

# THE DETROIT APWU POSTAL WORKER

DETROIT DISTRICT AREA LOCAL AMERICAN POSTAL WORKERS UNION

November, 2016

2011 POSTAL PRESS ASSOCIATION AWARD WINNER

*The Voice of the President . . .*

## Information You Need To Know



### From The President

**Keith Combs, Sr.  
President**

#### Local LMOU Negotiations

The Detroit District Area Local is currently in Local Negotiations with area Plant Managers, Managers, and Postmasters. The Union Team consists of Pat Chornoby Vice President, John Merritt Clerk Craft Director, Rico Cameron MVS Craft Director, Sterling Bouier Maintenance Craft Director, Debbie Wringler NDC Facility Director, Matt Abdilla Assistant Facility Director and myself. I owe much gratitude to these men and women; it is because of them that our Local negotiations for the most part have been successful. Thanks to all of you, job well done.

We have completed most of the Detroit Area LMOU's in one or two days except for the GWY. It is the position of some of the Management team members at the GWY have notion that the Union will not run the Postal Service. Well we don't run the Postal Service, but neither does the Postal Service run us. We are strong, we are smart, we are wise, we are passionate, we are articulate, and we are up for the fight.

#### Contractual Retroactive Payment

The interest Arbitration Award dated July 18, 2016 established the terms for the 2015-2016 Collective Bargaining Agreement (CBA), ordered a retroactive pay increase effective November 14, 2015. USPS started paying the new rates ordered by the Arbitration Award on August 6, 2016. The retroactive pay for all APWU represented employees for the period from November 16, 2015 through August 5, 2016 will be paid in pay period 23 (October 29-November 11) and will be reflected in the November 18, 2016 paycheck.

The rate changes for all paid hours (including annual and sick leave, Sunday premium, overtime, etc. will be reflected in the retroactive payments. Actual payments will vary based on pay grade and step as well as the number and type of hours worked.

Retirees and other separated employees who worked any hours after November 13 will receive retroactive payments. The retroactive payment will be mailed to the installation head

of the duty station from which employees retired or separated.

#### Employee Rights During Interrogations

Postal employees are subject to investigation by the Office of Inspector General (OIG) and/or Postal Inspector Services for off-duty as well as on-duty offenses. Generally, off-duty non-postal offenses that are subject to investigation include serious acts of criminal violence, use of firearms or dangerous weapons in the commission of a crime, grand larceny, burglary, embezzlement, or robbery, and sale or possession of narcotics of dangerous drugs. Other off-duty non-postal offenses may also result in investigations.

If you are questioned by one or more OIG agents or Postal Inspectors, even if you believe you are not guilty of any wrongdoing, you should:

- Remain calm;
- Correctly identify yourself;
- Request a Union Representative or an Attorney, as appropriate;
- Remain silent until you have consulted with a Steward or an Attorney;
- Don't physically resist arrest or search of your person or property;
- Request to see a search warrant. If a search warrant is not available, inform the OIG agents or Postal inspectors that you do

not consent to a search;

- Ask, "Am I a suspect in a criminal warrant matter?" If the answer is, Yes, exercise your right to remain silent until you have consulted with an Attorney;
- Do not deny or admit to any allegations without consulting with a union representative, or an Attorney;
- DO NOT SIGN ANY FORM WAIVING YOUR RIGHTS, AND
- DO NOT WRITE OR SIGN ANY STATEMENTS OR MAKE ORAL REMARKS WITHOUT CONSULTING WITH A UNION REPRESENTATIVE OF AN ATTORNEY.

#### Know Your Weingarten Rights

The right of employees to have union representative at investigatory interviews was announced by the U. S. Supreme Court in a 1975 case (NLRB vs. Weingarten, Inc. 420 U.S. 251, 88 LRRM 2689) These rights have become known as the "Weingarten Rights."

- Employees have "Weingarten Rights" only during investigatory interviews, when a supervisor questions an employee to obtain information that could be used as a basis for discipline or asks an employee to defend his or her conduct. If an employee has a reasonable belief that discipline or other adverse consequences may

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## APWU National Convention



**Local Presidents from Michigan with Dr. Mona Hanna-Attisha. President Combs behind Dr. Mona. Dr. Mona is the hero who broke the Flint Water Crisis story.**

DETROIT

DISTRICT AREA LOCAL AMERICAN POSTAL WORKERS UNION

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Webmaster

TRUSTEES

Clerk Craft: MVS Craft:  
Dana A. Beard & Clarise Tard Charles Diggs

Maintenance Craft: Mail Handler:  
Dale Zanardelli Kimberly Durden

SGT.-AT-ARMS

Lopinia L. R. Row Everett Hall

AMERICAN POSTAL WORKERS UNION AFL-CIO

PPA

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United We Stand – Divided We Fall!

Detroit Postal Worker

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Editor: Keith Combs, Sr.  
Associate Editor: Danny Sawicki

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



Editor's Report

Danny Sawicki  
Associate Editor

At the end of October and the beginning of November, we had upper Regional Management from Chicago roaming the floors of the George W. Young facility in Detroit.

Apparently, there have been so many complaints from customers that the Chicago management team and the Inspectors had to get involved.

One of the problems, out of many, was that political mail was being delayed. Rumor has it that weeks ago, certain politicians mailed their campaign literature to voters and themselves and at press time, the beginning of November, they still haven't received their literature.

Can you imagine, all that work and money campaigning, paying for expensive campaign literature, the postage, and your information not getting to the voters until after the election or just days before the election? How stressful would that be on a candidate, all the dreams in jeopardy, just because the Post Office refuses to staff the facilities properly.

With the campaign mail getting all the attention, you can imagine

HORRIBLY UNDERSTAFFED

Even Regional Management Admits It

how long the other types of mail and packages are being delayed.

It got so bad, that upper management from all over the building, including the administrative side started working the political mail to try to get it out and clean things up.

Well, that's a blatant violation. Management and supervisors doing bargaining work is a violation, and the DDAL is filing grievances every time it happens.

Also, management is forcing employees to cross crafts. Truck drivers, custodians were given orders to throw mail!!! Again, blatant violations that the DDAL is on top of and filing the proper grievances.

OK, now to the moral of the story. What do all these instances tell you? You don't need to be a Einstein to figure it out . . .YOU ARE UNDERSTAFFED!

After their research, the Chicago management team told Detroit officials and Union officials that the GWY is 40-48 percent understaffed.

We have filed labor charges and grievances addressing these issues, but it takes time for action to take effect in the grievance process.

Maybe Chicago and Washington will take action and realize what a mess it is in Detroit and do something about it in a timely manner.

This issue is not only centralized in Detroit, but the other facilities that the DDAL covers are also understaffed.

We all know the overtime that we have been doing. We are tired. Even with an adequately staffed facility and with the holidays right around the corner, the overtime will be there for THOSE THAT WANT IT! Give out the overtime for those that choose to sign the OTDL list. For those that don't want it, staff the facilities properly, and quit forcing the non-OTDL employees from doing ten hours. Quit enforcing non-OTDL employees on their holidays and NS days. This is happening way too frequently, and our employee's health issues are escalating.

The post office thinks that not hiring people and giving out all that overtime is saving them money. What else could the answer be? Your saving money by giving out all that time and a half and V time? I'd like to see the numbers and research on that.

