Welcome Back!!!

Happy New Year brothers and sisters. I thank you, once again for allowing me to serve you, as President. I am grateful for this opportunity and I really enjoy serving each and every member.

I would like to start this article by welcoming back all the employees who were improperly excessed and those who have decided to exercise their retreat rights back to the Detroit installation. It is a wonderful feeling knowing we have kept our promise to each and every employee, that “we will fight for them until the end” and the officers that you all elected in November 2009 and again in November 2012 (an historical election) have done just that. I welcome you back, BUT I must inform you that the fight is not over, the fight and struggle continues. I’m glad that the fight is not over, the fight and struggle continues. I’m glad you’re back and I encourage you, that you do not sit on the sidelines but to actually get involved with the events of the local and become involved to help prevent this and other violations from happening again.

The union is still going through clock rings and employee work hours to determine the amount of money each individual that is entitled to compensation will get. The Union should have this money is direly needed to allow the DDAL to address and send Stewards and Officers for new updated training annually. These proposed changes would allow the union to build up our savings and allow us to continue providing the special services to the membership that members have come to expect and enjoy, such as keeping the annual events as well the $300 retirement rebate (with changes). The proposed changes would also allow us to pay each retiree that we still owe this $300 to.

The money is needed to update the DDAL’s grievance and arbitration processing equipment. The DDAL must get in line with the changes that APWU headquarters are proposing such as the NEW Grievance Appeal processing system. The money was also needed to eliminate our debt to the attorneys. The money will put the DDAL in position to challenge the Postal Service on important issues concerning the working conditions and wages of employees.

Grievances And Arbitrations

The grievance and arbitration process is going well. As you may know the DDAL has complete control of our MOD-15 grievance process. That means we control the grievance process from the Step 1 through the Arbitration. New language in the collective bargaining agreement allows the DDAL to move up one case FASTER so we may not have to wait 2, 3, 4, 5 years for our issues to be resolved any longer. The DDAL is actively seeking the cooperation of the United States Postal Service to resolve issues and situations quicker. Resolving issues quicker (at the lowest level) gives everyone a greater sense of satisfaction and helps them trust our grievance and arbitration process more.

The Union is looking for smart members to get involved with the union, to become Union stewards for it is you who will be carrying the union’s torch down the road later. We plan to conduct more steward training so our stewards can explain the contract to the members better. The better informed the stewards are, the better understanding you will have. The better understanding you have the stronger the union is. Union officers will be visiting all facilities we represent more. This will allow us to better facilitate and get a grasp of issues & grievances in the areas where the membership may feel they don’t receive enough attention from all the Union Officers they elect. This will apply to all of the Mail Processing Facilities, Station & Branches in the outlying areas, and in the Detroit City Stations.

Building

The Union Hall is in need of some essential building repairs and updating. As we grow as a leading labor organization throughout in our communities and in this region we need a facility that will be able to accommodate many different events in the same fashion we represent our members. We know we will need to buy a new air conditioning unit this year because one of the unit we presently have is broke.

State Of The Union Address Finances

In the last 6 years the DDAL have lost approximately $140,000 in savings a year. This was also needed to eliminate our debt to the attorneys. The money was also needed to eliminate our debt to the attorneys. The money is needed to update the DDAL’s grievance processing equipment. The DDAL must get in line with the changes that APWU headquarters are proposing such as the NEW Grievance Appeal processing system. The money was also needed to eliminate our debt to the attorneys. The money will put the DDAL in position to challenge the Postal Service on important issues concerning the working conditions and wages of employees. The money is needed to update the DDAL’s grievance processing equipment. The DDAL must get in line with the changes that APWU headquarters are proposing such as the NEW Grievance Appeal processing system. The money was also needed to eliminate our debt to the attorneys. The money will put the DDAL in position to challenge the Postal Service on important issues concerning the working conditions and wages of employees.

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State Of The Union Address

The DDAL has to re-devise the way we use the resources we have and the way our workforce is presently structured. This means we will be changing our Constitution this year and with those changes we will be making some of the full-time officers part-time, reducing or eliminating some of the annual events that the Union put on, and reducing the secretarial staff the Union presently employs. Changes are necessary for the survival of our Union financially. The changes we will roll out for you to vote on are long over due and are needed if the DDAL is to continue to operate in the same high efficient manner in which we have for years.

The propose changes should bring the DDAL approximately $140,000 in savings a year.

The Union is still going through clock rings and employee work hours to determine the amount of money each individual that is entitled to compensation will get. The Union should have this money is direly needed to allow the DDAL to address and send Stewards and Officers for new updated training annually. These proposed changes

From The President

Christopher “Chris” Ulmer
President

2014 State Of The Union Address

President’s Report . . .

The President’s Report . . .
Welcome Back, Welcome Back, Welcome Back

After almost seven years of being away, I've seen the same pattern of management, not working together as a team and making unwise decisions in getting the mail out on time.

I was not going to focus on the negative.

Most of us made it back safely, some did not and got hurt on the job. At the Detroit Postal Worker and the DDAL, we pray for full recoveries for our brothers and sisters who got hurt on the job and are still out. We will be there with open arms when you are ready to come back.

Starting from mornings to midnight is another major adjustment and it will take some time for our bodies to adjust accordingly. In these first weeks, make sure you get enough sleep to give your body a chance to adjust.

However, we persevered and survived and it's nice to be back . . . I don't want to say home, but it's nice to be back with my ole postal family and friends that I haven't seen for many years.

I'm looking forward to giving and receiving more hugs and kisses in the upcoming weeks. Welcome back my friends!

Disagreements With Management

Since I've been back, I've noticed quite a few floor room disagreements between employees and management. Some quite heated.

We want to be clear and concise on this matter.

