs to relay a strong message to Supervision and Management that the members and non-members along with Union representatives

do in fact represent Unity, Solidarity and Sound Morals in the fight to ensure the best out-come for us all.

Last but not least, my staff and I would like to extend a warm welcome to our newly inducted PSE's to the APWU/ DDAL FAMILY and hope that all will do the same in rapping our arms around these new members and making them feel at home.

Again, Thank each and every one of you for your patience and understanding **WHILE WE ARE FIGHTING AND ADVOCATING** each and every day on the behalf of all our brothers and sisters, Please remember, **"United WE STAND — DIVIDED WE WILL FALL"!!!** In solidarity.

Fighting For You



Legislation
Director

Regina 'Gina' Favors
Legislation Director

In this phase of the get engaged program we have a personal letter from our esteemed legislative director Miss Regina Favors. Miss Regina is a relentless lobbyist fighting for our rights. Take her message seriously.

Hello again brothers and sisters. Where is the outrage? When are we going to begin to really fight once again for what is right? Are we going to just continue to be complacent and take whatever befalls us? I begin this article with these questions because that seems to be exactly what is happening. How many of you are really listening to or even paying attention to what is really going on with the democratic process right now? In case you haven't noticed it is being systematically taken away from you. Let's look seriously at what is going on. The powers that be in Washington, namely the PMG. Patrick Donahue, Darryl Issa, and the rest of those right wingers continue to their drive to privatize the Postal Service. There are two new bills in Congress aimed at protecting and preserving the Postal Service. Senator Bernie Sanders (I-V) and Representative Peter DeFazio (D-OR) introduced these bills in both the Senate and the House respectively. These bills if passed could fix the Postal Services immediate crises, allow overpayment recovery, re-establish overnight delivery standards, protect six-day delivery, protect rural post offices and let the Postal Service develop new products and services that would generate new sources of revenue. Folks, have you written

Legislative News & Views

your letter yet asking your Senators and Representatives to support S. 316 and H.R. 630? If not, I ask you WHY HAVEN'T YOU? There is also another bill H.R. 961, that was introduced by Rep. Stephen Lynch (D-MA) called the United States Postal Service Stabilization Act of 2013. This bill (with a proper determination of USPS pension costs), could provide much needed breathing room to the Postal Service's financial problems. More than that, this bill would revise the way the OPM calculates how much the Postal Service owes the Federal Employees Retirement System (FERS) to fulfill its pension obligations. Further this bill allows for any overpayment to FERS determined by the recalculation now and in the future to be paid back to

light vigil on a very cold January day as well as sending letters, making calls and meeting with city council members. The end result was a 5-1 no vote against re-zoning, hence NO WALMART! In an update to that Walmart sent a letter to Southfield City Council withdrawing any and all offers stating they no longer have an interest in opening a store ANYWHERE IN SOUTHFIELD! Also along those lines Walmart sought to open a store in Lincoln Park right on the Allen Park border. The proposed sight required access via the Sears lot. Sears would not allow the path access Walmart needed. There was a court battle that Sears initially lost but they appealed the decision. The appeals court agreed with Sears (who owns the access pathway) and so