Now that regional management has come in and seen the mess that is happening in Detroit and the outlying stations, maybe they will hire some new blood in here so we can get a break from this workload and give back the respect that the mail deserves.

Information You Need To Know

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result from what he or she says, the employee has the right to Union representation.

- Management is not required to inform employees of their “Weingarten Rights;” it is the employee's responsibility to make the request for representation.

When the employee requests a shop steward or a union representative, management has three options:

1. Grant the request and wait until the union representative arrives,
2. Discontinue the interview, or
3. Offer the employee the option of continuing the interview without a union a representative. Never accept this option; remain silent until you have representation.

An agent from the Office of Inspector General (OIG) or the Postal Inspection Service will often assert that the only role of a union representative during an investigatory interview is to observe the discussion. However, the Supreme Court clearly acknowledges a representative's right to assist and counsel employees during interviews.

The Supreme Court has also ruled that during an investigatory interview management must inform the union representative of the subject of the interrogation. The representative must be allowed to speak privately with the employee before the interview. During the questioning, the steward can interrupt to clarify a question or to object to confusing or intimidation tactics. He or she can advise the employee when to stop answering questions and to consult with an attorney.

Never allow OIG agents or Postal Inspectors to intimidate you. Beware of the “good guy, bad guy routine,” where one OIG agent or inspector acts as the bad guy and the other as the good guy and tries to con you in believing that he or she in trying to help you. Don't fall into their trap; neither of them will help you. Refuse to answer questions unless a union representative or an attorney is present. What you say will definitely be used against you.

**Veteran's Day**

Every year on November 11, Americans celebrate Veterans Day to

honor the millions of men and women who have served, or are serving in our nations Armed Forces. Veterans are very deserving of this honor. Many have returned home having left some portions of them, mentally and/or physically on foreign land. We owe these service men and women so much, but we give them so little. Veterans enter Military service hoping to return home the same way they entered, only to soon realize that this is impossible. We are changed forever, usually not for the bad, but still changed. We have grown, we have prayed, we have worried with concern for our comrades our families and our country. It is for this reason you should honor a Veteran on, Veteran's Day because if it were not for these vet's you could be speaking a foreign language. I want to say THANK YOU ALL, you see I too am a vet and I too realize that we are asked to give so much, only to come home to a nation that gives so little.

Until next time Sisters and Brothers, remember that you don't receive a reward for what you get, you only receive a reward for what you give.





Vice President's Report

Patrick Chornoby  
Executive Vice President

On July 15th, the APWU and our PAE employees were notified that the Postal Service was awarding their USMTE contract to another Company. USMT is the abbreviation of U.S. Mail Transport Equipment. On the same day, management told the 100% organized shop of our union members that they were going to be laid off, PERMANENTLY, beginning on September 12, 2016. This involved fifty-four of our members, with an average seniority of 15 to 17 years. These employees are not being ‘excessed’. They are not being sent to work at another location or Post Office. They have all lost their jobs. Our Local along with the National APWU immediately filed National Labor Relations Board charges against the company who took over the USPS contract. The company is called Hollingsworth, and their headquarters is located in Dearborn, Michigan. The reason for the charges being filed against Hollingsworth goes back to the first two weeks after President Obama was inaugurated back in 2008. Within his first two weeks in Office, he signed a little known Executive

# PAE – Union Files NLRB Charges

Order on how federal contractors staff their government projects. For those members who are not familiar with our USMT centers, they are the contractors that service the Post Office by sorting, cleaning, emptying, repairing and shipping out empty equipment to the Post Office. Items like trays, sleeves, APCs, tubs, bags/sacks, wires, and so forth. The USMT receives shipments of these items from area Post Offices and ships the items back to the offices as they need them. Getting back to President Obama’s Executive Order he signed after taking office. It states in part, that contractors who win government follow-up contracts, must first offer jobs to nonmanagerial employees at the previous company prior to hiring new employees to fill the jobs. When the new company Hollingsworth took over the USPS contract, they refused to offer our current members a job in their new company. The APWU is currently fighting this decision by Hollingsworth, as we determined that it is a clear and deliberate violation of Obama’s Executive Order. We are currently waiting for a decision from the NLRB. Although PAE employees are not Postal Employees, they ALL belong to our local union, the Detroit District Area Local. They attend our Union Meetings, are on our mailing list, attend union functions and are 100% organized. The only difference is that they don’t have a no lay-off clause in their contract like postal employees do, like you and I

do. Under Article 6 of our contract, postal employees are protected against any involuntary layoff or force reduction. This is a huge benefit for us postal workers. I often think about our forefathers who negotiated our first USPS contract and negotiated that language in it. I am sure the post office accepted the language, back then they never thought that there would ever be a need to layoff employees. Article 6 of the contract has proven to be priceless for postal employees. We hope to be just as successful in finding employment for our PAE members in winning our NLRB charge.

### Local Contract Negotiations

Local contract negotiations are underway between the Union and each Local Post Office. Management has requested to address contract changes at the GWY Main Post office, the DNDC in Allen Park, in the Livonia Post Office, St. Clair Shores Post Office, Ann Arbor and in Southfield. As of the date of this paper, there have been no final decisions or agreements made between the parties. The Local has received several proposals for our current negotiations and will challenge management if they seek to change any benefit offered our members. Our Local Memorandums in the following Post Offices have not been opened and their current contracts will be extended until September 20, 2018; Inkster, Centerline, Roseville, Taylor, Lin-

coln Park, Eastpointe, Northville, Monroe, Ypsilanti and Fraser. Any member who would like a copy of their office’s Local Memorandum of Understanding, they will not be finalized until sometime next month. The Union will have copies available for every member who requests one.

### Overtime - December 2016

Once again the December holiday season is creeping itself upon us, and once again (like last year) many of our represented offices are and will be short staffed. Unfortunately, our meetings with management have not been successful in working out a solution to fast-track the hiring and employee bidding system. To replace an employee who bids out or retires seems to take several months. Additionally, management seems to be determine that our offices are overstaffed, when we know that they are actually understaffed in most cases. I want to remind all employees that during the month of December, management cannot disregard the Overtime Desired List in Article 8. Management MUST utilize the OTDL prior to forcing non list employees to work any overtime. Some supervisors in past years seem to be of the belief that during December the OTDL is not utilized. This is absolutely not true. If you have any questions regarding overtime issues, please see your Steward. If you see management violating the contract, let us know immediately.



Secretary-Treasurer's Report

Tamika Johnson-Smith  
Secretary-Treasurer

We started the beginning of the year with being in the “RED”. I would like to take the time to inform the membership the great progress that we have been making regarding “the Former Administration Debt Transfer to the New Administration” as of December 2015 to October 2016. We assumed 19 of our vendor’s outstanding debt and we can proudly say that we are current on all of the 19 vendor invoices. Also, we have a long list of other monthly vendors that we are current with as well. We are firmly moving ahead to meet our financial obligation. We still have a long ways to go to be financial sound. I would like the membership to know that our officers, stewards, committee members, and members have made several contributions back to our local. I CANNOT THANK EVERYONE ENOUGH! We want the members to

# Making Great Financial Progress And Building Strides Toward Our Goals


know we are doing our very best to put the local and members first. Our members deserve an administration that is working for them!

Many of you may not know the conditions of YOUR union building.