If you feel management is doing you wrong, do not argue . . . request a steward be contacted immediately!

That is that they are there for, to fight for you. If you argue directly with management you will ultimately lose, and it may be your job.

Over the years, at the station and the plant, I have seen employees taken out of the building due to these heated exchanges between fellow employees and management. Some haven't been back.

Please be calm, get a steward and stay gainfully employed.

Since I have been back, due to paperwork issues, I have been down to the union three and four times and have had favorable results.

You have excellent, knowledgeable stewards on our side including your organization officer, Marcus Smith, your Human Relations Director Keith Combs, and steward Kathy Carter.

Every time I have gone to the office, there has been someone in the office ready, willing and able to help.

Remember, the Post Office is looking to get rid of anyone they can. Be smart, try to follow the rules and if there is a problem, USE YOUR STEWARDS!! Don't take matters in your own hands and get yourself fired.
Managements NEW Strategy
The Hell With Customer Service

by Carol Anderson

What is POWER? POWER is the movement “Postal Office Women for Equal Rights” P.O.W.E.R. was founded at St. Louis, Missouri on April 26th, 1979.

The APWU National Convention was amended to include POWER at the American Postal Workers Union national convention in Detroit in August 1980.

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

It unites women with their special concerns, yet works with the framework of the national APWU organization.

I would like to introduce you to your APWU-DDAL Local POWER Committee.

COORDINATOR
Carol Anderson

ASSISTANT COORDINATOR
Van Williams

TREASURER
Lopinia L.R. Roe

ORGANIZER
Shuronda Ulmer

What Is P.O.W.E.R.

ACTING SECRETARY
Jane Duggan

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, men, children and/or current issues concerning our families, friends and communities.

If you would like to participate in POWER issues please call Regina Diane at 313-523-9303.
Postal Management has taken the position for the most part that "we are going to do what we want, catch us if you can." Well, Post al Management you have been caught. Over the past 3 to 4 years management in Detroit engaged in all out war against the clerk craft. Our union Brothers and Sisters were subjected to improper excessing, denial of retreat rights, denial of severance pay, Letter Carriers performing our work, supervisors performing our work, improper reversions, and part-time regulars working outside of their bid schedules.

Over the last five months the Detroit District Area Local has won some major victories which I hope will encourage everyone to keep fighting and there is light at the end of the tunnel. The first major victory was a class action on improper excessing in which the postal service excessed senior employees out of the craft and in installation prior to junior employees. Management argued in vain that some of them were injured and Pittsburg and other places did not want injured employees. We all know that seniority is the sole criteria for purposes of excessing. The arbitrator ordered the return of all the improperly excessed employees and a determination is to be made on financial damages.

The second major victory involved the issue of severance pay for employees who properly declined a directed reassignment outside of a 50 mile radius. The Postal Service felt they had the right to simply separate an employee who could not move to another city or who could not carry mail. Management in Detroit said we will simply put these people in the streets and terminate them as if they were never Postal employees. The ELM specifically grants employees who are involuntarily separated an entitlement to severance pay. For an employee with 25 years this could amount to as much as $60,000.

The third major victory came in the form of denial of retreat rights. Management had devised a diabolical scheme in which they would post lay-off notices and delete the names of excessed clerks who were properly awarded bid jobs to return to Detroit. The covert operation "Operation Never let anyone return home" was foiled when the postal service provided one of the pre-awards they failed to react in time. The arbitrator ordered the return of the clerks who were improperly denied re-treat rights and a determination on financial damages. It is very important that stewards clearly understand that clerks have a right to return to the "first available vacancy" not just to residual vacancies.

The fourth major victory rose from the timeless battle of carriers and supervisors performing clerk work. While management is constantly utilizing CSV which is short for "completely shady variables" and function "fake" reviews to reduce the number of clerk assignments they freely utilize others to do our work. A class action was filed for the entire Detroit installation in which the arbitrator awarded a cease and desist and payment at the overtime rate for all work performed by carriers and supervisors for the past two years. It has become such a common occurrence that the carriers have now been working this week a week of performing clerk work, they technically are entitled to a clerk uniform allowance.

The fifth major victory came in the form of a $500,000 arbitration award on utilizing part-time regular clerks outside their bid hours. After excessing the full-time employees management continued to improperly expand the hours of the PFTs. Although the category of PTR was eliminated in the current contract the work hour for employees holding NTFT assignments of less than 8 hours a day and 40 hours in a week are bound to work the hours of their form 50 and official bid assignment. The same violation which gave rise to the $500,000 award is still present if NTFT employees are working beyond their bid hours. The major difference is that the NTFT employees are now entitled to "out of schedule" pay where as the former PFTs were not. The restriction does not exist for assignments of 8 hours a day and 40 hours minimum a week. You would think that after spend ing 100's of thousands of dollars in arbitration loses the postal service would change their behavior and follow the contract. It is quite the opposite. They simply try to devise a better mouse trap and keep the check writing pen ready. The major problem is that no management official is held accountable for these financial losses which did not have to occur if the contract were adhered to. Everyone in management is consumed with giving the appearance that the contract was not meant to be taken seriously. The administrative law judge has been ordered to return home" was was ordered to return home only to be turned away. The award he let anyone return home" was foiled when the postal service provided one of the pre-awards they failed to react in time. The arbitrator ordered the return of the clerks who were improperly denied re-treat rights and a determination on financial damages. It is very important that stewards clearly understand that clerks have a right to return to the "first available vacancy" not just to residual vacancies.

