

THE DETROIT POSTAL WORKER

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APWU

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DETROIT DISTRICT AREA LOCAL AMERICAN POSTAL WORKERS UNION

October, 2014

2011 POSTAL PRESS ASSOCIATION AWARD WINNER

The President's Report . . .

— PSE Conversions —



From The President

Christopher "Chris" Ulmer
President

IF YOU READ THE LAST PAPER WE PUT OUT I WROTE EXTENSIVELY ABOUT OUR EFFORTS TO GET PSE's CONVERTED. I'M HAPPY TO SAY THAT OUR EFFORTS AND THE POSTAL SERVICE's DESIRE TO FOLLOW THE CONTRACT & THE PSE MOU ON HOW PSE's ARE TO BE CONVERTED IS SOMEWHAT POSITIVE. THE DDAL HAS HAD A NUMBER OF PSE CONVERSIONS IN THE MONTH OF OCTOBER WITH THE HOPE AND EXPECTATION THAT THE PSE CONVERSIONS WILL CONTINUE & SO WILL THE NUMBER CONVERTED AT ONE TIME (10 to 20 or more at ONCE).

We are working extensively to get our PSE's converted in all our offices. PSE's must realize that everybody will not be converted on the same day or at the same time. PSE conversions has a strict pecking order to follow. (PLACE PECKING ORDER FROM MOU here). One of the steps in the pecking order that must always be followed in PSE Conversions is the order of PSE seniority. PSE are identified for conversion by seniority therefore PSE's who are hired on the same date their conversion is then based on the order of their ranking on the date of hire (seniority date). Those PSE's who are hired on the same day their conversion would be based on their ranking on the seniority roster. PSE's (all USPS EMPLOYEES) obtain a ranking from the score they obtained on their entry exam, The higher your entry exam score the higher your ranking is in that group of employees. The highest score in that particular group will be at the top of the ranking (such as 1, 2, 3,) and goes down according to the number of people hire in that particular group of employees, who were hired that day.

I received several calls about our DNDC conversion grievance. If you all were told the Union pulled this grievance and stopped the PSE's from being converted you were told a nasty lie. One of our PSE grievances was held up for several reasons, the most important reason is because all (the most important person needed) the people the Union needed for testimony was not available due to them already having an unexpected date in court. That hearing will

be rescheduled and will be put on if necessary. The Union believes we can get the USPS to begin converting DNDC PSE's. I spoke with USPS Management about PSE conversions at the DNDC and after talking with them I believe PSE conversions will begin to take place before the end of November, therefore the PSE Conversion hearing might not be necessary if all our PSE's are converted. If the hearing is still necessary then the case will be put on and our chances

amount of grievance compensation (money) due to them, due to the USPS violating the CBA by improperly allowing other craft employees to perform our clerk craft duties.

WE GET MORE WHEN WE DO MORE

I can speak on the efforts and results of the DDAL entirely. I MUST say when I attend any meeting with USPS MANAGEMENT & PAE MANAGEMENT I have been very successful at

"The Union must remain positive and confident in all the things we are doing & we'll get our desired results."

for a more substantial victory would be better aided by the PSE Conversions that has started. We must wait and see to make sure no one has been left in the dark.

I apologize to all the DNDC PSE's for anyone (DNDC union stewards) misleading PSE's and telling PSE's that they were was going to be converted anytime before now.

The Union will increase our efforts to get more information out about PSE conversions, PSE issues and how we are addressing these issue to our PSE members more frequently.

I encourage any & all PSE employees to feel free and contact me (the President) directly about anything concerning your employment, conversion, or anything else regardless of where you work this would include all Monroe & connecting offices, Southfield, Livonia, Ann Arbor, East Point, Roseville, Detroit DNDC, Fraser, St. Clare Shores, Saline, & Northville just to name a few. Just make sure you leave me your name and number.

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CROSSING CRAFT GRIEVANCES

The DDAL is finalizing several Crossing Crafts grievances & arbitrations decisions for our Detroit City Station members and we expect these employees to receive this compensation before the end of the year.

The DDAL will start filing all Crossing Craft grievances differently. The DDAL will no longer file these grievances as city wide or installation wide grievances. We will begin to file these grievances as Location Class Action grievances for that work location only. The union believes filing the grievance this way will allow the employees in that work location to be better served and would guarantee those employees in that work location the correct

getting resolve(s) or at least moving or getting the employer to look in the direction the DDAL desires them to go. Sometimes, the things you want you don't always get and just because you say you want them you don't get them the first time you ask for them, that is just what experience shows me. The Union must continue to be vigilant in all our efforts to improve the working conditions and wages of our members.

The Union must be realistic and contractually sound when we request the things we believe would make the working conditions we work under better. The union must have foundation and with that foundation we get us our desired results.

What I mean is; the union can't go into a Labor Managements meeting crying & whining about non contractual issues. The Union must bring legitimate contractual issues and documented facts to the table, if the union's request(s) are denied, then the union must be able to place our unresolved issue(s) in the grievance procedure (file a grievance on our issues). When I say file a grievance I DON'T mean just putting in paperwork to say you filed a grievance. I mean putting together a WINNING GRIEVANCE, in all my experience(s) when we (the Union) do these things we get positive results we get what we need or at least we get the employer to move or look in the direction that we are asking them to move or look in for the need of the employees, these are my experiences and they work by getting the union their desired results. I personally have never had a bad labor-management meeting. Yeah the union don't always get what we seek the first time but at least at that meeting Management gets to hear our position and gets to see what we're talking about, with the plan for more follow-up meeting still seeking the same results or more that we may have at the first meeting.

The Union must remain positive and confident in all the things we are doing & we'll get our
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United We Stand – Divided We Fall!

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

Since the Post Office refuses to advertise first class mail and first class letters, the Detroit District Area Local is going to do it's part in promoting this important commodity of the post office.

This is the first phase of the DDAL's "First Class Mail and Letter Campaign".

We have designed this t-shirt and will be giving these to members, family and friends promoting first class mail and letters.

We want to make one thing clear. Not one red cent of your dues money is going toward this campaign.

The shirts, services and funds are all donated by union shops, your officers, our family and friends and other union brothers and sisters.

Your dues will continue to be used for training, research, your building, concentrating on proper representation and continuing to give you the best representation in the country. Over the last few years, historic grievance settlements by this administration were obtained for the members and will continue to do so.

It is clear that the post office wants first class to die. We will talk more about that later. This is our part in trying to keep this institution alive. They want it to fade away, but we will not let that happen without a fight.

When is the last time you saw a commercial on first class mail. Start thinking . . . I think I saw one about fifteen or twenty years ago, anybody else seen a current one? I don't think so.

Now what about packages? The post office spends millions and millions of dollars advertising packages in expensive forums. They shove those commercials down our throats. I watch a lot of sports on television, and you see package commercials left and right. Spiderman, texting, "thru rain and snow" Christmas Caroling, and it goes on and on. All kinds of different package commercials on television and radio.

The post office cries broke, but they have plenty of money for package commercials. The simple fact is, they make more money per unit on packages than first class mail. First class mail and letters is a nuisance for them, and they wish it would go away. The post office wants to be in the privatization package business.

Send It From The Heart

Send It First Class

Even standard mail gets more love than first class. They have all these specials for businesses promoting standard mail usage, but not one promotion for first class mail and letters.

At work, a couple months ago, I was at one of those internet town hall meetings with Postmaster General Donahoe speaking. He said that package and standard mail was up, but first class mail "was down eight

percent" for the quarter. Well no kidding, delivery standards have been reduced, you don't advertise first class, what do you expect?

We all remember when first class mail was next day delivery now those of us that work at the plants know that is not true. If the mail is running late, we are told to shove it to the side. Standard mail of next day color precedes over some first class mail. What? Are you serious? What a shame. I would have never thought in my postal career that first class mail and letters would be treated with such disrespect. Back in the not so distant day, if you left one piece of first class mail behind, you were subject to discipline. Don't you think that reflects back to the customer who expects his first class mail/letter the next day and it doesn't get there until a couple days later or worse? If the confidence is not there, of course it is going to reflect in the sales and volume. We have to try to restore that confidence and start advertising first class mail and letters in a positive way. It can be done positively, economically and sales and volume can make a comeback.

The post office says the old evil internet is the blame for the volume decline. What about non digital media that is making a comeback in lieu of the internet.

I've been seeing lots of commercials by Vista Print advertising busi-

ness cards at a great price.

People are starting to use print media again at a greater pace. Business cards, vinyl records, even newspapers are making a comeback.

In 2013, newspapers across the nation reported an increase in sales. I have to believe in 2014 that it will be the same. Pretty soon, the old excuse by the post office "blame the internet", won't wash.

Once again, print media is making a strong and steady comeback. Business cards, vinyl records, magazines and newspapers are all making a comeback and the mail, especially first class personalized letters can come back too!

People are starting to distrust computers more and more as the internet age moves on. Look at all the retail and online hacking that is in the news recently. And it is only going to get worse as the online criminals get smarter. If you are buying goods and paying bills on line you are at risk. Many of us have been hacked and ripped off buying goods and paying bills online. First class mail is a economical, and an incredibly safe way to pay bills, do business and communicate with businesses and the public, family and friends. Why can't you advertise that simple fact, post office? A simple heartwarming personalized first class commercial won't cost that much and would be extremely effective.