Let me share with you what we have been accomplishing to update YOUR continued on page 5

## American Postal Workers Union Detroit District Area Local Debt Transfer to New Administration Current Balance

VENDORS	HISTORY	BALANCE DUE	PAID TO CURRENT	CURRENT BALANCE
APW-ABA	Cash Payer Membership 2016	140.40	PAID IN FULL	0
CITY TAXES		317.50	PAID IN FULL	0
CITY TAXES		4,535.95	PAID UP TO SUMMER 2016	3,625.22
COSTCO MEMBERSHIP	PRIMARY & GENERIC CARDS	110.00	1 YEAR PAID IN FULL	0
GOLDEN VISION		3,841.26	PAID UP TO CURRENT MONTH	0
GUARDIAN ALARM		368.00	PAID UP TO CURRENT MONTH	0
LEGGHIO	INHERITED (prior to 2016)	17,195.43	BALANCE AS OF OCTOBER	15,999.67
LEGGHIO	INHERITED (prior to 2010)	33,302.33	PAID IN FULL	0.00
METRO AFL-CIO		1,440.00	PAID UP TO THE MONTH OF SEPTEMBER	960.00
MPWU	MOS	600.00	PAID UP TO CURRENT MONTH OF OCTOBER	0
PITNEY BOWES		246.95	PAID UP TO CURRENT MONTH	0
RETIREE BENEFIT UP TO \$300/EA	31 NON-VER (PRO-POST 2013	9,300.00	(44 retiree) NON -VER	13,200.00
RETIREE BENEFIT UP TO \$300/EA	107 VER (2013)	32,100.00	(107 retiree)SAME BALANCE	32,100.00
STIPENDS (REQUESTED)	2015 STIPENDS	6,950.00	PAID IN FULL	0
UNIMATIC	ELECTION	9,200.00	PAID IN FULL	0
URBAN PRESS	ELECTION	4,003.62	PAID IN FULL	0
WASTE MANAGEMENT		246.00	PAID UP TO CURRENT MONTH	0
XEROX	8 MI COPIER	57.43	PAID UP TO CURRENT MONTH	0
TOTAL		\$ 123,954.87		\$ 65,884.89



Maintenance  
Craft  
Report

Sterling Bouier  
Maintenance Craft  
Director

Hello Detroit District Area Local, I would like to start by congratulating all the former PSE custodians to the career work force. This is a prime example of what your Union can accomplish for you. May you all experience success in your future postal careers. If you require any assistance or have any ques-

# Welcome Career PSE Employees!

tions, please contact one of your maintenance stewards for assistance. Please take advantage of the opportunity to apply and test for all maintenance craft positions at your facility. Also take advantage of the chance to participate in the Federal Health Plans for medical and dental. I must say that I am so happy for the opportunities that lie ahead for our new career maintenance employees. I encourage them to take advantage.

### NDC Positions

I was also informed that the NDC will be authorized (11) additional maintenance positions. They have

offered retreat rights to all Level 7 Maintenance Mechanics that were excessed. The remaining positions will be filled by the pecking order through promotion, transfer, and the in-service register, I want to say to all that life is precious. Enjoy it and spend quality time with family and friends that are important to you. Have love and happiness in your life. Learn not to sweat the small stuff and dwell on the negative. Let it go!

### Mackey McGee Remembered

On September 18, 2016 Maintenance employee Mackey McGee passed away unexpectedly. Mackey will be well remembered by any/

all that had the pleasure of making his acquaintance. I've known him for many years and he always had something to say when he saw you. He brought smiles and humor to the workplace. If only more employee's followed his example. He was a good man and he will be thoroughly missed.

As always feel free to contact me if there are any questions or if you are in need of my services. I am here to serve. I can be contacted at 313-965-1398 (maintenance office @GWY Detroit) or by email at [sbouier@apwudetroit.org](mailto:sbouier@apwudetroit.org). Thank you all for allowing me to serve.

In Union Solidarity.



Clerk Craft  
Director

John Merritt  
Clerk Craft  
Director

Frequently union members ask me why it takes so long to get a satisfactory result from the grievances that they file. Any member has a right to expect that his/her grievance will be promptly addressed, and the remedy that he/she requests will be granted.

Your union agrees with you. But here's the problem: Your supervisor.

Let's take a simple case to illustrate a larger problem. You call in sick on Super Bowl Sunday.

You haven't called in sick for 15 years, but in the mind of your supervisor, anybody who calls in on Super Bowl Sunday is suspicious, and must be just ducking work to stay off drinking during the football game. You aren't known to be a football fan, but to the supervisor, everybody who calls in this particular Sunday is suspect, so you are told to "substantiate" your illness with a doctor's note. You haven't called in sick for 15 years (see above) and you see no reason to go to a doctor for a single day of illness, so you just come back to work on Monday, the day after the Super Bowl. You find that your supervisor has marked you AWOL for the Sunday, and by the way, you aren't getting paid your sick leave.

[If you think I'm making up this situation, that it's a little "over the top" or otherwise an exaggeration, I want to assure you -- this is a real-life situation which happened this very year and resulted in a number of grievances.]

Seems mighty unreasonable, doesn't it? So you decide to take this problem to your union steward and file a grievance. And so you should. Your steward promptly files

# A Word About The Grievance Procedure

a Step 1 grievance on your behalf, requesting that the AWOL be taken back, and that you be paid your sick leave. You are present at this meeting with your supervisor. You hear everything your supervisor says and you are able to speak on your own behalf. It is an uncomfortable scene, but that is what a Step 1 grievance meeting is like. Your steward argues on your behalf that:

- YOU haven't called in sick for 15 years
- WHAT does the Super Bowl have to do with YOU being sick
- YOU always come to work
- WHY would your supervisor (who knows you have excellent attendance) mark you AWOL under any circumstances

Your supervisor responds that his manager told him to AWOL everybody who called in on Super Bowl Sunday. Period. He's under his manager's thumb, and he doesn't have the personal integrity or intestinal

fortitude to pay you your sick leave, even though he knows you were sick and deserve to be paid your sick leave. HE DENIES YOUR GRIEVANCE.

So now what?

Your steward has to appeal your case. You did not get what you expected to get at Step 1.

Now your steward has to appeal your grievance to the next step, Step 2, to be discussed with the manager, most likely, the same manager who told your supervisor to AWOL everybody who called in on Super Bowl Sunday in the first place.

Not surprisingly, this Step 2 management designee also denies your grievance. Now your steward has to appeal your grievance to Step 3, or to arbitration. Either way, your grievance has now entered into a loaded casefile docket, of many hundreds of cases. This docket of cases is potentially scheduled to be heard at arbitration. In this environment,

anybody's case may not be heard for several years.

So your best hope is to have your grievance settled at Step 1, with your immediate supervisor, who hopefully will settle your grievance reasonably in accordance with the National Agreement and USPS regulations. Otherwise, resolving your grievance could take quite some time.

I do not write this to discourage our members from utilizing the grievance procedure. Despite the difficulties I've described above, which I've dealt with in the 30 years of my experience as a union official, far and away the majority of grievances are settled at Step 1 of the grievance procedure, between the member, the steward, and the immediate supervisor. That's the way it should be, and that is in the best spirit of resolving grievances at the lowest possible level, which is the guiding philosophy of the National Agreement.