(tax breaks) and the 1%ers. Snyder says "not on my agenda, not on my radar, I won't seek it BUT if it comes before me I'll sign it"! And the people were fooled? Please folks, this was planned and continues to be part of a much bigger agenda nationwide. It is all about union busting! They want to take you "back" folks to a time when only certain folks could vote. They are STEALING AWAY OUR DEMOCRACY and if we don't ALL take a stand they WILL SUCCEED. They (Mich. Republicans) have taken away & destroyed more jobs than they have created. They have gerrymandered the districts in a way that never would have been allowed or even tolerated if the Democrats had done it. We would probably be under Marshall Law by now. Yet I wonder why other than hearing about our state on MSNBC (The Ed Schultz Show, The Rachel Maddow Show, The Lawrence O'Donnell Show and Hardball-Chris Matthews), I do not hear about the terrible wrongs being perpetrated here. I wonder why other than the Michigan Citizen, those things are not printed. Once again, in EVERY STATE, that is under Republican control, voting rights have been (and are being) changed, women's rights are being denied, unions are being attacked and unfair and unjust laws are being passed. Perhaps something to start on immediately is to stop funding/feeding corporate greed. Stop buying Koch Bros. products. A list will be furnished on request. Unless it is absolutely necessary stop using ATM's. Go inside and speak with live personnel. When at the grocery store don't use the u-scan. Personally, I find it ironic (and humorous) that people will WAIT IN LINE for the u-scan register and not for a REAL cashier. And there have been times that the self-serve line is LONGER than the other lines. You can ask or request someone to "serve" you. I was in a grocery store line once with only a few items. The u-scan clerk asked me to use that isle and I said I would wait because I preferred the cashier, the clerk then said "I'll take care of you, I will scan and bag your items". If there were ever a time when you needed to get involved, get active, and maybe even agitate, my brothers and sisters that time is here and now ("once again")! Stay tuned 'cause the struggle "ain't over"! Solidarity Forever.

"We cannot afford to wait until next year to seek out and support folks who will strive to restore DEMOCRACY to our state, our cities and most importantly to our legislature."

the Postal Service. I am again asking you sisters and brothers to please get your letters in right away as your jobs and the future of the Service depend on it! We must continue to also ask our family, friends, church members and community leaders to write letters as well. We must also have those of you who have Republican connections to contact your legislators urging them to co-sponsor and support passage of these bills. Hit them with the REAL facts and let them know that the Postal Service, without the misguided lame duck session of Congress in 2006, would not be this so-called "financial crises"!

In other news, last month we (residents, community & labor) working together halted a proposal for a Walmart at the corner of 12 mile/Southfield Rds. We held a candle-

Walmart cannot open a store at that site. Walmart said it will not fight the appeal (saying it's "not worth it"). SUCCESS AGAIN!!! I believe we could get some of those same results if we would call, write and fight to the bitter that legislative right wing BS going on in our state right now! First we MUST stop just accepting everything they hand down! We have voices, we must USE them. We must regain and keep that which has already been sought, fought and won!!!

On February 23rd I attended the MDP Convention. There was a looming expectation that it would be rather contentious but after all of the caucuses and group meetings, and the convention actually began, Mark Brewer graciously and proudly rescinded his bid to seek re-election as chair of the Michigan Democratic Party. Every delegate applauded his decision and thereby welcomed Lon Johnson as the "new" chair. It was a good convention with all pledging to be a united and committed party. It was also stressed by all committees, groups, nominees, elected officials and caucus leaders that the time to work toward 2014 is NOW! We cannot afford to wait until next year to seek out and support folks who will strive to restore DEMOCRACY to our state, our cities and most importantly to our legislature. I began this article with the question . . . "WHERE IS THE OUTRAGE" . . . Well we only have to look at what is going on not only within our Postal Service but also within our state and every other state that has Republican control! If you don't believe it just take a look around. Beginning with our own state: Snyder runs as "the nerd" who knows how to balance books, yet the only ones taking hits are the seniors (pensions taxed), the public schools, union workers, welfare recipients (WIC), college students and more! Who gets saved? The corporations



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!

We would also like to acknowledge those that signed the new brothers and sisters. Remember, any member can sign a new member and it's \$20 in your pocket!