Now here is the real question. Does the post office want first class mail back? If you do, prove it!!! First class mail and letters, safe, economical and personal. The general public wants to know, why are you not advertising first class mail? Do some advertising of first class mail, even if you don't the DDAL will!

Our Part

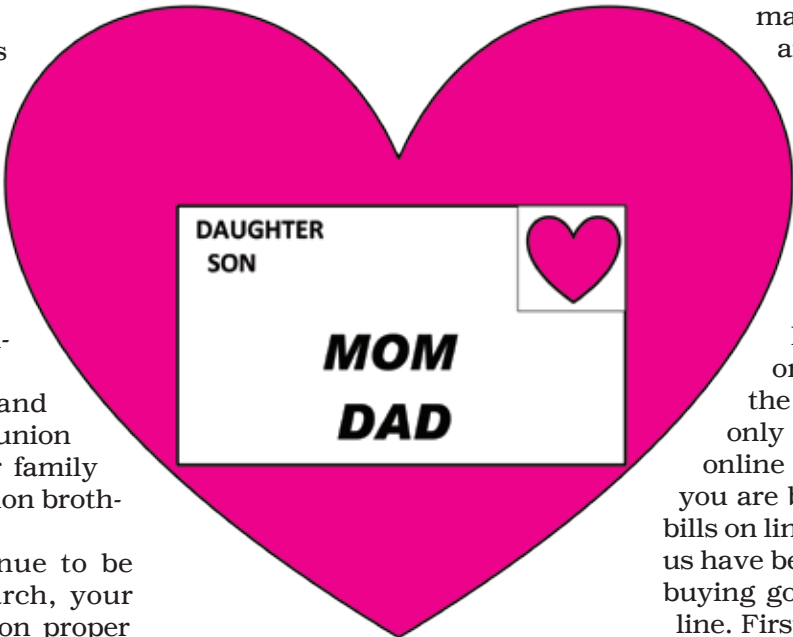
It is up to us to do our part in using first class mail and letters and advertising this mail.

First off, we must use the mail, not the internet, especially when paying bills. As I stated earlier, the hacking is only going to get worse. If you been hacked once and still pay bills on line shame on you! You shouldn't be paying bills online when you can use the mail and you work at the post office! That's like working at Ford's and buying a Chrysler. Every "click" of that online bill paying could be a nail in the coffin for our jobs.

Get engaged in our "First Class Mail and Letter Campaign". Until they run out, we will be giving away t-shirts at our stations and our installations. Ask myself, or your

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SEND IT FROM THE HEART



SEND IT FIRST CLASS



Vice President's Report

Patrick Chornoby
Executive Vice President

Greetings Union Brothers and Sisters. A lot has happened in the Local since my last Article. First, we had our National Convention in July. You can get the daily updates on the Convention on our National APWU web page, www.apwu.org. Unfortunately, I did not attend the Convention in Chicago, I remained home to, well . . . “Hold down the Fort” in the absence of the other Officers. One of the most discussed topics at the Convention was the war on the workers and the poor management of the company by the Postmaster and his top managers. Their stead-fast insistence to close post offices, eliminate workers and give the Service away to companies like STAPLES, just lets me know it’s all about the MONEY and not the SERVICE. There will

Looks Like The Union Is In For A Fight And Fight We Will

be a long road ahead for ALL Postal Workers across the country in the coming months.

ratio of temporary employees – no resolve, seniority – no resolve, equipment not properly working – no resolve, employees switching shifts – no resolve. It seemed to me that management projected a climate in the meeting of wanting to target employees who complained about the way the PAE company is run. The only good news I obtained at the meeting was PAEs willingness to keep the plant operating and running. They went into great detail on their operating seven MTECH plants in North America. New Breed operates four plants and Hollingsworth runs four also. PAE stated it was their goal to take over all of the MTECH plants, even though they know that Hollingsworth is going to be a main contender when their contract with the Post Office expires. The light at the end of the tunnel . . . it seems to me your employer wants to keep the business. It is not easy to look at your employer face-to-face and address issues that management is doing wrong, especially since you have to work under the same conditions and the same management staff. It looks like the Union is in for a long fight in improving the working conditions at the plant. The DDAL is and will continue to fight for you.

P.A.E Detroit MTECH

On September 10, 2014 the APWU held a Labor Management meeting with P.A.E., our MTECH Plant. It’s been a long time since our last Labor Management meeting, so this meeting well over due. Steve Brooks, the APWU Support Services Director from the National attended the meeting. The main topic at the meeting was the morale of the employees on the work-room floor, their distrust in management, playing favoritism and harassment of the workers. It was unfortunate to see little movement by management at the meeting to create a positive approach in identifying and resolving this morale problem. In fact, they did very little in attempting to resolve ANY of the agenda items proposed by the Union. Plant morale – no resolve,

Southfield Labor Management Meeting

On September 18th, the Union met with management in the Southfield Office at our first Labor Management meeting since the new Postmaster was appointed. We discussed several issues, most important was the retreat of the excessed employees and the available job postings. At the meeting, management stated that all of the excessed employees had been contacted and offered retreat rights back to Southfield. As soon as the clerks are retreated, management

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Secretary-Treasurer's Report

Jane Duggan
Secretary-Treasurer

Standing Up, Fighting Back

‘STANDING UP, FIGHTING BACK’ was the theme for the 2014 national APWU convention in Chicago, Illinois. The large welcoming banners made me proud to be part of a union that’s working hard from headquarters to the field to turn itself around into a fighting machine.

Speakers

The convention theme was reflected in the speakers and the activities that surrounded the convention proceedings. Speakers included Jesse Sharkey, Vice President of the Chicago Teachers Union, Richard Trumka, President AFL-CIO, Larry Cohen, President, Communication Workers of America (CWA), Ed Schultz, MSNBC Broadcaster and Radio Host, Connie Leak, President, Coalition of Labor Union Women (CLUW), Jim Hightower, Radio Commentator and Danny Glover, Actor and Activist.

Activities

Activities reflecting the convention theme included both a Sunday afternoon Action Session titled *The Labor Movement: Time for a new Day*,

a New Direction, and a downtown STOP STAPLES rally which was joined by Chicago Teachers Union members and addressed by the Reverend Jesse Jackson. Smaller caucus meetings occurred as always including the POWER caucus, ABA meeting and Auxiliary General Session.

Grand Alliance

The newly built GRAND ALLIANCE was at the forefront too. On Monday, we were addressed by both John F. Hegarty, National President of National Postal Mail Handlers Union and Jeanette P. Dwyer, President, National Association of Rural Letter Carriers. National NALC President, Fredric Rolando, was not present since the NALC convention was occurring at the same time but he sent greetings. The new spirit of the four postal unions working together was very evident.

Internationalism

Taking things a step further, we were addressed by Denis Lemelin, national President, Canadian Union of Postal Workers (CUPW) and Billy Hayes, UNI & Logistics World President, from the UK representing all the International Dignitaries.

The actual convention was preceded by the craft conferences. I attended the Maintenance Craft Conference on Saturday. Some of the main topics included the new TEAM CLEANING concept and LMP (Lean Mean Processing). LMP means job loss for us.

Convention Report

National Retiree Department conference was held Saturday & Sunday. It had a very good turn out. I attended the Retiree Conference on Sunday and participated in a lengthy discussion about which of our many resolutions we would prioritize. Sadly, the priorities we picked were not endorsed by the full convention when they came up during the week.

Of course, it wouldn’t be an APWU convention without evening activities including an ice breaker, COPA Night, President’s Night and the Parade of States. Another sign of changing times occurred on Saturday when national Secretary-Treasurer Liz

Powell told the craft conference attendees that headquarters decided in lieu of nationally known entertainers at the ice breaker, national would provide food at all the evening events to help offset the burden on delegates of Chicago area prices. In spite of “cost cutting”, all the evening entertainment was top notch and the food was fantastic.

Detroit sent eight delegates and our Retiree Chapter sent another five delegates for the Retiree Conference. MVS Steward/Member, Chris Brown, paid his own way and gave us an additional delegate. Hopefully each of us will enrich APWU-DDAL with all we learned in Chicago.

With Deepest Sympathy

It’s with our deepest sympathy and prayers that we say good-bye to two of our own. Joseph Bruckner and Quinton Ransom. You will forever be missed. Thank You for the years you dedicated to the Postal Service . . .

The DDAL would also like to pay condolences to the family of retired employee Annie Newton.

Our condolences also go out to these families on their loss of a loved one:

Catherine Lewis	Willie C Mason
Pinkey LaVerne McCurtis	Perry A. Talley Sr.
Emma L Sanders	Thelma Jefferson
Dorothy Jean Plummer	James R Campbell
Clara Littlejohn	Charles Walker
Christine Nailor	Besse Mae Goshton
Stephanie Straughter	Doretha Lewis
Craig Johnson	

— Clerk Craft Report —

by Christopher Ulmer

The Clerk Craft Council met on Monday, October 27, 2014 to discuss the direction & state of the Clerk Craft. I am enthusiastic about the things that we will accomplish in the coming weeks, months, and years but I'm also extremely confident in the level of cooperation and unity amongst the Stewards and their complete dedication to the DDAL members.