Motor Craft  
Craft  
Report

Rico Cameron  
MVS Director

Hello Sisters and Brothers of the Detroit MVS Craft. A few things have happened over the last three months. In July we received a new Collective Bargaining Agreement with the Postal Service which include some important achievements in the MVS Craft. One of biggest was all MVS PSE employee's will be converted to PTF Career status, also the moratorium on out sourcing PVS work. The strengthening of Article 39 which governs and protects MVS craft employee's rights, wages & working conditions. I would like

# Review Of Last Three Months

to thank all our National Officers for their efforts and hard work negotiating this contract.

In August of 2016 the MVS Craft welcome back all of our remaining excessed drivers back to the Detroit VMF. These drivers were among 19 employees excessed to mail career craft from MVS and the last to return. MVS would like to thank DDAL President Mr. Combs for his help & support in the meetings with USPS Management for their return.

I have put in a request to Transportation Manager to open the annual bid, but there are some important issues that must be discussed before we move forward.

Will there be a reduction in duty assignments?

Will there be any new duty assignments?

Will there be adjustments to duty assignments currently in place (times, stops, pick-ups, tours)?

Will utility's return so employee can bid on a daily assignments?

Will there be split off days?

Will all residual vacancies be posted for bid?

Will MVS be scanning? If so, how will this affect our duty assignment?

We also have some issues at other locations Livonia, Ann Arbor, Detroit VMF's and NDC. Regarding residual vacancy, posting, safety, duty assignments, OTDL rotation, and a variety of other problems that require discussion with the USPS Management at the above mention facility's to address the concerns of MVS craft.

I would like to invite all of our Detroit MVS craft employees to attend MVS awareness meeting on Sunday October 23, 2016. Our National Officers Mr. Mike Foster, Javier Pineres and Mr. Merlie Bell will be in attendance. As the Detroit MVS Craft recognize Mr. Bell's retirement.



# Post Office Issues In Congress Affect Us!

by Danny Sawicki

We must address the congressional and political issues in congress concerning the post office. These issues in congress affects the future of the post office and ultimately affects the future of us and our jobs. Unfortunately, politicians hold in their hands the future of our futures. We must sway them to be post office friendly and the only way they will be is if we contact them and tell them about our concerns and to vote on post office friendly proposals.

How do we convey our concerns? We write, we call, we e-mail them, we show that we care so they will care about the post office!

Let's face it, all the politicians care about is our vote. If we convey to them to be post office friendly, we will vote for them. If not, no vote, it's that simple. Another important thing is to vote for post office friendly politicians. That goes from local offices to the President of the United States.

I was reading an article from the National Association of Letter Carriers Director of Retirees. Mike Sheriden, and he said something that really struck me. At the end of his article concerning congressional issues and the post office he said, "we lose far more in Congress than we ever lose at the bargaining table. Stay vigilant and

stay informed and never stop voting, your future could depend on it."

Do you care about your job, your future and you children's future? Make that call, write that letter, send that e-mail. Tell these politicians you care about the post office and vote favorably on post office friendly proposals. You don't have to call, write, e-mail every day, five, ten times a day. Start with one or two submissions. A little at a time goes a long way. Please contact our Michigan Representatives, Senator Debbie Stabenow (202) 224-4822 or Senator Gary Peters (202) 224-6221.

MAKE CONTACT!

# Meet Your Recording Secretary – Roz York

by Danny Sawicki

Roz is a 23 year employee at the post office. She is the proud parent of 2 lovely children, Asia and Vincent. She has been a true unionist throughout her postal, career, serving as a clerk craft steward, former P.O.W.E.R officer, a delegate to National Conventions and currently a Human Relations Committee member and a Legislative Committee member. She is serving as a clerk craft steward at the GWY, and when not on the union desk she is a general expeditor. Truly a full plate.

Being a Recording Secretary is a very important job for the union and our membership. Duties include: maintaining union bulletin boards, announcing the roll call for attendance and voting, keeping accurate

records and the exact wording of motions and action taken on motions, maintaining the membership list, custodian of the local's meeting attendance records and maintaining the list of all committees and committee members. The most important responsibility of the Recording Secretary is the recording of minutes at all union meetings and union board meetings. By federal law, she or a delegate in her absence, must be Present to record meeting minutes in order for



our meetings to be legal. Accurate minutes are very important as they form the official and legal record of the union. Meeting minutes are kept FOREVER, as they contain the motions that authorize the spending of local funds. They are also financial records, that is why it is a federal law to keep them forever.

This year at the National Convention, she was appointed by our local president AND our National APWU president to serve as a Credentials

Committee member representing the DDAL. Her responsibility was assuring that each of the 2100 delegates from 338 locals had the proper credentials to be in attendance at the pre-convention workshops/activities and to be on the convention floor.

On October 8th, she spearheaded a Breast Cancer Walk on the streets of Detroit, raising funds to help breast cancer research, life-saving education on cancer and critical patient services. Truly, a busy, amazing lady, committed making this a better community and workplace for us and our families.

Roz wanted to make sure we told our members that she appreciates and thanks each and every one of you for giving her the opportunity to serve you throughout the years.

## Making Great Financial Progress And Building Strides Toward Our Goals

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union building with the following:

- Washed walls
- Removal wall paper
- Removal water fountain
- Freshly painted hallway area
- Purchased HVAC system for main floor

In additionally, we have future projects that serve as priority for updating YOUR union building:

- Entrance steps repairs
- Roof repairs
- Painting

October is Breast Cancer Awareness Month. The Human Relations Committee joined Making Strides Against Breast Cancer Walk in Detroit, MI at Hart Plaza on October 8, 2016. The committee chose the team name "APWU DDAL CARES". DDAL Members give yourself a round of applause for raising approximately \$ 939.00 and counting.

**Open Season** for APWU HEALTH PLAN for APWU members and Federal employees. **Health Care Fair** is from **November 14, 2016 until December 12, 2016.**

**Dates:**  
**GWY November 17 &18, 2016**  
**DNDC November 21, 2016**

# Annual Christmas Party

## Saturday, December 17, 2016

### 7p.m. until 12 a.m.

#### St. Maron Banquet Center

11466 Kercheval, Detroit, Michigan 48214  
(Entrance on St. Jean north of Jefferson)  
(Lighted Secure Parking)

**ADULT ONLY AFFAIR**  
APWU Member is free plus Guest is \$10  
APWU Retirees Welcome

**Buffet Style**  
Food will be served from  
8 p.m. until 10 p.m.

Please R.S.V.P. by calling the Union Office at (313) 532-9305.



# DDAL Local Picnic

On August 13th, your union picnic was held on Belle Isle in Detroit, Michigan. There was great food and beverages, games and music. A nice turnout and great time was had by all.



What a good-looking group.

1st Annual  
Holiday Bazaar  
Saturday, December 3  
12 p.m. until 6 p.m.  
at Local Union Office  
20530 Southfield Rd., Detroit, MI 48235

Featuring . . .

❄️ A union tables crawl specializing in Arts & Crafts, Vendor's Specialty items and much more . . .

❄️ Children many visit with Santa from 3 p.m.-5 p.m.

❄️ Refreshments for sale

❄️ The cost of table rental is \$25

sponsored by  
Entertainment  
Committee

Additional information  
contact union office  
at 313-532-9305

Your Region Business Agent James Stephen and President Combs.