RONALD DULUK
TAKESHA FORD
ROXANNE LIEDEL
THOMAS MORGAN
ROBERT OTTE

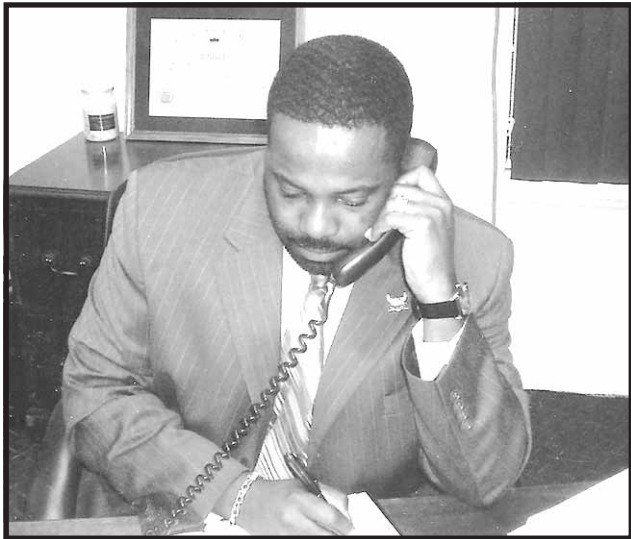
SARAH ROBERTS
DAVID SCHOMBERGER
EUGENE WEST
ANNE WOLFE
TIFFANI YORK

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

— Ask The President —

Saturday Delivery And Retreat Right Questions

by Danny Sawicki and Christopher Ulmer



Christopher "Chris" Ulmer, President

In this session of "Ask the President" we have to talk about the proposed slashing of Saturday delivery and retreat right issues concerning our excessed brothers and sisters.

Q – Chris, the post office is at it again, claiming that they are going to cut Saturday delivery in 2013. At press time, there has been so much negative publicity response by the public and congress

that their proposal has been squashed indefinitely. Explain to the members what has to happen before they can cut Saturday delivery?

A – Danny, the USPS and its legal advisors think there is a loop hole in the laws that governs the USPS that would allow USPS Management to reduce Saturday delivery service without the approval of Congress.

This notion has been denied and proven not to be so by both houses of the U.S. Congress, this belief was also proven and explained why it is not possible for the USPS to stop Saturday service without an act by Congress that would allow 5 day delivery instead of 6 day delivery and this was explained by the Government Accountability Office (GAO).

In short the USPS will need some type of legislation passed in both houses of Congress for the reduction of six day mail delivery to happen. The main reason the plan was moved to September 2013 from August 2013 is because the U. S. Congress has already funded 6 day delivery in the budget up to September 2013.

Q – Mr. President, the post office says they will save around 2 billion a year cutting Saturday service. However, you hear no discussion by the post office trying to

lower the 5.5 billion retiree pre-funding obligation they must meet every year. Chris, thru amortizing or other prudent fiscal strategies don't you think that by lowering that astronomical amount by 2 or 3 billion it would be the sensible alternative that would offset the need to slash Saturday delivery? Second part of the question . . . why do you think the post office is not being more aggressive in lobbying congress to lower that ridiculous pre-funding retirement amount?

A – Danny the USPS and all the Postal Unions are lobbying both houses of the U.S. Congress to come up with suitable legislation that would give the USPS relief from the Pre-Funding requirements, and have been trying actively since 2009. The Office of Personnel Management (OPM) has confirmed the USPS has not only overpaid into the CRCS retirement system (by 75 – 125 Billion dollars) but also over paid into the FERS retirement system also.

The problem is the U.S. Government does not have the 75 – 125 billion dollars to give back to the USPS. The U.S. Government relies on the Pre-Funding because the USPS is the only government agency that is making

continued on page 8

What Is P.O.W.E.R.? Post Office Women For Equal Rights

by Carol Anderson,
P.O.W.E.R. Coordinator

P.O.W.E.R. was founded in St. Louis, Missouri on April 28, 1979. The APWU National Constitution was amended to include POWER at the American Postal Worker's Union national convention in Detroit, Michigan in August, 1980.

APWU P.O.W.E.R. (Post Office Women for Equal Rights) is the women's committee within the

American Postal Workers Union. It unites women with their special concerns, yet works within the framework of the National APWU organization.

P.O.W.E.R. held its annual Women's History Celebration on Saturday, March 23, 2013. Irene Miller was our guest speaker. She told her story of being a Holocaust Survivor. We remembered our own Patricia "Patty" Johnson with open mic.