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The employee who is injured thing that cannot be denied. medical treatment from his/her been injured at work. An employee medical treatment when you have sor you should than seek medical once you have notified the supervi- medical braces, artificial limbs and employment as well as damage to mean any illness or disease that is understood that injury may also to shine some light on the sub-troit District are not familiar with that many employees in the De-Hello My Sisters and Brothers, custodial work ours except in limited covered under language making all custodial work ours except in limited circumstances. The language boxes the service in and will make them pay if they don’t follow the contract they are trying to contract out our work. So, you think a contractor, the postmaster, supervisor or carrier doing maintenance work? Well, instinct is usually correct, you probably do. In very limited cir-cumstances someone other than an APWU represented employees can do maintenance or custodial work. We may not always want to do the work, but tough, it’s our work and we are going to do it somehow. I will not tell management the union does not want the work, period. If I have to do it myself, it’s work I claim and I want it! I will not sit by and let management tell me we have to excess maintenance employees but have work right here! Help me help you! Maintenance Craft Officers are urging the Postal Service to make a decision on the big AOI award. Area Office Infrastructure. This award ad-dress’s Postal EAS-FT employees do-ing maintenance-craft work. It mostly involves work ET, BEM and MPE should have performed. We won the arbitration, Postal Management will not comply and agree to an award. The Union had to push for another hearing to get the remedy awarded. It could amount to some real big money in total! Another giant far reaching award we just received in late October, is the DIEBOLD case. It involves the continual contracting of work by anyone other than a maintenance employee to install, repair, locks in cluster boxes, parcels lockers etc, in the field. Some stations, anyone would do the work except mainte-nance employees. Now, the work is definitely ours, maintenance craft. It will be a far reaching award stating that any maintenance employee can do the work in the absence of a letter box mechanic. Some places build custodians do the work others BEM or MM mechanics do the work. Any maintenance employee can do it before any other craft, contractor or person. The remedy has not come down yet but stay tuned, it should be BIG! We still have to push forward and grab all the work we can for the maintenance craft. If there are contractors doing work, someone needs to investigate it, make sure the Postal Service follows the con-tract. We need to make if unconfort-able for them to blatantly violate our contract! We need to stay on them every minute of every day to protect our future! So how do we file a grievance if maintenance work is not being done by APWU Maintenance Employee’s? File a step 1 in your local of-fice with the management official in charge at step 1. The National Union now recommends that Ar-icle 32 is cited in contracting out work grievances. Also when you cite the ASM in a contracting out grievance, make sure you only cite ASM 8. That is the ASM with the correct language, not the ASM man-agement tries to cite with language they modified for their advantage. We won a national award on the ASM language when it was changed years ago. The award is still valid. ASM 8-only. Happy New Year to everyone. As always, thank you for letting me serve you!

The Proper Procedure To Follow When Injured At Work

Hello there brothers and sisters. It is become extremely apparent that many employees in the De-troit Conference are not familiar with the appropriate procedure to fol-low when they become injured while at work, so I have decided to shine some light on the sub-ject. First and foremost report to your Supervisor every injury as soon as possible. It should also be understood that injury may also mean any illness or disease that is caused and/or aggravated by the employment as well as damage to medical braces, artificial limbs and other prosthetic devices. It is important to make sure that once you have notified the supervi-sor you should than seek medical treatment. The form CA-16 must accompany you if you are seeking medical treatment when you have been injured at work. An employee injured at work can choose to seek medical treatment from his/her personal Physician, this is some-thing that cannot be denied. The employee who is injured must file a written notice, in traumatic injury cases, complete a CA-1. Employees may obtain the form from their supervisor. The form must be completed and turned in as soon as possible. An employee who want to file an Occupational Disease claim must fill out a CA-2. Every employee who files a claim should obtain a receipt of notice of injury which is attached to the form CA-1 and form CA-2. The supervisor should complete the receipt and return it to you for your personal records. If for some reason it is not returned to you, ask you supervisor for it. If you are unable to return to work due to a Traumatic Injury, you may claim continuation of pay (COP) not to exceed 45 calen-dar days or you may choose to use your leave. A claim for COP must be sub-mitted no later than 30 days fol-lowing the injury (the form CA-1 is designed to serve as a claim for the continuation of pay). If you are disable and claiming COP, submit to your employment agency within 10 work day’s medical evidence that you sustained a disabling traum-atic injury. If your disability ex-cceed 45 days you should submit a claim for compensation form CA-7 or use leave. A claim for compensation should be submitted as soon as possible after it has become apparent that your disability will exceed 45 calen-dar days.

Until next time my Sisters and Brothers remember that for words to sink-in, they must be whispered not yelled.
Good day fellow brothers and sisters of the APWU/ DDAL. I am happy to inform you of my satis-

fication with the diligent work ef-

forts of your Local Union repre-

sentatives as we continue to work hard on behalf of the craft to en-

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Lastly, we pride ourselves in pro-

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your job responsibilities.

Let’s take a look at a few of our

APWU/DDAL successes since the

last newsletter:

• Annual Awareness Day Meeting

Annual Awareness Day was held on

Sunday, October 20-2013. For

those of you that missed it, you

missed a treat! We only hope that

you will be able to make the next one.

Awareness Day is designed to be a

great experience in fellowship and

a forum for you to receive good and

valuable information that will defi-
nitely push our CRAFT to becom-
ing a best-in-class environment.

I am elated to report that it was

a success because of the over-

whelming participation and sup-

port from you, the members of the

APWU/DDAL along with our local and national Representatives.

We were honored to have an oppor-
tunity to provide you with neces-
sary information and receive feed-

back from you on how we could do

things better.

Your Local Union representa-
tives continue to work hand and

hand with our National APWU

team to obtain information that

will continue to transcend and

prepare us to achieve our goals in

the MVS/ VMF Craft. In attend-
dance from the National APWU

Team was: Mr. Michael Foster,

National MVS Craft Director; Mr.