The hard dedicated work by all the stewards often goes unnoticed, but DDAL members are better off today than any other time in DDAL history. Thanks to those who came before us, and thanks for letting us be the ones to get it done.

Working Alone

The Clerk Craft is continuing to address the issue of one (1) DBCS Clerk being assigned to run the DBCS machine alone. While you

must follow your order to work there is no legitimate order that can be given telling you to complete that work alone. You would have to work in the most dangerous & unsafe manner imaginable to even think of attempting to follow an order to do the work of 2 to 3 employees by yourself.

Each employee is required and should work in a safely manner at all times. The staffing of the machines is a managerial duty and for any managerial person to demand, order or require you to work in any way other than safe is a direct violation of Labor Law, our CBA and USPS Handbooks & Manuals. If this happens to you or even if you witness this taking place to someone else please contact the union office or union steward, file a complaint or you can just be a witness for the union to file a complaint.

Remember The CBA

Fair days work for a fair days wage. A fair day of work does not mean doing 2 or 3 peoples jobs while still doing your bid duties. Working in such a fashion will surely have you in harms way and injured in no time. You want to be health and not ailing when you retire.

Hostile Work Environment

Hostile work environment if anyone believes the environment is hostile they should report it to the union. The employee must be willing and able to identify, recall, and honestly testify to the things they believe is causing the hostile environment. Each and every employee should be safe and feel safe while on duty. Please contact the union and let us know.

Looks Like The Union Is In For A Fight And Fight We Will

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stated that they would start the process of filling the maintenance craft vacancies. Currently, as of the date of the meeting, there were eight clerk craft vacancies and two maintenance craft vacancies in the office. Other issues discussed involved employees crossing craft assignments and the percentage of Postal Support Employees in the office with discussion on the procedure of filling the craft vacancies. There was discussion on the employees working in the Office that are not assigned there, employees on loan from other offices or other crafts. These issues will be addressed in the grievance procedure. Let's hope management stays on the right track in getting the vacancies filled.

Ann Arbor Labor Management Meeting

On September 4th, the APWU

held a Labor Management meeting in Ann Arbor, the second one this year. Our topics included the lack of parking at Southview Station, and management agreed to look into free city bus travel to the station from Liberty and the possibility of transporting employees to the Office from Liberty. The problem with employee staffing at the Main, Liberty and Green Road in the clerk craft and the maintenance craft remains a problem, however, management agreed to take the necessary steps to post and fill vacancies through Human Resources. Postal Support Employees (PSE) and their staffing/conversions and assignments were discussed. Detroit Human Resources will have to get involved in their appointments, assignments and conversion to career when needed. The overtime issue is always a major issue in Ann Arbor. Once again

the APWU identified the problem in managements assignment of overtime, especially where PSEs are concerned. Management agreed to adhere to the contract and will look into the allegations presented by the Union. Crossing Crafts was discussed, job postings and other items of interest were brought to the table. Only time will reveal if the meeting was successful if management follows through with their commitments to resolve the issues we brought to table.

The struggle continues . . .

The struggle continues for the working class across the country. Time after time we are facing huge corporations and the top 1 percent of millionaires and billionaires who believe they are entitled to have the working class pay for their tax breaks. In fact, they don't want the middle class to have ANYTHING. The workforce, or the little guy, has to fight and struggle all the time. Remember this at the ballot box. There is no doubt in my mind that money

runs this country. If you have a lot of money, you get anything you want – for free. If you don't have money, you get nothing – but you still pay (for the rich people, so they don't have to pay). Although I don't visit facebook regularly, a few times a month I get an opportunity to look at what is going on in the world. I ran upon a statement written by a caring Democrat, that I want every working class voter to remember this when they cast a ballot. The statement reads as follows: "One political party is against children eating, healthcare, marrying the one you love, education, science, climate change, a woman's right to choose, veteran's care, equal pay for women, Head Start, GMO free food, voter's rights, the separation of church and state, teaching evolution, food stamps, welfare, unions, the post office, unemployment help, regulation of business, against immigration . . . and the people still vote for them?" I won't be voting for that party!

Steward Talk

by Kathy Carter

Associate Editor's note: Meet one of your stewards – Kathy Carter

Kathy Carter is a steward on midnights at the GWY facility in Detroit. She has been married to Aaron Carter a MP T-2? clerk for 18 years. She has

three lovely daughters that love to dance and perform. Her hobbies are family events, crafting and "holding down the household!"

Next issue her article "In her own words" will appear. If you need a steward at the GWY call Kathy.

APWU TO HARVARD PRESIDENT:

Stop Staples Deal Or Quit Board

The APWU has placed a full-page ad in The Harvard Crimson calling on Harvard University President Drew Faust "to do the right thing or resign." The right course of action, the ad says, is for Dr. Faust to use her influence to end the no-bid deal Faust serves on the board of Staples, where she earns \$300,000 per year.

Staples is notorious for paying its employees poverty-level wages, the ad points out. A 2012 study by the National Employment Law Project listed Staples among the 50 largest low-wage employers in the country. Since

2007, Staples has paid roughly \$80 million to settle more than a dozen class-action lawsuits alleging 'wage theft.'

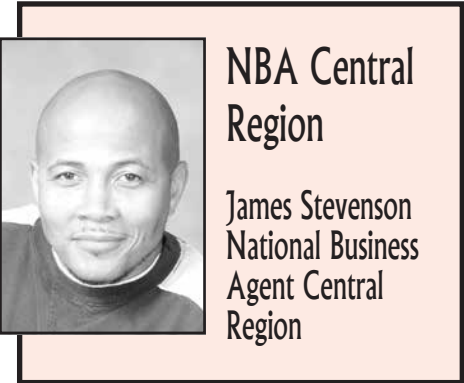
Staples foray into the postal business will have serious repercussions: It will facilitate the transfer of stable, living-wage jobs to high-turnover, poverty-wage jobs; downgrade the quality of postal services, and hasten the privatization of the United States Postal Service, the ad says.

"If Dr. Faust can't use her influence to end this dirty deal, she should resign from the Staples board," it concludes.

Everett Hall

Meet your Sergeant of Arms Everett Hall

Everett is a 17 year employee of the USPS. He is single, with 3 boys who are a handful. He and the boys love watching and playing football, basketball and baseball. He lives in the great city of Detroit. He also is an alternative steward at the GWY. As the Sergeant of Arms and a steward he welcomes any questions or challenges on the work room floor and at the union hall and other Union/P.O. events.



by James Stevenson,
National Business Agent
Central Region

It is with a mixture of excitement and heavy heart to which I write this article. As some of you may have already heard I will be resigning my position as Clerk Craft Director of the APWU Detroit District Area Local. I have had the honor and privilege of being selected by National Clerk Craft Director Clint Burelson to be the National Business Agent for the Central Region covering the entire states of Michigan and Illinois. The selection was confirmed and approved unanimously by the entire National Clerk Craft Council. It is an honor that I do not take lightly and I appreciate the opportunity

Thank You And Always Stand Tall

nity which has been given to me. I want to say to all the members of the Detroit District Area Local, Thank You.

You all have allowed me to serve you as an elected officer for the last 5 years.

It has not been an easy journey as the struggle to maintain employee rights and enforce the contract has been and still is a never ending struggle. I want to let all the stewards know how much I appreciated their hard work and struggle. I want to let my fellow officers know that it has been a pleasure fighting beside them but I cannot part without saying a special thanks to my Brother (the President) who has consistently had my back even when the Postal Service had two boots in my neck as they laughed while looking down at me. The experience has taught me that

no matter how much adversity and despair falls upon you if you stay prayerful and strong you will persevere.

We have accomplished much as a local under this administration. I look at the millions of dollars in grievances we have won (the most in the history of the local), the return of our improperly excessed union brothers and sisters, the many successful NLRB charges, and the level of respectability we have garnered as the Postal Service knows that the Detroit District Area Local means business and takes care of its members. Knowing that I was an officer in this local has always made me feel proud.

I want to say to our members that you all are some of the hardest working and best damn employees a company can have and despite the lack of recognition it is

all of you that keep this organization afloat making sure the public is provided with the invaluable service of mail processing, servicing, and delivery.

I accept this new challenge and responsibility knowing that I will perform to the best of my ability and was given this new opportunity due to the fact that you all have allowed me to serve you and gain valuable experience. I will remain a full member of this great local and will still be lurking in the shadows to always offer help if needed. Keep in mind this local is filled with enough qualified and committed people to meet any and all challenges which lay ahead. I was trained by one of the best and I am sure he will make sure my replacement brings the heat.

In closing, I want to say Thank You all and fare thee well.

Send It From The Heart — Send It First Class

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steward for a shirt and we will get you one. If and when they run out, we will try to drum up more donated funds and services to get us more so everybody that want's one will have one.

Tell your friends and family the benefits of using the mail instead of the internet.

Better yet, get a envelope, a stamp, a piece of paper or card and "Send It From The Heart, Send It First Class". Once again, our jobs depend on it

In the next issue of "The Detroit Postal Worker", there will be information on a First Class Mail/Letter music jingle which we will be working on. We want all members to get engaged in this project. We have many talented, musicians, writers, performers, producers among our work force. We want to hear any and all of your ideas. There will be cash and prizes for ideas that are used for this campaign, so get your thinking caps on!