The celebration ended with an auction to raise money for a fifth P.O.W.E.R. scholarship in honor of Patty. It was a very successful event and we raised over \$1,000.00 in our auction. Thank you for your support.

I would like to introduce your APWU-Detroit District Area Local P.O.W.E.R. Committee: Carol Anderson, Coordinator - Iva Williams, Assistant P.O.W.E.R.

Coordinator - Lopinia L.R. Roe, Treasurer - Shuronda Ulmer, Organizer and Jane Duggan, Acting Secretary.

Our goal is to exchange ideas, issues, problems and solutions and to initiate and support educational programs. We invite all to join us in future educational forums concerning women and men or current issues. — reprinted from

APWUPOWER.org

Pat Johnson, The DDAL Will Remember You

continued from page 1

to met in an effort to figure out the correct number of employees who should had been given the opportunity to exercise their retreat rights by now. The DDAL counted 250 employees but we know that number may be closer to 220 if you count the employees, who are no longer employed with the USPS for various reasons. We are on top of the situation and therefore I request everyone to be patient and to keep the DDAL informed of any new developments they may experience. The DDAL Leadership is committed to getting every excessed member their retreat rights before too long. Once the excessed employees get their retreat rights it is then their sole responsibility to make the decision to accept them or not. The DDAL will get all excessed employees and APWU-DDAL members that opportunity.

I want to thank our National In-

dustrial Relations Office, Mike Morris and Tom Maier for clearing the way for the DDAL's MOD 15 grievance procedure to get grievance cases heard quicker. The APWU & USPS Headquarters agreed not to place the MOD 15 grievance process in the Joint Arbitration Scheduling System (JASS) because it was not necessary. The National parties correctly determined the MOD 15 grievance process would be better served by the Local parties handling the scheduling and selecting of cases, dates & arbitrator ourselves. The DDAL membership sends and deep heartfelt thank you to all those who made this happen.

THIS IS AN ELECTION YEAR, AGAIN?

Once again you will be voting for nationally elected officers to represent the APWU. This is the time to began

looking, watching, listening, & researching the candidates that will be negotiating the next APWU contract which is due to expire in May of 2015. I will be truthful with you I am not happy with the lack of fight I see for the members on the work room floor in the Central Region. The job of holding local office is frustrating enough without having to fight against our elected APWU officers for siding with their USPS friends more than they are fighting for the members, and forging forward to create new rights for APWU members. I bring this to your attention because the APWU employees in Detroit have been affected so negatively that I will not give the APWU elected official another free pass. I need all of you to start thinking about the APWU national election now and to pledge your support to be a vote casting member. The APWU membership must be accountable

and held accountable for voting. No longer shall we give candidates free passes because we remember what they used to be like before they became a National officer. We must vote based on how they helped our local elected officers, how they answer us when we call on them, and how they make better the conditions that we face daily on the workroom floor better. I will be sending the DDAL's Executive Board recommendation for whom to vote for based upon my experiences with our National Officers and how they have actually helped our local move progressively forward. This election is not about nice but about who will get nasty with these corrupt USPS Executives and fight for the least amongst us and stop making their decisions based on which Local elected officials they like and don't like. I will be sending out much more information in the coming months.

Saturday Delivery And Retreat Right Questions

continued from page 7

regular payments to their employee's retirement accounts.

Q – If congress approves the cutting of Saturday delivery does the president have the power to veto the cut?

A – Danny, the President can veto any pieces of legislation that come across his desk if he disagrees with that legislation. The White Houses agrees with the USPS going to 5 day delivery. The White House announced it's plan on what they intend to do to help the USPS in late December and it approved the plan to go from 6 day delivery to 5 day delivery.

Q – Chris, in your opinion do you think Saturday delivery will be cut and what must we do to keep the pressure on to keep Saturday delivery?