Javier Pineres, National Assistant

MVS Craft Director and Mr. Mer-

tlie Bell, National Business Agent.

Special thanks to each and every

one of our National Team repre-

sentatives that attended.

• September Bids

The September 2013 Bid pro-

cess is currently underway. Your

Local representatives are working

diligently with the National Offi-
cers, management and supervision

to make sure that no one’s rights

are violated in the implementa-
tion of these bids. As conflicts

come up, we are focused on do-
ing our best to keep management

and supervision on one accord as

per the 2010-2015 National Col-

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signment as contained therein.

• FMLA Turns 20

The 1993 Family and Medi-
cal Leave Act (FMLA) allows eli-

gible workers to take up to 12

weeks of unpaid, job-protected leave each year for family care-
giving, to address their own serious medical issue, or to ad-

dress family needs arising from the deployment of a service

member. Family members caring for a

wounded service member may
take up to 30 weeks leave. How-

ever, as a result of eligibili-
ty requirements, only about half

of the workforce can take federal

FMLA leave. The FMLA applies only to employers with 50 or

more employees within a 75-mile

radius. Workers must have at

least one year of job tenure and

must have worked at least 1250

hours within the last year to qualify.

For more information go to

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For more information go to

www.apwudetroit.org.
Over the last several months the NDC has struggled with acts of violence as well as bullying type behavior and I thought it was important to share some information from the Workplace Bullying Institute. To seek more information please visit http://www.workplacebullying.org/

**Definition of Workplace Bullying**

Workplace Bullying is repeated, health-harming mistreatment of one or more persons (the targets) by one or more perpetrators that takes one or more of the following forms:

- **Verbal abuse**
- **Offensive conduct/behaviors (including nonverbal)** which are threatening, humiliating or intimidating.
- **Work interference** — sabotage or other bullying of co-worker.

Read more about domestic violence and bullying.

Who Gets Targeted

Why Me?

Unlike schoolyard bullying, you were not targeted because you were a loner, without friends. You were selected to stand up to the bullying gang. Nor are you a weakling. Most likely you were targeted (for reasons the instigator may or may not have known) because you posed a “threat” to him or her. The perception of threat is entirely in their minds but it is what they feel and believe.

Will research findings from our year 2000 study and conversations with thousands of targets have confirmed that targets appear to be the veteran and most skilled person in the workgroup. Targets are independent. They refuse to be subservient. Bullies seek to enslave targets. When targets attempt to preserve their dignity, their right to be treated with respect, bullies escalate their campaigns of hatred and intimidation to wrest control of the target’s work from the target.

Targets are more technically skilled than their bullies. They are the “go-to” veteran workers to whom new employees turn for guidance. Insincere bosses and co-workers can’t stand to share credit for the recognition of talent. Bully bosses steal credit from skilled targets.

Targets are better liked, they have more social skills, and quite likely possess more emotional intelligence. They have empathy (even for their bullies). Coworkers and subordinates in general (except the bullies and their spon- sors) appreciate the warmth that targets bring to the workplace.

Targets are ethical and honest. Some targets are whistleblowers who expose fraudulent practices. Every whistleblower does succeed. Targets are not schemers or sly con artists. They tend to be guileless. The most easily exploited targets are those whose core personality reflects a prosocial orientation — a desire to help, heal, teach, develop, nurture others.

Targets are non-confrontive. They do not respond to aggressiveness with aggression. (They are thus morally superior.) But the price paid for apparent subservience is the bully can act with impunity (as long as the employer also does nothing).

According to the 2007 Zogby Survey, 45% of targetted individuals suffer stress-related health problems. And additional findings regarding targets’ health can be found in the NDC’s 2006 study and the PTSD- related research by others posted at this site.

**Workplace Bullying Environment and Can Stop It**

The rest of us get out of their way. You are in the fire. The bully’s bosses have fallen for her or his ingratiating (but kissing) tactics over the years and support the bullying when exposed. And they will continue until we slap them down and say "enough is enough!"

**Factoring in the Bullying Environment**

**Communication Opportunities**

Employers are plummeted against each other in job search tasks that allow only one winner to emerge from deliberate battles, creating many losers. Zero-sum is the winner wins at the expense of the losers; victory is carved out of the hides of the vanquished. Zero-sum is anti-team; it destroys teams. It’s a routine way to design work in sales jobs, but unnatural and destructive elsewhere.

**Employers Hire Exploiter And The Exploitable**

A small percentage of employees see the Opportunities and are willing to harm others, at least to try to harm. They are the manipulators. They are Machiavellian, not necessarily disturbed or psychopathic. Machi can and will change their deviant behavior when Factor 3 [next] is re-engineered. Truly disturbed people who harm others to be detectd and terminated because their anti-social tendencies are irreversable given an employer’s limited resources.

Agitation in eager job applicants looks good to hiring employers. Unfortunately, the overly-ambitious snakes and the overly Others are hired without talking to the subordinates who were prevented from doing anti-social tendencies are irreversible.

Stevenson’s boss is the only one asked to comment on the bully’s qualifications.

**Fact 3**

**Employer Rewards Bullying**

If positive consequences follow bullying, the bully’s embolden. Promotions and rewards are positive. But it is also positive if they are not punished. Bullies bully with impunity. Usually they become convinced they can get away with it forever. And they will continue until stopped. Even recalcitrant bullies can be taught to be aggressive over time. We are all susceptible to changing our beliefs and behaviors in light of work environment conditions.

Stopping them requires nothing less than turning the workplace culture upside down. Bullies must feel pain themselves when they harm others. Punishment must replace promotions. And only executives and senior management can reverse the historical trend. To stop bullying requires employers to change the routine ways of “doing business” that have propped up bullies for years. Bullies are too expensive to keep but convincing executives, the bully’s best friends and supporters, is difficult.