Tour 3 Clerk Phyllis O'neal cutting it up with Rico and the truck drivers.



# National Convention

The American Postal Workers Union National Convention was held at Orlando, Florida from August 22nd to 25th.

One of the main functions of the convention is to hammer out resolutions pertaining to our National Contract.



Keith Combs and Rico Cameron at the convention.



Judy Beard started her labor career as the Sargent of Arms at the DDAL, and still is a proud member of the DDAL. Congratulations on her being voted in nationally as the Legislative/Political Director. Judy Beard at a ceremony honoring her for her many years as the Retirees Director.



The DDAL very well represented at the convention. A great shot with Dr. Mona.



The National Convention Floor.

## Labor Day Parade

On September 5th, the dignitaries came out in full force marching and supporting labor and unions, marching in the streets of Detroit.



Former President Bill Clinton at the Labor Day parade in Detroit.

## Cancer Walk

On October 8th, 2016 the DDAL joined in with other organizations and citizens in the Breast



Cancer survivor Kathy Carter taking a cute selfie on the walk.



Roz York and fellow employees getting ready for the walk.

Cancer walk in Detroit. Money was raised to help the fight against breast cancer. Thank you to all the generous members who donated and walked with us. Your Recording Secretary Roz York coordinated the DDAL's participation in the event.



MVS Director Rico Cameron and Secretary Treasurer Tamika Johnson Smith at the 1 mile mark of the cancer walk.





NDC  
Facility  
Director

Debbie Wingler  
NDC  
Facility Director

As you are aware the contract was negotiated in July of this year. Although there are many highlights I believe that one of the most successful terms negotiated is the fact that the Maintenance and Motor Vehicle Craft will no longer utilize PSE's. All employees under the PSE classification in these crafts will now be converted and all new hires will be hired as career. The Clerk Craft was not as successful in making an all career craft and I believe that this is due to the fact that this is the largest craft and the USPS will still demand the flexibility of utilizing PSE's. There was a provision stating that any PSE that had been on the roles for 2.5 years would automatically be converted to career but unfortunately we did not have PSE's that have been on

# PSE Conversion Information

the roles for that amount of time so no PSE's at the NDC would be converted under this new contractual provision.

With that being said the first major question that most Detroit NDC PSE's had was "When and will there be conversions to full time regular for us?" At this time I wanted to make you aware that there is a grievance at Step 2 of the grievance procedure, which is the highest step within the building before potentially being denied and ultimately appealed to arbitration. At these Step 2 meetings we have discussed the possibility of converting 23 PSE's due to the fact that we have 23 residual positions. In which a residual position is defined in the contract as a duty assignment that remains vacant after the completion of the voluntary bidding process . . . Meaning there are too many bids and not enough employees to fill them.

There is a Filling of Residual Vacancies / Memorandum of Understanding in which it addresses the manner to fill these vacant positions. In this MOU there are 7 steps

to be followed prior to the conversion of PSE's. The manner in which to fill these positions is to be done under the following procedures:

Residual duty assignments under the terms of this agreement will be filled in the following order:


1. Unencumbered clerks in the same installation.
2. Employees with Clerk Craft retreat rights pursuant to Article 12.5.c.5.a(5) or Article 12.5.c.5.b(6)
3. Full-time regular Clerk Craft employees from an installation impacted by excessing, pursuant to Article 12.5.c.5, who request transfers within the District or a 100 mile geographic radius through eReassign 21 Day posting.
4. Conversion of Part-Time Flexible (PTF) Clerks in the same installation.
5. Full-Time regular Clerk Craft employees from an installation impacted by excessing, pursuant to Article 12.5.c.5, who request voluntary transfers beyond the District 100 mile geographic radius through regular eReassign.
6. One time posting of remaining residual duty assignments to PTF

Clerks in other installations within the District who are on the rolls as the effective date of this agreement.

7. a) Transfers through regular eReassign, from other APWU crafts, employees with priority consideration b) Transfers through regular eReassign from all crafts, employees without priority consideration. Both a & b combined will be limited to the one in four or one in six rule as defined in the Memorandum of Understanding, Re: Transfers, as applicable.

8. Conversion of Clerk Craft Postal Support Employees (PSEs) to career status within the installation.

The aforementioned process has been started and the first step has been completed in which typically the entire process "should" take about 3 months to complete. In the event that no other employees choose to come to the NDC through this process . . . that will open the door to PSE conversions to full-time career status. I am hopeful that sometime around December 2016 or January 2017 this process will be finalized.



Retirees'  
Department  
Notes

Al Fouche  
Retirees' President

At the recent APWU national convention held in Orlando, FL August 19-25, 2016, the only retiree resolution passed/resolved/adopted was: APWU Constitution and Bylaws, Article 11. Section 2: (1) second paragraph] be amended with the addition to read: Retirees shall elect the Retirees Department Director and five (5) dele-

# Retiree Events At The National Convention

gates to the national convention.

The Retirees Department Director and each Retiree National Convention Delegate will have a voice and one (1) vote at the national convention. The five (5) retiree convention delegates shall be paid necessary expenses to attend the national convention and the all craft APWU retirees department conference. All other retiree national constitution resolutions were voted down- none concurrence by the Constitution Committee and National Convention Delegates.

The "APWU National Executive

Board" endorsed Hillary Clinton in July, the day after she received the nomination of the democratic party as the APWU executive board believes Hillary Clinton is the best choice for the postal workers in the 2016 race for President. Delegates to the APWU national convention which is the union's highest governing body voted in the August, 2016 national convention to endorse Hillary Clinton for president.

In a rousing state of the union speech to convention delegates, President Mark Dimondstein outlined the challenges and possibilities facing APWU members, such as working, living and struggling in a time where there is an all out war on workers, families and our communities. He went on to say make no mistake about it: It is THEM -vs- US, WALL STREET -vs- MAIN STREET, CAPITAL -vs- LABOR, and our precious right to vote is under severe attack and elections are increasingly and openly bought out and sold.

President Dimonstein went on to say: The APWU has also spearheaded the campaign for postal banking. The 'legal loan sharking' predatory payday lending, cash-checking industry preys on tens of millions of the working poor. The postal service, with its highly trained dedicated workforce and its presence in every community is

well positioned to provide paycheck cashing and other basic financial services, commonly performed by postal systems around the world. Winning this fight will strengthen our public postal service and protect postal jobs.

Delegates to the APWU 23rd biennial national convention got to work on the conventions first two days debating and voting on resolutions with a focus on proposals for future contract negotiations.

The convention adopted resolutions dealing with safety and health, excessing duty assignments, clothing allowances, seniority rights of part time flexibles and improving the status of postal support employees. Delegates also approved resolutions specific to each craft.

Dr. Mona Hanna-Attisha was present and spoke. She is the pediatrician who exposed the Flint water crisis, proving that lead was poisoning the children of Flint, MI. For her efforts, she was vilified by the powers that be and labeled "an unfortunate researcher who was causing near hysteria". But the good Doctor was not deterred. She advocated for the children and families of her City until the story finally pierced the consciousness of the nation.