A – It is hard to say what will happen and when. The reason it is so hard really depend on the constituents of the elected officials on the committees governing and controlling USPS affairs. If the people write their congressional representatives like the APWU has been asking them to then that would bring this issue to the forefront to be addressed in the way we are re-

questing. If we the people don't get engaged by lobbying, making phone calls and a letter writing campaign then the elected representative may feel the USPS do not have broad support and vote the way the competition of the USPS wants them to. It is essential that all members and USPS employees get engaged and send letters, emails, and make phone calls to their elected representative to tell them how to vote on USPS issues and what they want from that elected representative.

Q – Let's move on to retreat rights for our brothers and sisters. I understand some truck drivers exercised their retreat rights, were brought back to their craft and then the post off put them in Non-Traditional Full Time positions and were only giving them 32 hours. Is that true and what is the update on that?

A – The USPS did bring some excessed MVS craft employees back to the MVS craft in late October early November 2012. There was some misunderstanding as to how and what was supposed to happen and it was done partially incorrect. The APWU MVS new

Craft Director and I were able to meet with the USPS management and we were able to come to an agreement that has already begun the process of correcting everything that may have been incorrect.

Q – As for the rest of the excessed members, I understand the cases are still tied up in arbitration, is that correct and elaborate on any updates?

A – The APWU-DDAL does have existing grievance pending Arbitration dealing with Excessing. The APWU-DDAL has excessing grievances schedule for arbitration and have been hearing these cases since February 5, 2013. The problem is that the USPS does everything in the world not to have these cases heard on the merits in which they were writing up for. We have at least three big excessing grievances that we expect to be heard by the end of June 2013. We have also had meeting to discussing the Retreats right employees who should have already been returned but the Detroit District has not done so. The DDAL just became aware of the Detroit District taking employees name off bids and not awarding them to employees to prevent them from retreating. We have filed an NLRB (Labor) Charge for this and plan to involve the OIG if the USPS doesn't plan on correcting this serious violation.

Q – At my station, I've been asked this question many times. Since we were excessed and lost our craft seniority we were put on the bottom of the carrier seniority list. Let's say Saturday deliver does get cut and we are still not retreated, are we subject to other excessing and or layoffs since we don't have 6 years in our new craft?

A – YES!!! That is correct, if you are excessed into the Letter Carrier Craft and has not been working in that craft for the 6 years required to be eligible for Lay-Off protection then you

may be subject to being laid off despite the fact you may have 15 to 20 years of USPS seniority.

It is for this reason the DDAL has begun such an aggressive attempt to get all of the former APWU-DDAL clerks excessing into the Letter Carrier Craft their retreat rights. The Clerk Craft have the vacancies still. The Detroit District got caught cheating the retreat right employees of their contractual rights. The Detroit District Manager if she is smart will correct this intentional deception, lie and employees rights violation. The DDAL plans on getting every employee that has retreat right their opportunity to exercise their retreat rights, now!!!

Q – Thank you, Mr. President for this valuable information in these historic times at the post office. Reiterate to the members how important it is to keep pressure on the politicians and the public to keep Saturday delivery?

A – I can not express how important it is for all the couch potatoes to get off the couch. It is so important for all employees of the USPS no matter what craft they represent or work in to stand up for the USPS. Every USPS employee needs to get ENGAGED by contacting all of their elected representative, to make sure they know that the USPS needs their help and ask those representatives to give the USPS financial situation the attention it needs and deserves.

Contact them and request that they prevent the USPS from cutting delivery service but more importantly to stop the Closing and Consolidation of the Mail Processing Facilities, and Post Offices in big and small communities.

President Ulmer has and always will have an open door and open phone policy for the membership. If you have a question for the President you can reach him at the union office at 313-532-9305, by Cell Phone at 313-477-0962, or via E-mail culmer@apwudetroit.org.



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

Change Service Requested

2013 Membership Meetings

The meetings are held at your union hall:
20530 Southfield Road, Detroit, MI 48235.

Sunday, May 5th
Sunday, June 9th

1:00 P.M. - 3:00 P.M.