The President’s Report . . .

PSE Conversions

From The President
Christopher “Chris” Ulmer
President

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

The DDAL is finalizing several Crossing Crafts grievances for the Detroit DNDC 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

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 craft duties.

WE GET MORE WHEN WE DO MORE

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

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 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.

My Contact Info
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Cell 313-477-0962 (text or call)
EMAIL: culmer@aowudetroit.org

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 contractual

sound when we request the things we believe would make the working conditions we work under better. The Union must be vigilant and with that foundation we get 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) we have these things 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 continued on page 10
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 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 again at a greater pace. 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 hacking 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, 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 as the internet age moves on. Business cards, vinyl records, magazines and newspapers are all making a comeback and the mail, especially first class personalized letters can come back too!

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 pays you a nail in the coffin for our jobs.

Get engaged in our “First Class Mail and Letter Campaigns”. Until they run out, we will be giving away t-shirts at our stations and our hall meetings. Ask my self, or your

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 Campaigns”.

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 settle- ments by these 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 pack- ages in expensive forums. They shove those commercial downs our throats. I watch a lot of sports and see package commercials left and right. Spiderman, texting, “thru rain and snow’ commercials left and right. Spiderman on television, and you see package commercials left and right. Spiderman on television, and you see package commercials left and right. Spiderman on television, and you see package commercials left and right.

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

The post office cries broke, but they have plenty of money for pack- age 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.
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 be a long road ahead for ALL Postal Workers across the country in the coming months.

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 meet- ing, 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 workroom floor, their distrust in management, playing favoritism and harassment of the workers. It was unfortunate to see little movement on creating a positive approach in iden- tifying and resolving this morale problem. In fact, they did very lit- tle in attempting to resolve ANY of the agenda items proposed by the Union. Plant morale – no resolve, ratio of temporary employees – no resolve, seniority – no resolve, equipment not properly working – no resolve, employees switch- ing shifts – no resolve. It seemed to me that management projected a climate in the meeting of want- ing to target employees who com- plained about the way the PAE company is run. The only good news I obtained at the meeting was PAE’s willingness to keep the plant operating and running. They went into great detail on their operat- ing 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 Hol- lingworth is going to be a main con- tender when their contract with the Post Office expires. The light at the end of the tunnel 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 con- ditions 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.

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 avail- able job postings. At the meeting, management stated that all of the excessed employees had been con- tacted and offered retreat rights back to Southfield. As soon as the clerks are retreated, management continued on page 4


With Deepest Sympathy

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

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With Deepest Sympathy
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 should therefore 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 employes.

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 be a witness for the union to file a complaint.

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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 First Detroit District Area Local. I have had the honor and privilege of being selected by National Clerk Craft Director Clint Burleson 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 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 that 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 it’s 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

continued from page 2

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 dancing 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 midnight 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 starting 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 said I should feel better 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 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.”

October 2014 DETROIT POSTAL WORKER Page 5
It Is Important To Stay Connected

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 IA Designee and new Area 2 Director. Also again, I would like to welcome back our excused 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 with an award for being name Top 3 in the nation. At this time we are 92.9% organized which is 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 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 solidarity.

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!!!

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

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
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 service we provide America and thereby destroy our jobs.

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.

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

RETIEMENT 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 HCFSFSA or LEX HCFSA?

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 HCFSFSA or LEX HCFSA 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 participants in FSAs. Flexible Spending After Retirement

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. By law there are 2,087 hours in a work year. Since Opportunities to accumulate credits on a 360 day (12 equal months of 30 days in length), 360 divided into 2,087 equals roughly six hours.

Sick Leave Conversion Chart

Table of Converting Unused Sick Leave Into Additional Service

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Maintenance Craft Work

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

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The E.C. Hallbeck Memorial Scholarship awards 10 recipients $2,000 annually for four years to use toward an undergraduate program. Vocational Scholarship winners must attend an accredited vocational school or program for up to three consecutive years.

**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 Secretary-Treasurer’s office at (202) 842-4215, or visit www.apwu.org/dept/sec-treas/stscholarships.htm.

**BEST ESSAY AWARD**

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

**VOCA TIONAL 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.

Winning applicants will be notified by July 1, 2015. For more information, please contact the Secretary-Treasurer’s office at (202) 842-4215, or visit www.apwu.org/dept/sec-treas/stscholarships.htm.

**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.

**APPLICATION**

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. 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.

- 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.

Winning applicants will be notified by July 1, 2015. For more information, please contact the Secretary-Treasurer’s office at (202) 842-4215, or visit www.apwu.org/dept/sec-treas/stscholarships.htm.
Ask The President

Toledo, Arbitration And Staffing Questions

by Danny Sawicki and Christopher Ulmer

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 before been brought to the 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 this is bringing mail and people to the Detroit GWY, the DDAL 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 elaborate 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 don’t go away.

Q – At the facility I work at there are days when we are woefully understaffed. Other days we are ok. But most often 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 is the way the USPS schedules. 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 membership the current policies and procedures to attend work and what can be done to get us removed for poor attendance.
A – The employer (USPS) has the right to correct an employer’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 your suspension 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. There are no 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.

Christopher “Chris” Ulmer, President

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, NLRA, 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 ARBITRATION AWARDS, we have been told this from outside in and outside our union hall. We have been told by USPS that this is how we do more, this is how we get more. WE provide it with witness statement(s) to the union, that violation, signed and date the statement and any type of contractual violation to write down that violation, signed and date. We stay STRONG this is the way we stay UNITED. We have been told this from outside in and outside our union hall. We have been told by USPS that this is how we do more, this is how we get more.

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MEMBERS GRIEVANCE HUB

ON MONDAY, OCTOBER 27, 2014 I AN NOUNCED 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 DDAL MEMBERS HUB WILL allow aggrieved employees 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 # 313-964-5029

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

Thank you Danny and yes please dear members get engaged.

Christopher Smith has been appointed as the New 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 years 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
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 superhero 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!!!

Did you know the United Parcel Service (UPS) drivers do not make left hand turns? They have some schmancy technology that I don’t understand, 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 wise, 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” according to one of those interesting tidbits.

Source: Detroit 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 they would in heaven. — Source: Detroit News

Those letters will be cherished by family and friends. He was killed by animals while he was doing his job. — Source: CNN News

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 around the world.

Danny: Thanks to our Secretary/Treasurer Theresa Giudice, one of the stars of the show “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 Donohue was saying how packages are booming, standard mail is up, but first class mail is down 8%.

Danny: Well Donohue, no kidding!!! Delivery standards for first class mail is down, no adver
dising what they are doing, for first class mail, you add it all up and it equals a decrease in sales. Any business counter could see that. Once again the question the Post Office won’t an
er — 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

Did you know in 1913 it was legal to mail children, with stamps attached to their clothing? Child
dom was removed from life insurance coverage, accompanied by letter carriers. One newspaper reported it cost fifty-three cents for parents to mail their children to her grandparents for a family visit. As news stories and photos popped up from around the country, it didn’t take long to get a law on the books making it illegal to send children thru the mail.

Danny: All I can say is WOW!! Thanks to our Secretary/Treasurer 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 pass
cards 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 tonight, knowing you’re not going to get hacked and drained.

Danny’s Mailbag

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

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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 Staples 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.

1. Sign the online petition at StopStaples.com
2. 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.

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!!!

ADDRESS CORRECTION

Please help us to maintain our membership mailing list. The form printed below should be completed and sent to 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 _____________________