Speaking at the APWU convention

*continued on page 7*



**'The most important medication I can prescribe for Flint is to lift our families out of poverty... Being in a union family can buffer children from any adversity.'**

Dr. Mona Hanna-Attisha  
Pediatrician,  
Hero of the Flint Water Crisis







Legislation  
Director

Regina 'Gina' Favors  
Legislation Director

*Associate Editor's Note: At press time, election week was in progress, so results may have been tabulated before paper delivery.*

It's almost that time sisters and brothers. The general election is rapidly approaching are you ready? Have you decided yet? If not, time is of the essence. In case there are any who have not heard, you can (at least in this election) vote a straight party ticket if you choose. You know there is so much at stake in this election, probably more so than any other time. There is the possibility of not only the repeal of health care laws but the continued obliteration of civil rights laws being repealed. The voting rights laws can be repealed. Every possible gain that has been made over the last eight years is on the line. We can either go "back" or we can keep moving forward. Our charge as voters is to obtain as much FACTUAL information possible so that we may make informed decisions. We must weed out the insults and false accusations and take a look into what has been thrown at us. While I know this article is supposed to be non-partisan, I cannot help but to point out a few falsehoods hurled at the candidate of my choice. First of all, I ask that you please look at what the FBI actually said. I ask you to put aside the very loud claims by the "other" candidate saying she committed a crime. That is not what the FBI said. There are some people who actually try to gain favor and move ahead by spreading lies on their opponent. I would like to say that just because someone "accuses" another over and over again does not make that person accurate or truthful.

Secondly, there has been much discussions on career vs. non-career politicians. So I am saying just be-

# Legislative News & Views

cause she is a so-called "career politician" is not a reason to disqualify here abilities. In fact, I submit to you that someone who does not have political understanding is less likely to be able to represent me or take care of my needs as a citizen of this country. I mean think about, would you want someone who has never had a car teaching you (or your child) how to drive? What about a bus driver with no license, not CDL, and who has never driven anything AT ALL, taking you to your destination? Would you want that "businessman" performing medical procedures on you or would you rather have a doctor? And conversely, would you want that doctor or bus driver (with no business/financial training) handling your financial affairs or representing you in the board room? We know that every candidate makes promises and pledges but one "SAYS" he "plans to" and the other tells of her plans and how they will be fulfilled. One tells of moving forward, the other talks about "going back" and we need to decide which way we will go. No equally important in the election are the candidates running for Congress, as well as for State and Local legislatures. Once again we must have the discussion of who has best represented us. I must say that I have never at any time in my adult life seen the level of disrespect heaped upon our President, shown to any other President. I have never seen a more uncooperative congress at any time in MY voting life. It is a proven and admitted fact that this congress vowed (day one 2008) to make this President fail "NO MATTER WHAT"! They vowed to defeat any and every bill that he supported or pushed for. They tried numerous times to discredit him, and for that they should be voted out. Here in Michigan we need to clean house as well. There are a number seats up for grabs. Those who did no and do not support working families, voting rights, the constitution and the will of the voters should be out. Those who fought for an instituted Right-to-Work and Emergency Managers laws need to be voted out. Those

who did not and do not want to help Flint should be voted out. Those who destroyed public schools in predominantly urban areas must be voted out. Those who destroyed public schools in predominantly urban areas must be voted out. Those who voted against Detroit, it's retirees, the teachers, the schools and most importantly against the students need to be voted out.

Lastly, we ask that you PLEASE be sure to turn your ballot over and vote the non-partisan candidates as well as the proposal. In short please complete your entire ballot. There are ballot proposals that you must pay special attention to. One of those is the (RTA) regional transit authority. There are, I believe two community issues in Detroit. Also for those who live in Detroit, there are (I believe) 63 candidates running for the newly created Detroit Public School Community District School Board. There are only seven seats. There is also a Judge, Ruth C. Carter (who resigned or retired from the bench) but failed to have her name removed of ballot. She left to go work for Gov. Snyder and AG Shuette on the Flint issues. There are 9 names on the ballot (counting her) for 36th District Court Judge and you may vote for up to 8 candidate and you are asked to please NOT vote for her as she is no longer running. If you vote



for her and she wins one of those Snyder appointee for anything! This was just my "two cents work", hope it helped. Whatever you do please JUST VOTE. While out doing voter registration the other day. I had a gentleman say to me the other day "I DON'T VOTE"! Folks again, people fought and died for the right to vote. I humbly ask of you, PLEASE do not squander this opportunity to let your voice be heard!

In True Solidarity.

## Infrastructure Of Post Office In Decline

by Gina Favors

The infrastructure of the post office is in great decline. The post office has been downsized for at least the last two decades. There is no need to continue this policy as the post office has no true financial crisis. It is a result of bad legislation. The solution is simple create post office friendly legisla-

tion and expand the post office. That's why I signed a petition to The United States House of Representatives, The United States Senate, and President Barack Obama. Will you sign this petition? Go to: <http://petitions.moveon.org/sign/expand-opportunity-for-1?source=s.icn.em.mt&rb=2457625> Thanks!

## Retiree Events At The National Convention

*continued from page 6*

tion, she brought many to tears. Flint did not always mean disaster she said. It was home to General Motors, the United Auto Workers Union and the great sit down strike of the 1930s. Because of good union jobs, Flint had the highest per capita wages in the country with good schools and hospitals.

It was the decline of the auto industry and Flint's union that lead to decades of disinvestment, and ultimately to the austerity measures that poisoned the water she pointed out.

APWU presented her with a \$10,000 contribution for the Flint Child and Health Development Fund. Delegates were so inspired by her remarks that they passed buckets for contributions and raised more than \$12,000 matched the APWU contributions bringing the total to \$50,000. Delegates voted unanimously to induct Dr. Hanna-Attisha as an honorary member of the APWU. Dr. Attisha made pictures with many delegates and all of the Michigan delegates. The next national convention will be in Pittsburgh, PA.



## The Welcome Mat

The APWU-DDAL would like to give a big round of applause to the following new members. As we all know, there is strength in numbers. We appreciate and acknowledge all who make the endeavor to become unionists. We invite you to come in and play an active role in helping this union flourish!

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

JASMINE JACKSON  
KENDRA WELLS  
DIANE GLENN  
JUANTEZ TYLER  
CORDELLIOUS WARREN

ANDRE JEFFERSON, JR.  
LASHAKUR RICE  
AIREONA DAVIS  
TANISHA FIELDS

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



# — Resources For Veterans —

Associate Editors Note: The DDAL and the Detroit Postal Worker is committed to keeping our Veterans aware and informed on current issues. We have many veterans including your President Keith Combs  
 A listing of services available to veterans and their families.

### American Red Cross of Southeastern Michigan

Helps coordinate job certification training for veterans and provides scholarships to offset the cost to attend the Red Cross nurse assistant training program. Ford Motor Co. in February announced that it is sponsoring 175 such scholarships. Red Cross also provides emergency financial assistance and resources to veterans unable to receive other government and social service agency aid: [redcross.org/mi/detroit](http://redcross.org/mi/detroit).

### Brain Injury Association of Michigan

In conjunction with the U.S. Department of Veterans Affairs, the association helps business owners understand and deal with veterans with brain injuries or post-traumatic stress disorder: [biami.org](http://biami.org) or (800) 772-4323.

### Emmanuel House Recovery Program, Detroit

Provides housing, drug and alcohol rehabilitation, employment assistance, resume writing, interview skill-building, a temporary address for employment purposes, and transportation to and from jobs: [emmanuelhousecovery.org](http://emmanuelhousecovery.org) or (313) 270-4099.