Spores The Detroit District Area Local Safety Program

A couple months ago, I was admitted to the emergency room, spent a week in the hospital and was out of work for three weeks.

On a beautiful summer Saturday evening, we had friends over for dinner and drinks on the deck. Company left around eleven o'clock, Cari was tired and went to bed.

Working midnights, I slept most of the day on Saturday so I wasn't tired when everybody left, so I stayed up alone. Those on midnights know where I'm coming from.

Well, I had this great idea to build a fire on this beautiful night in my fire pit. I had some great hardwood logs, but no thinner kindling starter branches. I have a big back yard with lots of trees, bushes, vines etc. So I had the grand idea of gathering some smaller firewood in the back. Bad idea. I gathered the branches and lit the fire, beautiful fire, a mild wind swirling around me and the deck, peaceful lovely setting. After a couple hours or so, I was tired enough to go to bed.

I woke up on Sunday night to go to work, and Cari noticed the right side of my face was slightly swollen, I wasn't feeling good so I stayed home.

On Monday morning, Cari checked on me before going to work and the right side was swollen like an orange and my right eye half-way shut.

We got in to the doctor at eleven am, she thought it was an allergy reaction or such, gave me a steroid shot and says "when you wake up later, the swelling should be down."

So I go to sleep, Cari gets home at five o'clock wakes me up and I could see the horror in her eyes. My face was like a grapefruit and my eye was completely swollen shut.

She calls the doctor, and she says "get him to the emergency room immediately".

This was the day of the great flood in Detroit, and thankfully we made it before the rain got really bad.

Now I know all of you are wondering, why is this guy telling us this sob story in "The Detroit Postal Worker" and what does it have to do with us and the post office?

Answer-Ricin, Anthrax spores and other potential lethal air borne biological substances.

It turns out, this is what the doctors think, that I inhaled poison ivy spores when I was around the fire on Saturday night.

If I was not admitted that night, the poison could have gone to my brain, heart, and or damaging the lungs which could have led to death. Who would have thought that? The doctor's said I was lucky to come back as fast and healthy as I did. Thanks to God.

Airborne poison and toxins must be taken seriously. At the post office, we have and can be subject to these potential lethal materials. Remember after 9/11, when post office employees were subjected and killed by anthrax. Ricin has been reported

to be sent thru the mail. We must be aware of this danger while on the job.

These materials are distributed by whack jobs thru the mail and in packages.

Though we may not be the target, we are the ones on the front lines handling the mail first before it gets to the intended target!

So if you see any suspicious mail or packages here are the steps the post office has initiated for us to do. You and your co-workers leave the area immediately and contact the nearest supervisor, postal police or postal inspector.

Please be careful, watch out, I had a close call and am a changed man. If possible, I don't want anyone to go thru what I went thru, it could have been worse.

Snatch That Strap

A SAFETY PROGRAM BY THE DETROIT DISTRICT AREA LOCAL DETROIT DISTRICT AREA LOCAL SAFETY MOTTO

"Safety is one area management and the Union can work together on, ensuring the safety of employees and management alike, so ALL employees of the UNITED STATES POSTAL SERVICE can go home SAFE at the end of the workday to their family and friends."



Director of
Organization

Marcus D.
Smith
Dir. of Organization

Once again members, I would like to thank you for the opportunity to serve you as your Organization Director, your George W. Young Steward, Tour 1 Step 1A Designee and new Area 2 Director. Also again, I would like to welcome back our exsessed brother and sister that have returned home, the last eight months or so. I hope you all are adjusting comfortably. We know it has been a struggle, but our members are diligent, hard-working and patient.

I would like to thank our President Brother Christopher E. Ulmer and the Executive Board and APWU Stewards who worked so diligently in these efforts.

APWU has honored our local

It Is Important To Stay Connected

with an award for being name Top 3 in the nation. At this time we are 92.% organized that's why it is important to stay connected, and stay involved and support your local. Our local is striving to be 100% organized we need your help In trying to achieve this goal. Everyone can play a part by talking to the non-members who are potential brothers and sisters' and share with them the many benefits and entitlements just being a member gives them and their family, Don't forget, any member that signs up a non-member get a 25 dollar cash reward. So not only are you helping out our union family you are getting a bonus.

We are getting close to our Open Season where you can choose our Health plans. CIGNA and United Health Plan the largest health plan provider in the nation.

As your Steward on Tour 1, any of you may have questions and concerns regarding policies of the USPS and employment. Please give us the opportunity to answer

all of your questions and handle your grievances.

These are some of the many benefits that a dues paying member are entitled too. Part of our dues pay for training research tool and giving you the most updated Information available in the country. Our Officers and Stewards pride themselves in fighting the good fight for our members.

As Area 2 Director this will give us more information and insight to share with our members. At the DDAL, we feel we are second to none, well represented on the National level and being on that level make our local voice heard loud and clear concerning Postal policies, negotiating skills.

Until next time thank you for all your support. In Solidary.

Benefits Brought To You By Your Union

- by Danny Sawicki
- Your sick leave . . . four hours per pay period.
 - Your medical, dental vision programs . . . covered.
 - Your paid vacation time . . . 3 to 5 weeks per year.
 - Your monetary grievance settlements in 2013-2014 by the Detroit District Area Local . . . approximately 3.5 million dollars.
 - Benefits provided to you by the American Postal Workers Union and the DDAL . . . PRICELESS !!!



**Don't gamble with
your future —
support your union!**

Federal Health Plan Open Season will begin November 10, 2014 and ends December 8, 2014.



'Pecking Order' Set For Filling New Positions in POStPlan Offices

The APWU and USPS have agreed on a "pecking order" for filling newly created positions in POStPlan Installations. A recent arbitration award will result in the creation of 9,000 new Clerk Craft jobs in six-hour and four-hour offices affected by the POStPlan. The pecking order is based on the arbitration award and the subsequent Memorandum of Understanding (MOU).

"The union attempted to come up with a clean and quick pecking order that would place bargaining unit employees from the area into

the positions as soon as possible and make it easier for the locals and state organizations to manage the staffing process," said Clerk Craft Director Clint Burelson.

"Given the 3,000 or so jobs expected to be filled in six-hour Remotely Managed Post Offices (RMPOs) and the almost 12,000 part-time flexibles in the bargaining unit, the majority of the jobs are expected to go to PTFs within the installation (bid cluster) and/or in a 50-mile radius from the Administrative Post Office (APO)," he said.

"This will present a good opportunity for many PTFs to increase their hours. It also will offer an opportunity to improve their "high three" earning years, which are used to calculate retirement annuities," Burelson pointed out.

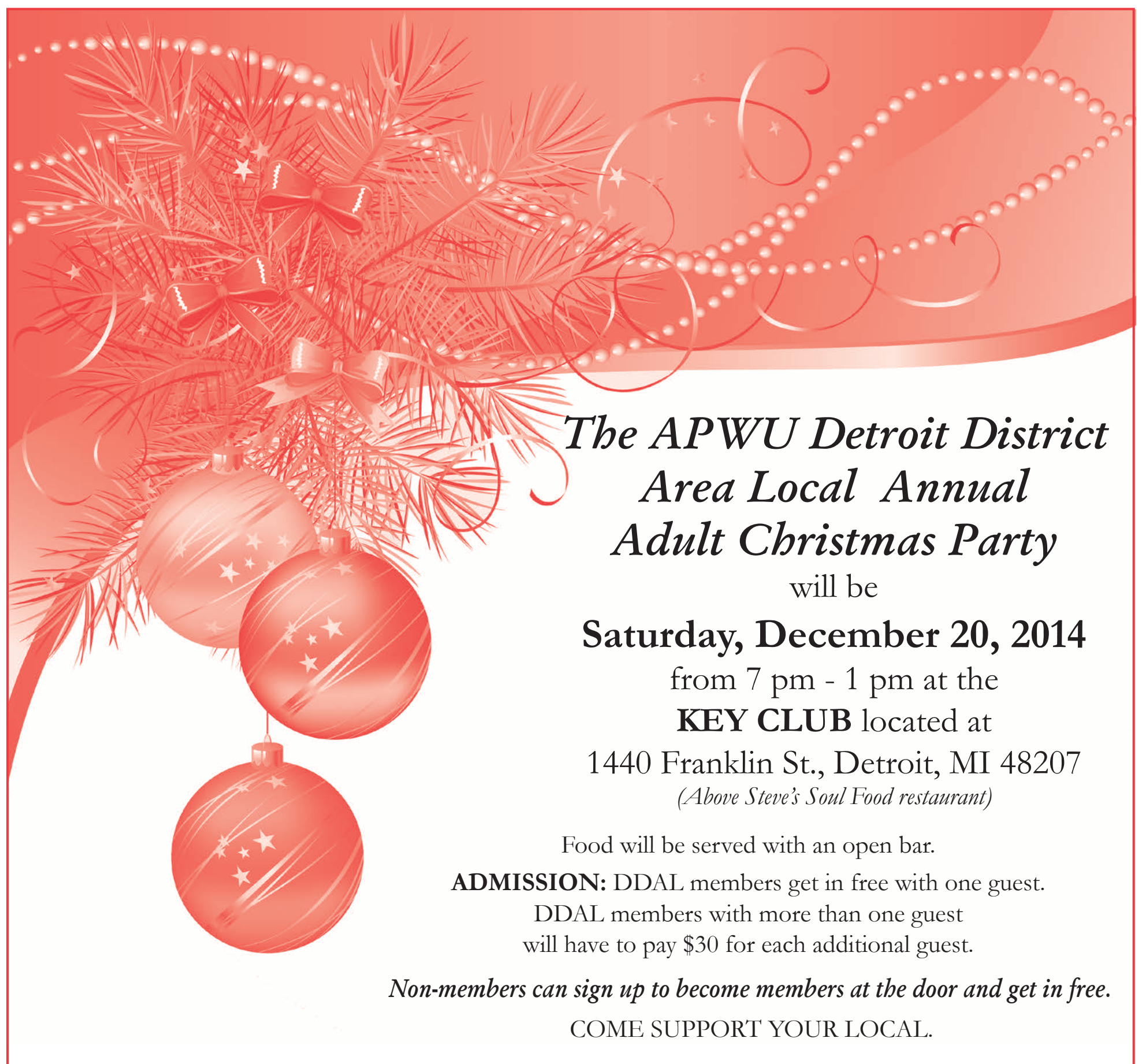
"As a result of PTFs filling positions in the six-hour RMPOs, it is expected that Postal Support Employees (PSEs) will be converted to career by filling the vacant PTF positions. PSEs are also expected to fill the jobs in four-hour offices, where they will be able to move to career as future vacancies come up