In conclusion, the ultimate solution fixes responsibility for both the cause and cure squarely on the shoulders of senior management and executives. They put themselves in a position to change the culture which may have inadvertently allowed bullying to flourish.

Of course, if executives command bullying from the top, targeted employees can never feel safe. As stated at the beginning of the article for more on bullying in the workplace please visit http://www.workplacebullying.org/

Well “Enough is Enough” at the NDC regarding any of the fore mentioned conditions and at this time the union is requesting anyone to step forward regarding unpleasant working conditions. There are many ways to pursue the person or persons that are bullying you such as grievances, EEO, MSPB, Congressional Letters, 177th relating to the workplace environment. Everyone has the basic right to come to work and be in a safe environment. When the bullying is a continued mistreatment, bullying etc and “ALL” employees should be treated with dignity and respect.

From the Workplace Bullying Institute http://www.workplacebullying.org/targets/solution/indiana/indiana.html
Well the elections of 2013 are now a thing of the past. I speak not only of our local elections but our NATIONAL APWU elections as well. APWU members have spoken and we have new leadership at the helm. The citizens of Detroit (though very few cared enough to vote) and other communities have spoken. Whether your candidate of choice was victorious or not, it is more important that we now divide and pull together as union members, workers, citizens, and people who were disenfranchised and some sense of decency restored. New leadership must often means new direction and or a new/ different approach. What we now can and must do is to hold their elected feet to the fire. We must be vigilant and stop being complacent. We must understand that as union members we are under attack, not only the APWU but ALL UNIONS. I know that we have members and co-workers who do not believe and support our union or any union for that matter. I firmly believe though, that we have members and co-workers who could/would lead us in a positive direction, but when folks do run for office we select and vote based on friendship, popularity, or what I can do for YOU as opposed to what I can do for US. And worse yet most don’t even bother to vote at all. I am not talking solely about APWU on this issue, I am speaking of any and all unions, but it also holds true with all other elections as well. In my time as your Legislative Director, I have met so many leaders, officers, representatives of different organizations and legislators as well. I have met some of the most dynamic/powerful and caring people ever. Some of whom (at least in my view) are great, while some (again just my belief) were not. I also have seen a few who were just in it (seemingly) for political gain, for prestige, and/or other reasons. And likewise I have met so many more who are leaders that truly want to make things better for their members, fellow workers, working conditions and their community in general.

I think that as members forget or often-times neglect to educate or even just simply talk about what we are doing and why we are doing it. I think we forget that the union isn’t just about me, it’s about us! We criticize our elected leaders, yet we fail to understand why certain actions are taken. We are jubilant when we get raises, holidays, weekends off, and any other event that makes us (the individual) happy but we destroy/condemn those same leaders if it adversely affects us (the individual). But while doing so, we never stop to consider that maybe the adverse action (or what we THINK is adverse) actually makes it better for everyone, not just a few. We don’t get involved until it is something we don’t like and then our involvement is to scream and condemn. We don’t seek out those who could/would lead us in a positive direction, but when folks do run for office we select and vote based on friendship, popularity, or what I can do for YOU as opposed to what I can do for US. And worse yet most don’t even bother to vote at all. I am not talking solely about APWU on this issue, I am speaking of any and all unions, but it also holds true with all other elections as well. In my time as your Legislative Director, I have met so many leaders, officers, representatives of different organizations and legislators as well. I have met some of the most dynamic/powerful and caring people ever. Some of whom (at least in my view) are great, while some (again just my belief) were not. I also have seen a few who were just in it (seemingly) for political gain, for prestige, and/or other reasons. And likewise I have met so many more who are leaders that truly want to make things better for their members, fellow workers, working conditions and their community in general.

“The We continue to fight for that which we believe to be right. We must fight to keep the Postal Service alive and thriving and we must fight to keep democracy alive and thriving.”

Over the summer, heading into elections and as I talked to folks, I knew that feelings were bleak and optimism was probably at an all time low. Most folks were and are extremely apathetic. A lot of them felt hopeless and still many others (in Detroit) felt that with a new and different mayor change would be definite. For all those seeking a CHANGE, I stand here to tell you that YOU (WE) are the change that’s needed. You are the ones who can make it better. And it all begins with your involvement. For instance, did you know that in 2010 the Dems had a 67-43 majority in the Senate. That year 593 bills were passed with 53% originating by Dems and 47% by Repubs. In 2011 the Republicans took control of both houses and that year 95% of ALL the bills (mostly all bad) that passed were originated by them (only 5% of Dem originating bills passed). In 2012, 91% of Republic originated bills (mostly all bad) were passed. Then from January to June of 2013, 97% of the bills passed were Republican originated and from where I sit none of them benefitted us the workers, us the middle class, the senior citizens or the pensioners.

So, now that local elections are done, we must focus on who we select and elect in 2014. Sisters and brothers there is so much work to be done. We cannot continue to sit idly by and WAIT for change. I understand that people think that marching is no longer relevant, that protesting does nothing, but just sitting back and complaining doesn’t either. How many of you came out and supported the city workers during the bankruptcy fight? And if not, why didn’t you?