### Employer Partnership of the Armed Forces

U.S. Army Reserve and National Guard program provides employers a direct link to service members seeking employment. The organization's Hero 2 Hired website is a comprehensive job portal for all service members: [h2h.jobs](http://h2h.jobs) or [vets.gov/veterans-employment-center](http://vets.gov/veterans-employment-center).

### Special report: Veterans in the workplace

Read the other the stories from this special report:
 

- Veterans bring skills, leadership to the workplace
- Companies try to end disconnect many vets feel in corporate world
- How a hurricane sent a Coast Guard veteran down a new, successful path

### Home Depot

Partners with nonprofit organizations to address the housing needs of veterans, from building ramps and home renovations to repairing and remodeling transitional housing for homeless veterans: [homedepotfoundation.org](http://homedepotfoundation.org), click on "veterans."

### Inforum Center for Leadership

Inforum offers Next 4 Vets, a custom leadership program to help women veterans build successful and rewarding careers. Program consists of four half-day group sessions and two one-on-one coaching sessions. The next group of sessions will be offered next spring. Sign up in December: [inforummichigan.org/next4vets](http://inforummichigan.org/next4vets) or (313) 324-0236 or email Deborah Young at [dyoung@inforummichigan.org](mailto:dyoung@inforummichigan.org).

### JVS

The Veterans Empowerment Tools program helps vets with service-related disabilities reintegrate into the community. Services include support groups, one-on-one support, and vocational and educational counseling. To qualify, a veteran must have a 10 percent service-connected disability, an open case with the VA Vocational Rehabilitation Unit and Employment Chapter 11 services and be referred to JVS by a VA counselor. Sign up at [ebenefits.va.gov/ebenefits/jobs](http://ebenefits.va.gov/ebenefits/jobs) or at [jvsdet.org/who-we-serve](http://jvsdet.org/who-we-serve) and click on "veterans."

### Michigan Veterans Affairs Agency

State agency oversees veterans services in addition to the Michigan National Guard and Michigan Volunteer Defense Force: [michigan.gov/dmva](http://michigan.gov/dmva).

### Michigan Small Business Development Center

Offers free training to veterans who want to launch or build businesses: [sbdcmichigan.org](http://sbdcmichigan.org) or (616) 331-7480. Email: [sbdcmichigan@gvsu.edu](mailto:sbdcmichigan@gvsu.edu).

### Michigan Veterans Foundation, Detroit

This Small Business Administration program provides services including transitional housing, life skills and employment training, job opportunities and referrals, transportation and legal assistance: [michiganveteransfoundation.org](http://michiganveteransfoundation.org).

### Military OneSource

This U.S. Department of Defense program provides resources and support to active-duty National Guard and Reserve service members and their families. The Employee Assistance Program section on its website provides access to articles, podcasts and videos, among other resources, specific to military programs and military family concerns such as career, education, financial and legal information: [militaryonesource.com](http://militaryonesource.com).

### National Foundation for Veteran Redeployment

Serves as a conduit for training, human resource networking, and financial support for U.S. veterans interested in career opportunities in the oil and gas industry. Offers training, job placement and relocation funding: [idealist.org/view/nonprofit/HsFXZfG3xb3p](http://idealist.org/view/nonprofit/HsFXZfG3xb3p).

### Pure Michigan Talent Connect

State employment services for veterans that include helping employers looking to hire veterans, information on education and training and other

resources: [mitalent.org/veteran](http://mitalent.org/veteran).

### Salvation Army Eastern Michigan Division

Operates transitional housing sites for homeless veterans in Detroit and in Monroe. A location in Macomb County is planned. Also provides substance abuse treatment and casework services: [usc.salvationarmy.org/usc/www\\_usc\\_detroit1.nsf](http://usc.salvationarmy.org/usc/www_usc_detroit1.nsf).

### Southwest Housing Solutions, Detroit

Piquette Square, a 150-unit apartment project in Detroit, provides mental health counseling, substance abuse treatment, on-site job training, and other services to help veterans develop independent living skills: [swsol.org/piquette-square-for-veterans](http://swsol.org/piquette-square-for-veterans).

### TechShop Detroit

This fully equipped fabrication and design space includes everything from plasma cutters to 3-D printers. Free one-year memberships good at any TechShop. CEO Mark Hatch is himself a veteran: [techshop.ws/ts\\_detroit.html](http://techshop.ws/ts_detroit.html).

### United Way for Southeastern Michigan, Detroit

Its 2-1-1 information hotline and database offers veterans referrals for everything from benefits assistance, financial assistance, food, transportation, housing, vocational rehabilitation, workforce development, and health care to counseling and disability resources: [liveunitedsem.org/get-help](http://liveunitedsem.org/get-help).

### University of Detroit Mercy Law School

The law school's Veterans Law Clinic works with low-income veterans to help obtain their benefits and address legal and professional needs: [law.udmercy.edu](http://law.udmercy.edu) or (313) 596-0235.

### U.S. Department of Veterans Affairs Detroit Regional Benefit Office

Helps veterans connect with benefit programs and other resources: [benefits.va.gov/detroit/index.asp](http://benefits.va.gov/detroit/index.asp).

### U.S. Small Business Administration

Helps veterans start and manage a business, learn how to get loans and other information at [sba.gov](http://sba.gov), then search for veterans. The SBA also instituted a new online contracting tutorial to help veterans and military spouses who own small businesses identify and win federal contracting: [sba.gov/sba-learning-center/search/training](http://sba.gov/sba-learning-center/search/training). Email: [Michigan@sba.gov](mailto:Michigan@sba.gov).

### VetBizCentral

Assists veterans, active duty, Guard and Reserve members in the formation and expansion of their businesses through training and counseling, networking, mentoring programs and more: [vetbizcentral.org](http://vetbizcentral.org) or (810) 767-8387.

### Veteran's Haven, Wayne

Provides food, clothing, transitional housing and medical supplies: (734) 728-0527 or [vetshaveninfo.org](http://vetshaveninfo.org).

### Volunteers of America-Michigan

Jobs and housing programs provide case management services, transportation assistance and other services: [voami.org/veterans](http://voami.org/veterans).

### Wins for Warriors Foundation

A nonprofit organization founded by Detroit Tigers pitcher Justin Verlander that advocates for and invests in resources that engage veterans and their families: [winsforwarriors.org](http://winsforwarriors.org).

— source: Crain's Detroit Business - 2016





# We'll Take All The Work We Can Get!

**by Keith M. Combs, Sr.**  
To All Members:  
Recently the union has received complaints from some clerk craft members that they are being forced to perform “mailhandler’s work”, they object to working what they consider “mailhandler’s work” and want to file grievances about it, seeking to protect themselves from having to perform “mailhandler’s work”. This bulletin will explain the position of the American Postal Workers Union on this matter.