in the installation (bid cluster)," he added.

"Employees in six-and four-hour RMPOs will be the only person working in their offices and will have the opportunity and responsibility to help preserve the post office for their community," Burelson noted.

"The APWU is working to gather the resources to help employees, locals, and state organizations preserve and enhance living-wage jobs and good service in our communities," he said.

— reprint **APWU.ORG**



*The APWU Detroit District
Area Local Annual
Adult Christmas Party*
will be
Saturday, December 20, 2014
from 7 pm - 1 pm at the
KEY CLUB located at
1440 Franklin St., Detroit, MI 48207
(Above Steve's Soul Food restaurant)

Food will be served with an open bar.

ADMISSION: DDAL members get in free with one guest.
DDAL members with more than one guest
will have to pay \$30 for each additional guest.

Non-members can sign up to become members at the door and get in free.

COME SUPPORT YOUR LOCAL.

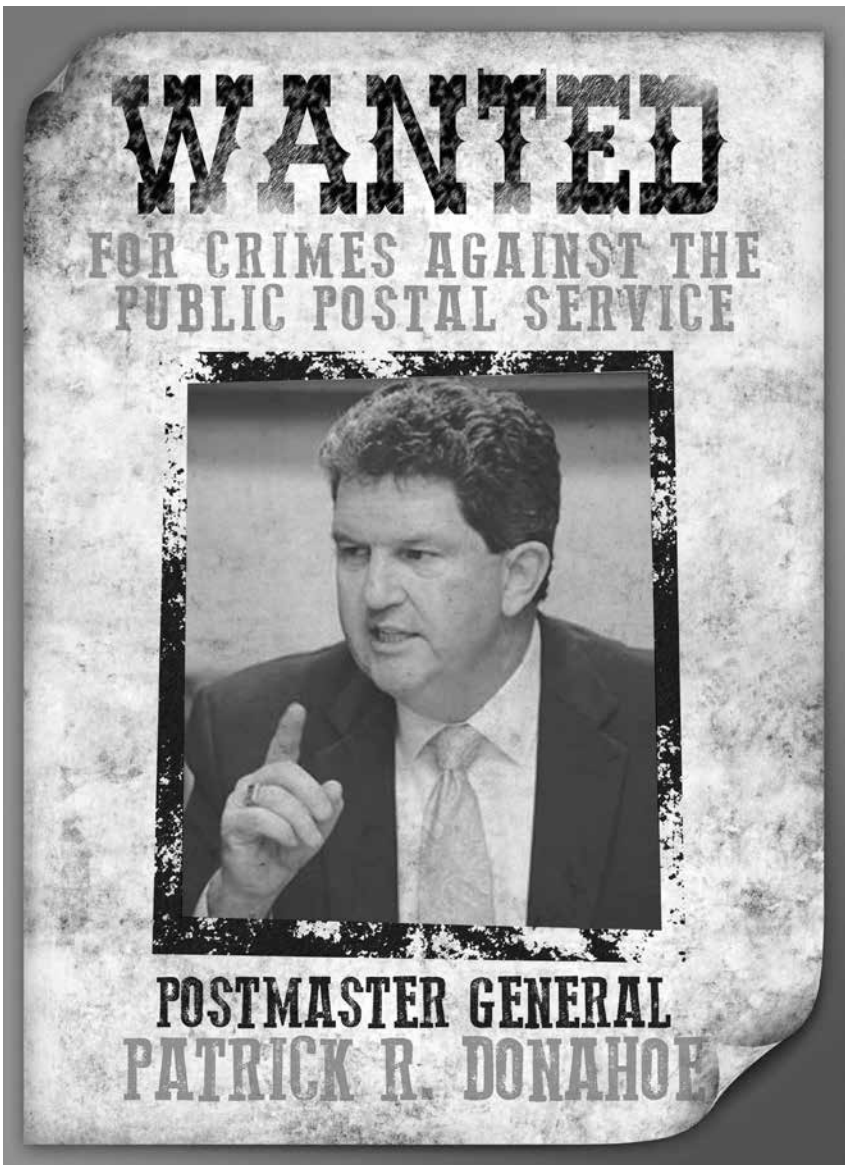
Donahoe Has Got To Go

Throughout my career as an employee of the United States Postal Service (a proud union member my entire time) every Postmaster General of the USPS has not served the service to the best of their ability. In fact, it seems as though their entire intent is to destroy the service we provide America and thereby destroy our jobs.

The inspiring theme of the recently concluded national convention held in Chicago, IL was that it's time to "Stand up and Fight Back!", which calls for the national leadership to mobilize postal workers, the communities, stakeholders, and labor friendly groups to help oppose the destructive direction of America's Postal Service. The sentiment of the convention was that Postmaster General Patrick Donahoe was put in place to destroy the public postal service. There was a unanimous consensus the Postmaster General's agenda is leading to the obliteration of the Postal Service!

Donahoe Was Charged With:

- Slowing down mail service and intentionally weakening the USPS by closing hundreds of mail processing plants
- Reducing customer service hours and increased efforts to end door to door delivery and end six day delivery
- Pursuing an agenda of subcontracting the Motor Vehicle Service
- Relentless attempts to outsourcing



Maintenance Craft Work

- Privatizing retail units through ill-advised deals such as with Staples office supply chain.

Donahoe was found GUILTY on all charges for CRIMES AGAINST AMERICA'S PUBLIC POST OFFICE.

Postmaster General Patrick Donahoe is systematically dismantling, outsourcing, and devastating the United States Postal Service. The treasured institution he is tasked to maintain. The quality of service under his watch as you can attest is deteriorating as a result of his initiatives and is an affront to the American people and to the hard working employees of the USPS.

The APWU has met with the other unions and all are committed to working to save the America's postal service. We have also contacted our congressional representatives to help preserve service standards and postpone the closure of the 82 mail processing facilities scheduled for closure in 2015, including the Barbara Jordan Post Office in downtown Houston. This would allow more time for legislation on comprehensive postal reform. The congressional mandated \$5.5 billion a year the USPS is paying to pre-fund future retiree health benefits 75 years in advance is strangling the USPS and is steering it into a downward spiral.

– reprinted and edited written by
Gary Glazebrook, President,
The Local Record

RETIREMENT TIDBITS

Flexible Spending After Retirement

Q. What becomes of an active FSA option once an employee retires? Does the amount collected prior to retirement apply towards medical expenses or is the bi-weekly option continued to be collected from retirement annuity?

A. Your deduction for FSA stops once you retire from service. Any expenses incurred prior to the date of retirement will be paid, even if your expenses are more than the deductions that were paid up until the date of retirement. If you were paid for expenses that were more than the amount of deductions paid from your paycheck, you would have to claim that money on the following year's taxes in some manner. You would need to contact your tax man regarding this money. Here are a couple of questions that come from the OPM website regarding summary of FSA benefits. The web address for the summary of benefits is pretty informative.

Q. If I separate or retire from service, can I receive the remaining balance in my HCFSAs or LEX HCFSAs?

A. No. You can only be reimbursed for the expenses incurred prior to the date of separation/retirement even if you have accelerated your allotments. You are not eligible for reimbursement even if there is still money in your HCFSAs or LEX HCFSAs to pay these expenses.

Q. Can annuitants participate in this program?

A. No. By law, annuitants (other than re-employed annuitants whose employment status is full-time) cannot participate in FSAs. FSAs are a way of setting aside pre-tax salary for payment of eligible expenses. Annuitants receive annuities, which are not salary. Re-employed annuitants must be eligible for active FEHB coverage.