I think that everyone in the city and even the surrounding suburbs SHOULD have come out. We had a strong presence but not nearly as many as there should have been. I mean this is even including those who are the ones affected. They were too afraid, intimidated, or just plain fed up and decided not to come out. Please ask yourselves these questions: are you satisfied with current situations, are you happy with your current Governor, has any of the “new” laws passed by these Legislators made your life better, have you gained or lost since 2010, do you pay more or less in taxes, has your economic situation improved or is it worse, do you really believe that unions, and the workers caused the economic collapse? Do you believe that those who spent their lives working in/for the City of Detroit should lose their pensions and health benefits (or any parts of it)? Then ask yourselves “is this what I voted for”? If so then I would guess that you are happy & satisfied. If like me, your answer is no, then I am asking that you not just sit back and accept what has happened as final. We must continue to fight for that which we believe to be right. We must fight to keep the Postal Service alive and thriving and we must fight to keep democracy alive and thriving.

POWER’s Biggest Loser Contest

by Christopher E. Ulmer, President

Power conducted it’s Biggest Loser Contest from October 4, 2013 for a period of sixty days that ended on December 6, 2013. The winner of Power would receive a $500 prize. The contest was conducted in all facilities that had people participating the contest had 16 paying participants. The winner of the Power Biggest Loser Contest was Arnold McCormick, an APWU-DDAL member, he lost a recorded 22 lbs in the 60 day period.

Arnold McCormick the DDAL Officers & members salutes and congratulates you for you big win while losing.

The DDAL wants to thank all the participants for supporting our Local’s events and for participating in this Contest.
As overall membership in labor unions continues to decline throughout the American workforce, people coming new into the workforce often don’t understand what the relevance of unions is anymore. They assume, or take it for granted, that any decent job is going to offer benefits, some type of sick pay when you’re off sick, some type of vacation plan. They used to also assume that any decent job would also come with some type of retirement/pension plan, but in the modern employment world, people switch jobs so often that they aren’t working with any one employer long enough to build up a pension. But the fact is, all the benefits described above were fought for and protected by unions. Do you really think that a boss or company owner came up with the idea of paying a worker for staying home sick, or paying a worker for taking time off, or paying a worker after he leaves the company for good? Why, the first time unions presented these ideas to company owners, those owners must have hissed and spat and raved that the workers, the labor has been fighting for since the 19th Century. If for no other reasons than to provide a wage and protections for workers, Mr. Wiggins cased the PMC for a period of time, determined that getting in the building appeared pretty easy, and using one of the back doors - not the badge-access employee entrance - walked in one day, claiming to be a postal inspector. Since postal employees generally are, and are encouraged to be, terrorized of postal inspectors, nobody questioned him. So for months after month, from sometime in the Fall of 2011 to the Spring of 2012, Calvin Coolidge Wiggins repeatedly entered the PMC, mostly on Saturdays (this became important) and using his “authority” as a “postal inspector” took out dozens and dozens of very large Priority Mail cartons. I don’t know because I saw a video from just one single occasion, where he took enough cartons to fill two hampers. He seized these and loaded them into his personal vehicle, took them away and presumably sold the other drug shipments from other dealers. He “seized” these and loaded them into his personal vehicle, took them away and presumably sold the other drug shipments from other dealers.
Ask The President

Retreat Rights Granted!

by Danny Sawicki and Christopher Ulmer

Retreat Rights, Excessing, Bid and Arbitration Information

In this attempt to get information on the specifics of the retreat rights that were recently granted to those of us that were un-voluntary excessed to other crafts and/or states. We are also going to touch on other pertinent issues at the Post Office.

Q - Mr. President, you and the officers worked long and hard to get our retreat rights granted. When will everybody's retreat rights be granted?

A - Danny, The actual date will depend on that particular employee. Some other employees may have a later date because they have to make arrangements to move back therefore they may take a longer time to return.

Q - Is it true that there are going to be two waves of employees return and do you have an idea when the second wave may be relocated?

A - It may take 2, 3, or 4 waves depending on when people chose to return. The USPS must afford all excessed employees still on Postal rolls their rights to retreat like the Arbitrator ruled.

Q - So it is going by seniority on who comes back first in that specific craft whether it be clerk, maintenance, motor vehicle craft etc.? A - Yes, all employee movement (SENDING OR RETURNING) is done by seniority.

Q - A couple weeks ago at our station, management came up to us and asked if we wanted to stay as a carrier. They stated that we would keep our carrier seniority if we stayed and not lose that seniority. Now I thought if we declined our retreat rights in state, that we would lose all carrier seniority and be regulated as a Part Time Flex and start all over regarding seniority in that craft. Can you clear this up for us?

A - First, if employees excessed from one craft to another craft within their installation (they have no choice) must come back to the craft they were excessed from, unless it is an APWU represented craft. It is not surprising that USPS management is doing but what they are doing that has bearings on the employees rights to retreat or relevant contract language. The USPS telling employees they will maintain their seniority in another craft which we don't represent would be totally upon the carrier union to enforce, but frankly speaking it would violate the letter carriers craft employees.

Q - Chris, I know we've talked about this before, but since things are rolling we must visit this again. What about those that were excessed out of state and decline retreat rights do they lose their seniority and please expound on there seniority.

A - Employees who were access out of the state, out of the craft, out of the installation all have a right to decline their retreat rights, and they have the same rights to accept them. They regain their craft seniority if they were excessed to another craft (they began a new period of seniority in that new craft) and they chose to return to the craft from which they were excessed. In the case where employees who were excessed stayed in their craft they took their seniority with them to the new installation.

Q - Now if the out of staters accept the retreat rights, will they get any moving expenses for their return?

A - No, The decision to retreat is a voluntary decision and therefore the employee does not have to pay for the voluntary act of an employees accepting their retreat rights.

Q - Once we are relocated are we protected in any way from being excessed again in the future?

A - No, Excessing can occur at anytime at any installation for any one of the accepted reasons the USPS can reduce the number of employees. If anyone tells you that you can't be excessed they are not telling you the truth.

Q - Concerning recent hires PSE's and others, can they be subjected to excessing and elaborate on the status of excessing in the Post Office?