**Article 7.2.B of the National Agreement provides:**  
B. In the event of insufficient work on any particular day or days in a full-time or part-time employee’s own scheduled assignment, management may assign the employee to any available work in the same wage level for which the employee is qualified, consistent with the employee’s knowledge and ex-

perience, in order to maintain the number of work hours of the employee’s basic work schedule.  
This union is not in the business of turning away work. For example, in facilities where no mailhandler craft employees work, such as most Detroit city stations or associate offices, there are no mailhandlers. Therefore work such as load/unloading trucks, transporting containers into and out of the building, unwrapping pallets, stacking and pelletizing empty equipment and so on is *performed by clerks, and always has been.* The only installation where mailhandler craft employees are present at all are the bigger processing plants like GWY/P&DC, DNDC and Metroplex, where there is enough “mailhandler” work to justify a complement of mailhandlers. They operate powered equipment like towing tugs and forklifts. They load and unload trucks and trans-

port mail through the building.  
Most clerks have performed “mailhandler” work such as dumping sacks. When the SPBS was originally set up at the GWY, it was *clerks* who dumped sacks of working mail on the conveyor belt to feed up to the keyers. Only with the advent of the dumper system did the work begin to be performed by mailhandlers. When the Low Cost Tray Sorter was first deployed it was worked by *clerks*, primarily because the LCTS is a sorting system and requires reading of zip codes for breaking down into containers. Management assigned jurisdiction of the LCTS to the mailhandler craft back in the mid-2000’s, but this is a jurisdictional dispute between APWU and NPMHU, and in our view,

the LCTS is *clerk work*. When the Automated Induction System [A.I.] was added to the AFSM-100, this system was staffed by mailhandlers, who now took over the loading that clerks formerly performed, and we lost three out of every four positions on the AFSM-100.  
We are not at odds with our brothers and sisters of National Postal Mail Handlers Union, and none of us should be quarrelling with them or expressing ill feelings towards them. They are unionized postal workers like ourselves. Work — all work — we gladly take on because it promotes job security and creates additional jobs. We do not want to lose ANY work, that has always been the policy of this union!!!

## Organization Director Receives Award



**Your Organization Director Darryl Clark recently received an award from the APWU National for his efforts on making the Detroit District Area Local 92% organized. That means 92% of all employees covered by the DDAL are union members. Very few locals from around the country get that award. Congrats Darryl for a job very well done.**



**We regret to announce the passing of Mackey McGee, Tour 2 Custodian at the GWY facility in Detroit. Our heartfelt sympathies go out to his wife Andrea and his family.**



## Calling All Members: Human Relations Director Needed

In accordance with Article VII. Section I.D of the Constitution of the Detroit District Area Local, it is necessary for me, as President, to fill a vacant officer’s position, the position of Human Relations Director. This position is an important one for the members of this Local. Some of the specific duties of this position are:

- Chairperson of the Human Relations Committee.
- Planning of Human Relations training for the other stewards of the Local.
- Writing of Human Relations articles for the Local Detroit Postal Worker newsletter.
- Identification of problems of concern to the membership, such as babysitting, transportation, home care, youth problems, financial difficulties, alcoholism/drug abuse, combating crime, family problems, retirement information.
- Assisting members with preparing and pursuing work-related accident/illness claims with the Office of Workers Compensation Programs [OWCP].

Members considering accepting the responsibility of this position must be willing to learn the rules and regulations pertaining to OWCP claims, which also involves being able to communicate effectively both in person, and in writing, concerning claims This includes detailed assessment of letters from USPS management, claims examiners of the OWCP, and medical professionals, to which you must respond comprehensively and effectively on behalf of the union member. The job is time consuming and requires sincere dedication on behalf of the Human Relations Director. Assisting members with their claims is a very large part of the responsibilities of the position, which also requires patience and compassion.  
The position comes with a salary of \$1200.00 per year, paid monthly plus \$50.00 for each general membership meeting; paid yearly. You will serve in the position until the end of the present term of officer December 2018, after ‘Which you would he eligible to run for the position in the next general election, like the rest of the present officers of the Local.

*Any member of this Local is eligible to apply. If interested, please submit a narrative letter stating your desire to be considered for the position, what you believe your qualifications for the position to be (based upon the duties described above), and why you are interested.*  
Please submit your letter of interest to the attention of President Keith M. Combs at the address above. Letters of interest will be accepted until August 31, 2016.  
In Union Solidarity,  
Keith M. Combs, Sr.





Not only is Keith Combs the President of the Detroit District Area Local, he also is the Human Relations Director for the Michigan Postal Workers Union. The MPWU represents the members-at-large within the great state of Michigan. The MPWU shares training, education and information between their members, stewards and officers of their own locals and others throughout the state and nation.

Our other talented officers are affiliated with the MPWU, Sterling Bouier is the State Maintenance Craft Director, our Vice-President Patrick Choronoby is the State 482 Area 2 Director, and your Secretary-Treasurer Tamika Johnson-Smith is the State P.O.W.E.R. Representative. So we are not only represented locally, our voices are heard loud and clear throughout the state and nationally. Here is Keith's article that was published in the Michigan

# National Reassessment Process

## Injured Workers Information

Messenger, the MPWU newsletter September-October 2016.

In recent years many employees have asked the question, what is going to happen in regard to how we were treated by management in the National Reassessment Process (NRP)? Well for all of those years the Union has argued that the United States Postal Service discriminated against injured workers and violated their rights under the Rehabilitation Act.

Recently an Administrative Judge (AJ) agreed and found that under the program named NRP managers violated employees by:

- Improperly disclosed medical information. The USPS failed to require redaction of employee's medical information.
- Failed to provide reasonable accommodations. Management determined that partial or full-time work was not available and sent employee's home or to new assignments.
- Engaged in disparate treatment against employees who were injured on duty. The USPS marked these workers and sought to compel them to retire.

- Harassed injured workers and created a hostile work environment.

It was the Postal Service that implemented NRP as a pilot program in 2006 and expanded it nationwide in 2009. All employees who had limitations because of workplace injuries were targeted. NRP protocol required "reassessment" of medical restrictions and job offers. Postal officials then decided if the work being performed was "operationally necessary."

Many workers in all crafts who were working in modified assignment were reassessed in 2006 and stripped of their duties. Many APWU injured members suffered because of the program; they were told there was no operationally necessary work available to accommodate their medical restrictions. They were ordered to go home or they were afforded fewer work hours despite previously accepting a medically suitable job offer.

The lead counsel for the case is emphasizing that the decision does not guarantee the class members personal relief. The USPS appealed the decision, stalling the individual claim process, which cannot begin until the appeal process is complete. If the decision is upheld, it could cost

the USPS hundreds of millions of dollars if the EEOC justly awards class member on the basis of their actual losses.

We anticipate that the Postal Service will argue employees were not treated improperly or personally harmed by NRP in an effort to limit its looming liability.

There's no way to forecast how damages will be calculated, but to ready themselves, class members may find it beneficial to itemize the value of their losses and begin gathering supporting documentation. For example, affected workers could document the difference between their postal salary and wage-loss compensation and/or annuity; lost leave; TSP contributions and matching funds; overtime opportunities; creditable service time, and the difference in premiums charged at the federal rate rather than the postal rate for Federal Employees Health Benefits (FEHB) and Federal Employees Group Life Insurance (FEG-LI).

A statement of Benefits can be obtained by writing to OWCP and OPM.

Until next time remember to never give up on your dreams, with patience your dreams will become your reality.



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

Change Service Requested

## 2016 Membership Meeting

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

**\* Per the constitution; there is no meeting in December.**

**NEXT MEETING**  
**Sunday, January 8, 2017**  
**Meetings are held between**  
**1 p.m. - 3 p.m.**

## 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 \_\_\_\_\_