Reference: <https://www.fsafeds.com/fsafeds.com/fsafed.SummaryOfBenefits>, <http://www.opm.gov/insu>

Thanks to the California Newscaster for this retirement information.

Sick Leave Conversion Chart

How To Use This Table — Find the number in the table closest to the number of hours of your unused sick leave. In the horizontal column you will find the number of months and in the vertical column the remaining number of days. For example: 441 hours equals 2 months and 16 days. If the number of hours falls between two figures shown on the table, use the next higher figure. There is no limit to the amount of sick leave that can be added to the earned service of an eligible employee. If the sick leave balance is greater than 2,087, subtract 2,087 from your balance and calculate the amount of time in addition to the one year of credit you will receive. (See additional explanation below). NOTE: For retirement credit purposes, sick leave days are generally six hours long. By law there are 2,087 hours in a work year. Since OPM calculates annuities on a 360-day (12 equal months of 30 days in length), 360 divided into 2,087 equals roughly six hours.

Table of Converting Unused Sick Leave Into Additional Service												
Months	0	1	2	3	4	5	6	7	8	9	10	11
Days												
0	0	174	348	522	696	870	1044	1217	1391	1565	1739	1913
1	6	180	354	528	702	875	1049	1223	1397	1571	1745	1919
2	12	186	360	533	707	881	1055	1229	1403	1577	1751	1925
3	17	191	365	539	713	887	1061	1235	1409	1583	1757	1931
4	23	197	371	545	719	893	1067	1241	1415	1589	1762	1936
5	29	203	377	551	725	899	1073	1246	1420	1594	1768	1942
6	35	209	383	557	731	904	1078	1252	1426	1600	1774	1948
7	41	215	388	562	736	910	1084	1258	1432	1606	1780	1954
8	46	220	394	568	742	916	1090	1264	1438	1612	1786	1960
9	52	226	400	574	748	922	1096	1270	1444	1618	1791	1965
10	58	232	406	580	754	928	1102	1275	1449	1623	1797	1971
11	64	238	412	586	760	933	1107	1281	1455	1629	1803	1977
12	70	244	417	591	765	939	1113	1287	1461	1635	1809	1983
13	75	249	423	597	771	945	1119	1293	1467	1641	1815	1989
14	81	255	429	603	777	951	1125	1299	1473	1646	1820	1994
15	87	261	435	609	783	957	1131	1304	1478	1652	1826	2000
16	93	267	441	615	789	962	1136	1310	1484	1658	1832	2006
17	99	273	446	620	794	968	1142	1316	1490	1664	1838	2012
18	104	278	452	626	800	974	1148	1322	1496	1670	1844	2018
19	110	284	458	632	806	980	1154	1328	1502	1675	1849	2023
20	116	290	464	638	812	986	1160	1333	1507	1681	1855	2029
21	122	296	470	644	817	991	1165	1339	1513	1687	1861	2035
22	128	302	475	649	823	997	1171	1345	1519	1693	1867	2041
23	133	307	481	655	829	1003	1177	1351	1525	1699	1873	2047
24	139	313	487	661	835	1009	1183	1357	1531	1704	1878	2052
25	146	319	493	667	841	1015	1189	1362	1536	1710	1884	2058
26	151	325	499	673	846	1020	1194	1368	1542	1716	1890	2064
27	157	331	504	678	852	1026	1200	1374	1548	1722	1896	2070
28	162	336	510	684	858	1032	1206	1380	1554	1728	1902	2075
29	168	342	516	690	864	1038	1212	1386	1560	1733	1907	2081

E.C. Hallbeck Memorial Scholarship

The E.C. Hallbeck Memorial Scholarship awards 10 recipients \$2,000 annually for four years to use toward an under graduate program. The Hallbeck Scholarship provides significant financial assistance to one male and one female recipient from each of the five postal regions: Central, Eastern, Northeast, Southern, and Western. Hallbeck Scholarship recipients must attend an accredited college or university, and must maintain a “B” average (or “Pass” if on a “Pass/Fail” system.)

BEST ESSAY AWARD

One “Best Essay” winner will be selected from the applicant pool to receive a onetime \$2,000 award towards his or her four year college tuition.

VOCATIONAL SCHOLARSHIP

Five Vocational Scholarship winners receive up to \$3,000 to be used for three years of study in a specific trade, technical, industrial, or vocational school. Vocational Scholarships, if submitted, are awarded to recipients selected from the five postal regions. Recipients must attend an accredited community college or vocational school, and must maintain a “B” average (or “Pass” if on a “Pass/Fail” system), or a positive evaluation from a counselor or instructor.

SELECTION

The Scholarship Selection Committee is comprised of qualified individuals in academia who have no personal ties to the applicants. The committee will select 10 Hallbeck Scholarship winners, five Vocational Scholarship winners, and one Best Essay recipient. In making the selections, the Scholarship Committee places primary emphasis upon the knowledge and understanding of unions displayed in the essay.

HOW TO APPLY

- ✓ Application forms and instructions are available on the APWU Web site at www.apwu.org/dept/sec-treas/stscholarships.htm.
- ✓ Applicants may only apply for either the Hallbeck or Vocational scholarship, not both. Winners of either scholarship are not eligible for the Best Essay award.
- ✓ Applicants are responsible for submitting completed applications and all required materials listed on the application form.
- ✓ Applicants of deceased members must provide proof of membership.
- ✓ An official application form must be used.
- ✓ All application materials must be submitted in one envelope and sent via United States Postal Service or emailed.
APWU Scholarship Program
American Postal Workers Union
1300 L Street, NW
Washington, DC 20005
- ✓ Applications not submitted by USPS will be disqualified.
- ✓ All applications and materials must be received by **March 16, 2015**.

ELIGIBILITY

- ✓ Applicants must be a senior attending high school or other secondary school.
- ✓ Applicants must be a child, grandchild, step-child, or legally adopted child, of a current, retired, or deceased APWU member.
- ✓ **NOTE:** Relatives of APWU elected national officers are not eligible.
- ✓ Recipients of the Hallbeck Scholarship award

must attend an accredited college or university, community college for four consecutive years. Vocational Scholarship winners must attend an accredited vocational school or program for up to three consecutive years.
✓ Scholarship awards must be used to pursue an undergraduate degree or a post-secondary occupational education.

SCHOLARSHIP DONATIONS

APWU Scholarships are funded by donations, and we are extremely thankful for donations made by union members. If you are interested in contributing, please send a check or money order to APWU Scholarship Fund, 1300 L Street NW, Washington, DC 20005. This tax-deductible donation may specify “Hallbeck,” “Best Essay,” or “Vocational.”

Winning applicants will be notified by July 1, 2015.
For more information, please contact the Sec-

retary-Treasurer’s office at (202) 842-4215, or visit www.apwu.org/dept/sec-treas/stscholarships.htm.
Applicants are encouraged to submit materials well before the March 15 deadline.

OTHER SCHOLARSHIPS

The Union Plus Scholarship program, created by the AFL-CIO, awards \$500 to \$4,000 to union members and their families who want to begin or continue their post-secondary education at colleges or trade and technical schools. For more information, visit www.unionplus.org/scholarships.
The National Labor College (NLC) Scholarship, also sponsored by Union Plus, provides grants to union members who wish to enroll in the National Labor College at the George Meany Center for Labor Studies in Silver Spring, MD.

APWU

American Postal Workers Union, AFL-CIO

1300 L Street, NW, Washington, DC 20005 (202) 842-4215

E.C. HALLBECK SCHOLARSHIP APPLICATION FOR 2015

Application must be received by **March 16, 2015**

HIGH SCHOOL SENIORS ONLY

Please use the *student checklist* to assure all information is included.

APPLICANT INFORMATION

NAME: _____
Last First Middle

ADDRESS: _____
Street City State / Zip

AGE: _____ DATE OF BIRTH: _____ HOME PHONE: _____

EMAIL: _____ CELL PHONE: _____

UNION MEMBERSHIP/ SPONSOR INFORMATION

NAME: _____
Last First Middle

ADDRESS: _____
Street City State / Zip

APWU Member still employed? ☐ Yes ☐ No If no, are they living: ☐ Yes ☐ No

Member of APWU Retirees Department? ☐ Yes ☐ No If no, are they living: ☐ Yes ☐ No

EID or Social Security No. _____ Relationship to Applicant: _____

Local Union Name: _____ Local #: _____

City _____ State _____ Zip _____

Applicant must include **proof of a deceased sponsor’s membership** in the Local or the National Retirees’ Department. The APWU does not keep records of deceased retirees.