A - I can only speak on PSE's because they are the new temporary permanent supplemental workforce exclusive to the APWU represented crafts. PSE's are not subject to excessing. The USPS can lay them off as the workload diminishes, in reverse seniority order, starting with the most junior PSE up to the senior PSE.

Q - Can the post office make us re-bid once we get back?

A - The USPS has the contractual right to realign bids which could require employees to bid on reposted bids.

Q - Let's get back to retreat rights. Chris, explain to the members the arbitration process. I understand this matter was settled in the courts. Is our retreat rights a specific mandated court order or can the Post Office somehow wiggle their way out of this mess they put themselves into and make us stay or delay and drag out the process?

A - The grievance process is one of many forums within the USPS that allows two or more parties to resolve their differences. The appearance before an Arbitrator is the last and fourth that we endured and therefore the arbitrator's ruling is final and binding, so the USPS can't just ignore his ruling for it resolves the issues of the grievance and is final and binding. No the USPS will not make you all wait any longer. This issue is not in the courts and will not be due to the Arbitrators delay and drag out the process.

Q - Mr. President, I have been getting a lot of questions regarding Out of Schedule pay that the post office may owe us for their blunder. I know this issue is in the courts right now, and I know it may be hard to speculate at this point if we will be getting out of schedule pay and how much? However, can you give us an idea if we may get something for the pain and suffering that we endured and when it may be granted?

A - The Arbitrator awarded a full back pay remedy, fashioned in the same manner as out-of-schedule pay. The arbitrator also granted a make whole remedy and the DDAL believes a make whole remedy can be satisfied with the USPS paying each affected employee the equivalent of an extra 50% premium for all hours up to 2080 per year from the time the employee was removed from their GWY bid until the time they were returned to their former craft and GWY. We are currently still fighting the USPS on this issue, the USPS position is the employees should not get one penny so we fight on until the USPS has given the employees what was granted to them in the grievance process.

Chris, thank you for this poignant and valuable information. This is another different phase of life for our members and any correct information is greatly appreciated. There are so many rumors thru management and employees that fly around, so clarification by you and the officers is very important. It is important to contact yourself, the stewards, or the DDAL for correct updated information and I would like to personally thank you for bringing us back home.

A - Welcome back home to Danny and all our dear members.

Follow us on Social media

by Christopher Ulmer

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

APWU Detroit District Area Local has made it where every member who wishes to stay updated and get information instantly regarding events, pickets, parties and/or changes in working conditions, we ask that you follow us on the following social media:

- twitter@apwuddl
- apwuddal on facebook
- www.apwudetroit.org

The Detroit Postal Worker is a publication of the Detroit District Area Local of the American Postal Workers Union.
So, You Think You Don’t Need A Union, Do You?

continued from page 9

When you have an inspector in your work unit, don’t you want to know what he’s doing there? Enter Mike Rothley, one of those employees who can “handle their own problems.” Mike was often the guy working in the dispatch area where “Inspector” Wiggins came to “seize” the packing supplies, and Wiggins left “in his sights.” After some time, Mike became suspicious of this “inspector” who kept coming in on Saturdays, taking large numbers of parcels. The next time one of the real inspectors was in the PMC, during the week, Mike remarked to him about an “inspector” that he had noticed on Saturdays.

The real inspector immediately became suspicious, remarking to Mike that “we don’t work on Saturdays.” The real inspector, being tipped off, immediately went to review recent video tapes of the work floor, saw “inspector” Calvin Coolidge Wiggins working on the work floor taking away parcels, and knew immediately the guy was a phony.

Inspectors arranged to stake out the work floor on following Saturdays. The next time “inspector” Wiggins showed up, Mike advised his supervisor, and for the first time a supervisor actually came up to Wiggins to challenge him, demanding to see his identification. Wiggins, who had to have plenty of nerve in the first place to have pulled off his scheme thus far, threatened to “write up” the supervisor for challenging him. The supervisor was not intimidated, demanded the identification and knew immediately the guy was an “inside job.”

So what happened? After a few months they decided to interrogate Mike Rothley. That’s right, the guy who suspected the imposter, the guy who tipped off the inspection service, the guy that knew there were two supervisors working the same day. And a good thing, too, for Mike.

If not for Mike Rothley, Calvin Coolidge Wiggins might have been trolling the PMC for other people’s drugs until the place shut down. Did he figure prominently in an article in the USPS Great Lakes Area Update, posing next to the Area Vice President above an article entitled: “Alert postal employee foils drug thief posing as inspector”? Far from it.

In July 2012, months after the resignation of Calvin Coolidge Wiggins, the grateful Postal Service issued a Notice of Removal to Mike Rothley.

Every single person at the Priority Mail Center, including everyone in management, failed to challenge or stop Calvin Coolidge Wiggins during his lengthy operation. Mike Rothley was the only person responsible for bringing the imposter to the attention of the real inspectors. How could Mike, and Mike alone, be held responsible for the failures of everybody, most especially the people in charge?

Unbelievable, truly unbelievable. I couldn’t believe that anybody could bring themselves to sign such a thing, as if a supervisor did (like was one of the supervisors who never challenged the imposter, and who knew what was going on). But it happened. As I wrote above, I wouldn’t dare write this as fiction - nobody would believe it.

Mike’s rewards don’t usually have much good to say about inspectors, because in general our relationship with them is adversarial; they are interrogating members that we are trying to defend. But in this case I will give credit where it is due, and it was a couple of postal inspectors who broke the logjam. The inspectors routinely visited the Priority Mail Center, and Mike Rothley was on conversation terms with a couple of them. When they learned, to their surprise, that Mike Rothley was fired, they were quite enraged. As it was, they were astonished, knowing the circumstances of the case. I met with both of them, and they had the personal integrity, I’m grateful so say, to put the truth of the case on paper concerning the manner in which the imposter Wiggins had actually been apprehended. Both wrote that Mike Rothley, and Mike Rothley alone, was responsible for bringing their attention to the matter of “inspector” Wiggins. They also wrote that the theft of mail might have gone on much longer but for Mike Rothley’s information, and they also wrote that there was never any evidence that anybody “on the inside” was involved. I want to make it quite clear that I can’t name the people who tipped me off, for the integrity of the organization, and for my own protection. I can’t name any other employees who uncovered this fraud. If Mike Rothley worked for a company with no union, he could have kicked and screamed, but in the end he would have stayed fired. He was a powerless victim.

Mike was off work for months. As we pursued the grievance on his behalf, we continued to investigate. Management clammed up tight. To this day I have been unable to find out what malicious, heartless individual(s) were behind the outrage of firing Mike Rothley. All the management people who signed the removal claimed they were told to do it by somebody else, who would not be named. And we sure did “go to the top”, contacting the District Manager himself and presenting the whole situation. Here was a chance for the number one guy in the district to right an obvious wrong. He did nothing, in fact, did not even respond to my letters and e-mails.

Mike Rothley, without a hearing and still can’t believe a responsible organization would treat one of its employees in this manner. But it happened. As I wrote above, I wouldn’t dare write this as fiction - nobody would believe it.

Mike Rothley was treated, face to face. Mind you, I still can’t discover who was really behind it. Mike Rothley (and other employees) were comradely treated.

Will the postal managers who fired Mike Rothley ever be held accountable for this outrageous action? And to give the postal manager further credit, he is the only person in management to apologize to Mike Rothley for the way Mike was treated, face to face. Mind you, I still can’t discover who was really behind it. Mike Rothley is a human being, and shouldn’t be treated like a machine.

So the struggle continues. So for those of you who tell themselves that “they don’t get in trouble”, can “hurt their own problems” and therefore “don’t need a union”; I give you the case of Mike Rothley.
Danny’s Mailbag

by Danny Sawicki

POSTAL NEWS FROM AROUND THE COUNTRY

• On December 11th, 2013, Canada’s Postal Service said it would cease home delivery over the next five years and substantially increase postal rates. Canadian’s will have to pick up mail and packages at so-called community mailboxes (cluster boxes).

Danny – It looks like Canadian’s must get engaged and fight this privatization plan. Because that is what Canada and the USPS really want, the opportunity to privatize.

• On December 16th, 2013 seven people were arrested at the Springfield, Oregon mail facility. A crowd of forty people were protesting against the closing of mail facilities across Oregon, including Springfield. The seven were arrested for not leaving the mail dock and were cheered by the group when led away in handcuffs. In the past year, the Post office has closed almost half (150) mail facilities in the country, eliminating many, many jobs.

Danny – These people “got engaged” and paid the price by getting arrested. We all must do our part by calling politicians and fighting the closing of these mail facilities. If we don’t, our plant and/or station may be next. Get engaged!

• In December 2013, Tyson Barnett, a mail carrier from Lanover, Md was tragically murdered delivering mail in the dark. On Jan 20th, a rally was held at the Martin Luther King memorial site. The rally “against unsafe mail delivery in the dark” marched on to postal headquarters.

Danny – Our thoughts and prayers go to the family of Mr. Barnett. Remember we work dangerous jobs . . . first criteria STAY SAFE! if you don’t feel safe, don’t do it and contact your stewards!

• In December 2013, a mail carrier from Ypsilanti Township, Mich. was robbed of his packages at gunpoint at 7:20 p.m.

Danny – Why the heck is anyone out at in the dark at 7:30 in December?!? If that was a direct order a steward should have been notified immediately.

• NEWS FLASH: Staffing of Postal Outlets at Staples angers union.

Danny – As we reported almost two years ago “Bootleg Post Offices” are popping up all over the country. These outlets are not staffed by postal employees. They are at gas stations, Walgreen’s, Staples and all over. I wouldn’t be surprised to see one at a Subway soon. “Sir, would you like a stamp with your sub?” The postmaster says that this has “nothing to do with privatization”. Yea right if you believe that then I have some “oceanfront property in Arizona” to sell you.

• Did you know that the only water delivery mail route in the nation is in Magnolia Springs, Alabama? The mail carrier Mark Lipcomb services 180 homes while dodging alligators, snakes and other critters. He uses a 15ft alumincraft mailboat to deliver. Mailboxes face the rivers (Weeks Bay, the Magnolia and Fish Rivers) on the 32 mile route. Prestine water, land and wildlife everywhere.

Danny – Nice gig, especially if you like to fish!

We Apologize To You

by Christopher E. Ulmer, President

The DDAL & the entertainment committee would like to take this opportunity to apologize to any and all members who were offended by the comments, antics, words or anything else used or expressed by the comedians at our 2013 Christmas party.

The DDAL deeply apologizes for any words use by the comedians that offended our members and their guests. The entertainment committee was unaware of what material or scripts the comedians will use. The entertainment committee feels it necessary to take this opportunity to apologize to all of our members who expressed mentioned that they were offended. The DDAL and the entertainment committee will make sure that this never happens again.

2014 Membership Meetings

The meetings are held at your union hall:
20530 Southfield Road, Detroit, MI 48235.
February 9 • March 9
April 13

All meetings are at 1 p.m. to 3 p.m. If you have any concerns, come out and let your voice be heard! Support your union! For more information call your Union office at 313-532-9305.

You do not work for your union, you are a part of your union.

UNION SOLIDARITY starts with you

Be involved, OUR FUTURE DEPENDS on YOU!