APWU

For Official Use - Do no Write in this Box

Sponsor Membership Verified? ☐ Yes ☐ No

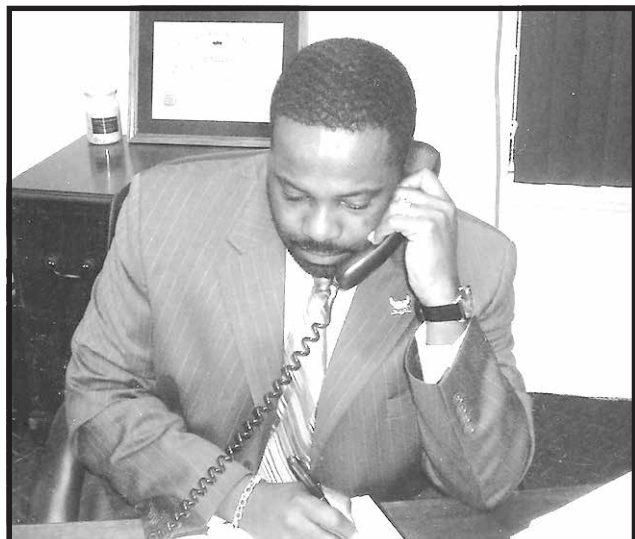
File No.: _____

Student must return **ALL FORMS AND MATERIALS** to APWU by **March 16, 2015**

— Ask The President —

Toledo, Arbitration And Staffing Questions

by Danny Sawicki and Christopher Ulmer



Christopher "Chris" Ulmer, President

Q – OK Mr. President lets start with Toledo. There have been rumors around that say when the Toledo plant closes, the George W. Young facility in Detroit will get some of the excessed employees and some of the mail to process. What is the latest? Are we getting Toledo mail and where will the Toledo employees be excessed to?

A – Danny as you know, I don't deal with rumors so I can't answer that because the USPS has not officially made their plans clear to the DDAL. As for mail we have been working a lot of the Toledo mail for almost a year now and we welcome more mail and employees to our facilities.

Q – If we get the mail where will the mail be processed? The fourth floor already has Jackson.

A – Danny I can't answer for USPS management. I will get you some answers but these issues have never been brought to the APWU by USPS management. The DDAL would love more mail and has been lobbying for more mail for the past 5 ½ years. I would say we have been successful at receiving more mail to process. The evidence of that is the employees who elected to exercise their retreat rights have been working this additional mail along with the employees who were never excessed. We have a long standing request to the Detroit District Manager and the GWY Senior Plant manager and this is bring more mail and people to the Detroit GWY, DNDC and Detroit City Stations and all our Outlining Associate Offices.

Q – In the February issue of The Detroit Postal Worker, I erroneously reported that arbitration issues were resolved in the courts. However, many of our smart members informed me that arbitration meetings are actually adjudicated at our union hall. Can you elaborated on the arbitration process, how it works and how arbitration meetings affect our members?

A – Arbitrations are the equivalent of the supreme courts. It is the highest possible decision making of our grievance system. The grievance process allows the employer and employees to resolve their differences with the help of a neutral party, the Arbitrator. Arbitration effects all members simply because the decision coming

from the arbitrations are precedent setting and don't have an expiration date, meaning Arbitration decisions last forever.

Q – At the facility I work at there are days when we are woefully understaffed. Other days we are ok. But more often than not, there is a staffing problem. Why is that so, and why are some days staffed properly and other days we are way short? How can it be corrected and what does the CBA [Collective Bargaining Agreement] say about staffing issues?

A – Staffing issues are solely the USPS problem. The APWU-DDAL would freely give the USPS any advice and/or recommendations on the staffing and scheduling of employees, we often do. The problem is the USPS doesn't listen. The staffing is not a problem; the problem is the USPS Detroit District simply DOES NOT HAVE ENOUGH EMPLOYEES. The answer to that is this; hire more employees. How do you do that? First you convert all your PSE to career and fill the shortages with them then go out and hire a new group of PSE to replace the temporary work force you just hired. If the USPS did these simple things there would be no staffing issues or problems with employees requesting and getting time off from work scheduled.

Q – We all know attendance is an issue in the staffing situation. Management is starting to come down hard on attendance. Explain to the members the importance of attendance and the steps management can take to get us removed for poor attendance.

A – The employer (USPS) has the right to correct an employee's attendance if the employee is not adhering to the employer's attendance policy. Coming to work is a simple requirement, you must come to work in order to maintain or keep working for that company or employer. Failure to comply with [follow] the company's attendance policy will result in you being suspended or terminated. It is very easy to determine the guilty or innocence of a person when it comes to attendance. Either you were there or you weren't, and it was either approved or disapproved, it was either scheduled or unscheduled, you may have some extenuating circumstances but for the most part it is as simple or easy as I tell you.

Q – Chris, in this session we have talked about the GWY facility. Let's talk about some of the latest happenings of other facilities covered by the DDAL.

A – I am please to say the DDAL is getting our PSE employees converted to career employment. Since last year around July 2013 I have been telling and requiring stewards and craft officers to do more to get our PSE converted to career status. I wrote about it in my last article and it has been a very high priority for the DDAL. I can say it is paying off with our PSE members being converted to career status in a number of offices and we only expect this to continue. We have gotten our Southfield embers their retreat rights and go the USPS to add five new clerk jobs in the Southfield offices and we have two custodial jobs that need to be filled. We are still actively working on getting our all our Associate Offices properly staffed and it will happen.

Thank you Mr. President for this important information. Remember we all must "get engaged".

Thank you Danny and yes please dear members get engaged.

PSE Conversions

continued from page 1

desired results. I KNOW FOR A FACT WE GET THE RESULTS WE DESIRE whether through the GRIEVANCE PROCESS, EEO, NLRB, at no point in time have we ever just got results because we sat down and talked with Management. The DDAL get results because we file WINNING GRIEVANCES for whatever violations that we bring to Management attention in these meetings.

The union needs all members who witnessed any type of contractual violation to write down that violation, signed and date the statement and provide it with witness statement(s) to the union, make sure you filed a grievance. This is the way we stay STRONG this is the way we stay UNITED, this is the way WE our preserve our RIGHTS. This is how we do more, this is how we get more.

NEW OFFICERS SPECIAL ASSISTANT

Keith Mosley has been appointed as the New Special Assistant to for the DDAL. Keith has been a steward for over 15 years, throughout his 29 year postal career. Keith will assist me and all other elected officers & stewards of the DDAL in all crafts.

CLERK CRAFT DIRECTOR

Marcus Smith the DDAL's elected Organization Director & the MOWU's AREA 2 DIRECTOR was appointed as the Clerk Craft Director, replacing the departing James Stevenson. James Stevenson Resigned the position of Clerk Craft Director on October 5, 2014 [which was placed before the DDAL membership to make a motion and have full discussion on the motion separate from accepting the

meeting minutes, as required by Robert's Rules of Order] effective November 1, 2014 to accept the appointment to the CENTRAL REGION CHICAGO NATIONAL BUSINESS AGENT "C" position.

MEMBERS GRIEVANCE HUB

ON MONDAY, OCTOBER 27, 2014 I ANNOUNCED AT THE CLERK CRAFT COUNCIL MEETING THAT THE GWY FACILITY A 24 HOUR FACILITY WITH FULL-TIME STEWARDS ON ALL THREE TOURS WILL NOW SERVE AS THE DDAL GRIEVANCE HUB OR CALL CENTER FOR THE ENTIRE DDAL MEMBERSHIP & ALL CRAFTS, WHICH WILL INCLUDE THE GWY, ALL DETROIT CITY STATIONS, OUR OUTLINING AREAS (such as Ann Arbor, Ypsilanti, Saline, Monroe & all Monroe connections, all Southfield Post Offices, Fraser, East Pointe, Centerline, Roseville, St. Clare Shores, PAE) the DNDC & PAE.

The new DDAL GRIEVANCE CALL CENTER/HUB will allow aggrieved employed to contact the union 24 hours a day, to notify the union you need a steward at your facility so we can get you a steward and your issue(s) addressed within 24 to 72 hours. The 24 hours grievance call center will allow the union & it's members to connect us whenever the need for a member to arises (day, night, before, during or after your tour), to talk, get understanding, advice and any other type of help needed from a union steward at anytime.

CONTACT GWY STEWARD DESK AT

Phone # 313-964-1100
Phone # 313-226-8685
FAX # 313-964-5629

Danny's Mailbag



by Danny Sawicki

Postal and union notes from around the world.

- The USPS will honor Batman's 75th anniversary with a special edition stamp. Eight different stamps which depict the super hero in different eras will be available at the New York comic convention followed by a nationwide release.

Danny: Great idea, those commemorative stamps are really cool, I really like the Hendrix one that came out last year. The Post Office is doing a great job advertising stamps and packages, what about first class mail? At the DDAL we will not stop asking the question to upper management "WHY ARE YOU NOT ADVERTISING FIRST CLASS LETTERS"? We will not stop until we get an answer. Look for details on the "First Class Letter Campaign" coming soon. If the Post Office doesn't advertise first class mail, the DDAL will!!! — Source: *Detroit News*

- Did you know the United Parcel Service (UPS) drivers do not make left hand turns? They have some schmanzy technology that I don't understand, that says "it's always better to turn right" according to Vice-President of U.S. industrial engineering of UPS.

Danny: Ok, so now I'm going to watch every UPS truck I see and try and bust them for taking left turns!! It makes some sense, not crossing traffic, shorter distance point A to point B, but engineering pro, what if you have a mile back up of cars turning right, wouldn't it make more sense to take the turnaround and proceed on your way? "Just asking" — Source: *CNN News*

- Letters slain journalist Steve Sotloff wrote to his family before he was murdered by Islamic State Militants were read at his memorial service Friday, with him telling them to be happy and stay positive and that if they didn't meet again, he hoped they would in heaven.

Several hundred mourners attended the service in suburban Miami. In the letter, Marco Rubio told the gathering that Sotloff unmasked "the nature of what we are dealing with" in final moments of his life.

Danny: Our thoughts and prayers go out to Mr. Sotloff and his family and friends. He was killed by animals while he was doing his job. Those letters will be cherished by his family forever. — Source: *Detroit News*

- Social Security offices peppered by complaints, will resume the periodic mailing of Social Security statements- once every five years for most workers-providing workers 18 and older with important individualized information including their earnings, tax contributions and benefit estimates.

Beginning in October, workers

hitting ages 25, 30, 35, 40, 45, 50, 55 and 60 who are not receiving Social Security benefits and who are not registered with a Social Security account will receive the statements in the mail about three months before their birthday. After age 60, they will receive a yearly statement.

Danny: Once again the public has spoken. We want our important documents thru the mail!!! It is the safest communication around.

In this age of internet hacking and rip offs, the U.S. mail is a trusted product and will continue to be. That should be advertised as so. Are you listening Post Office???

— Source: *The Detroit News*

- The Detroit Police Officers Association union signed a contract Wednesday with Mayor Mike Duggan giving officers a 15.5 percent wage increase over 5 years. The deal will also give millions in bonuses to all the city's unionized public safety employees both police and fire.

The deal will create a new position: Assistant Police Officer. The new position means 150 officers will return to patrolling the streets', according to Duggan. Duggan says public safety is the most important service our city provides.

Danny: Fantastic idea and it's about time. Now let's take care of our teachers and give them the dignity, respect and monetary raises and benefits that they deserve.

— Source: *Detroit News*

- Theresa Giudice, one of the stars of "The Real Housewives of New Jersey" faces up to 15 months in jail for Mail, Wire and bankruptcy fraud.

Danny: Don't do any illegal business thru the mail, you will get caught . . . Ask Theresa Giudice.

— Source: *Detroit Free Press*

- A couple months ago, in one of those internet "town hall meetings" at work, Post Master Donahoe was saying how packages are booming, standard mail is up, but first class mail is down 8%.

Danny: Well Donahoe, no kidding!!! Delivery standards for first class mail is down, no advertising what so ever for first class mail, you add it all up and it equals a decrease in sales. Any bean counter could see that. Once again the question the Post Office won't answer . . . Why are you not

advertising first class mail???

- Scotland votes NO to repeal their 307 year union. Victory for the union.

Danny: Our overseas brothers and sisters have spoken up. The battle is far from over for unions around the world. We are under attack by the rich who want to privatize. Our own battle here is in Michigan where the republicans are pushing the "right-to-work" legislation. As a union, we must fight this anti-union legislation by going to the polls and voting for Union/labor/post office friendly candidates. Our jobs and our future depend on it.

— Source: *Detroit Free Press*

Jane Duggan for that interesting tidbit.

- In June, more than 70 Canadian cities banded together in an effort to save Canada Post door to door delivery service. The Canadian Union of Postal Workers has been organizing demonstrations across the country for the last year.

Danny: Again, our brothers and sisters up-north "getting engaged" fighting for our jobs and futures. Every fight, no matter where it is, is OUR fight.

- Did you know ? ? ? . . .

There is a virus on your computer that can steal money in bank accounts right from your computer.

Danny: Unfortunately yes! It's called Zeus and it can steal your bank account numbers and passwords and send these credentials directly to hackers so they can drain your account. So far, Zeus has stolen more than 100 million (Oct 2014). This is why Cari and I pay all bills thru the trusted Mail. We don't have any of our monetary accounts online. The hacking is getting horrible, retail and online and it is only going to get worse. Do all your financial transactions thru the U.S. Mail and sleep sound at night, knowing you're not going to get hacked and drained.

APWU

HEALTH PLAN

Together. Better Health.®

Health Plan Highlights

- Office visits (including specialists) \$18 copay* (HO)
- Urgent care centers \$40 copay (HO)
- No upfront deductible, coinsurance or copay (CDO)
- Maternity covered at 100%*
- Use LabCorp and Quest Diagnostics for 100% coverage (HO)
- Diabetes and hypertension management (HO) covered at 100%*
- Preventive care and screenings covered at 100%*
- Routine dental covered at 70% (HO)
- Secure on-line access to healthcare data
- Almost 1 million providers
- Get care nationally and abroad
- No referrals needed

High Option Highlights

- Copays*: \$18 for office visits (including specialists); \$40 for all urgent care centers; \$8 for generic drugs
- Deductible: \$275 self/\$550 self and family (in-network)
- Use LabCorp and Quest Diagnostics for 100% coverage
- 100% coverage (in-network):
 - Preventive care and screenings
 - Maternity
 - Accidental injury (within 24 hours)
 - Diabetes Management Program
 - Hypertension Management Program
 - Weight Management Program
 - Tobacco Cessation Program
- Cancer Centers of Excellence paid at 95%
- Routine dental coverage
- Discount vision program
- Extra dental discount when Health Risk Assessment is completed
- Hearing aid benefit

Consumer Driven Option Highlights

- Personal Care Account (PCA) provides 100% coverage for the first \$1,200 of your annual medical expenses for self only coverage or \$2,400 for self and family coverage
- No upfront deductible, coinsurance or copay until PCA is exhausted
- Completing Health Risk Assessment adds \$75 self/\$150 self and family to PCA
- 100% coverage (in-network):
 - Preventive care and screenings
 - Maternity
 - Diabetes Management Program
 - Tobacco Cessation Program
- Healthy Back and Pregnancy Programs
- Cancer Centers of Excellence paid at 90%
- Dental and vision coverage available under PCA
- Plan SmartChoice Winner three years running

High Option Premiums 2015

	Self Only (471)	Self and Family (472)
APWU Career		
biweekly	\$42.65	\$105.20
Postal Retiree		
monthly	\$140.12	\$316.83

Consumer Driven Option Premiums 2015

	Self Only (474)	Self and Family (475)
APWU Career		
biweekly	\$9.26	\$20.84
APWU Career (Less than a year in FEHB)		
biweekly	\$36.58	\$82.30
APWU Non-Career (PSE)		
biweekly	\$46.31	\$104.18
Postal Retiree		
monthly	\$100.34	\$225.73

www.apwuhp.com

Please be aware in some cases the USPS has determined that the nonprofit mail rate does not apply when APWU Health Plan material is included in a publication, even though the APWU Health Plan is a not-for-profit health insurance program. Therefore, it is possible you could be charged the regular postage rate when the attached APWU Health plan material is included in your publication.

The Get Engaged Program

by Christopher Ulmer and
Danny Sawicki

**“GET ENGAGED TO WIN
A 50 DOLLAR GIFT CARD”**

The “Get Engaged” program is a program designed by President Ulmer and the Detroit District Area Local in 2012.

This program is a model program which is emulated by locals around the country.

The program educates and advises members on how to “get engaged” to stop closing and consolidations of post office facilities and plants, excessing, and the privatization practices of the United States Postal Service management.

Since it is so important, in this issue we are again going to focus on the Staples crisis which threatens the very existence of the post office as a federal institution.

In 2012, The Detroit Postal Worker was one of the first newspapers in the country to report on ‘village’ or as we call them “bootleg” post offices that were popping up all over the country in gas stations, drugstores and other non-federal

institutions (see article on left).

This practice has escalated. The USPS is using Staple stores to sell post office products and services with non post office employees. If this madness continues, our jobs will be in jeopardy as the path of privatization moves on.

We must not get complacent and that is why the DDAL is offering an incentive to “get engaged” in this important matter.

We are offering a fifty dollar donated gift card by Red Lobster to “get engaged”.

Here are two easy steps to win the card and help protect our jobs.

- Sign the online petition at **StopStaples.com**
- Send your name and phone number to my personal e-mail **rocknonhwy61@yahoo.com**. In the subject matter enter I GOT ENGAGED!

All entries will be thrown in a hamper and one winner will be drawn. Second and third place winners will receive a “First Class” T-shirt. It is that easy to “get engaged”. So “get engaged” to win a gift card and T-shirt to help protect our jobs.

Bootleg Post Offices

Good idea. Open up bootleg (village) post offices in gas stations and drug stores and close our institutions that have been open over a century. These bootlegs have been popping up all over. Village post offices equal “PRIVATIZATION” . . . This post card came in our first class mail from the USPS. Nice cost cutting measure, advertise boot-legs and try

to close us up. What a shame this national treasure has become. The battle rages on.



APPOINTMENT

by Christopher Ulmer

The APWU-Detroit District Area Local is proud to announce that our own Clerk Craft Director James Stevenson has been chosen to fill the vacant Central Region Chicago Area NBA Region.

As President I would like all Members to extend any and all courtesies and assistance to James while he leaves, and also to the Stewards and Officers who will fill his position.
Congratulations James!!!

2015 Membership Meetings

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

January 11, 2015

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.

ADDRESS CORRECTION

Please help us to maintain our membership mailing list. The form printed below should be completed and sent the Local office whenever you make a change of address. This will allow us to continue our mailings to you without interruption.

Name _____

EID # _____

New Address _____

City _____

Zip _____

Post Office _____

Home Phone _____



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

Change Service Requested