On March 15, 2017 I had the ability to spend 5 days in Washington D.C. for the National President Conference. I was extremely impressed with the other Michigan President’s that accompanied me, and I would like to say thank you to them all, Michigan Postal Workers Union/FMAL President Mike Mize, 480/481 President Roscoe Woods, Western Michigan Area Local President Amy Puhalski and Traverse City Local Vice President Ron Krumrie and his grandson Kayden.

The two days on the Capital Hill was very long, however it was very rewarding as the Michigan Presidents worked extremely hard to overcome bad weather and a difficult schedule. Here is how we accomplished the mission.

Saturday: APWU National Officers gave their reports and addressed the Conference attendees. Judy Beard, our National Legislative Director, updated us on HR 780 from 9:00 a.m. to 5:00 p.m.

Sunday: Discussion on the National President’s Conference, and our agenda while in Washington, DC from 9:00 a.m. until 5:00 p.m.

Monday: 9:15 a.m. we met in Representative Brenda Lawrence’s office. At 10:00 a.m., we met with Representative John Conyers’ staff. 11:00 a.m. we were in Representative Walberg’s office, 12 noon, we met in Representative Upton’s office, ending up in Representative Bergman’s office the remainder of the day.

Tuesday: 8:00 a.m. we met in Senator Debbie Stabenow’s office, at 8:30 we went over to Senator Peter’s office. 10:00 a.m. we visited Senator Trott’s, 11:00 a.m. Representative Huizenga’s office, 12:00 p.m. in Representative Levin’s office. At 12:30 we went to Representative Mitchell’s office and then went to Representative Debbie Dingell’s office. At the end of the day we ended up in Representative Moolenaar’s office.

It was a very long couple of days with the other Presidents. In some cases we had to split into different groups to be able to make all of our appointments. None the less, we accomplished our mission of meeting with each of their offices’ and their staff members to make it clear to them that Postal Employees are hardworking, dedicated and trusted Federal workers who make sacrifices with their families and friends to service the people of this country, and that we must do all that we can to make sure they have a decent, financially sound post office to secure a comfortable retirement for each of them and their families.

Our National Union recognized each of the Michigan delegates of APWU officers who participated in the legislative rally in Washington. We all worked very hard representing our members even though we had to face a snow storm which shut down the city. Our motto . . . “through rain show sleet . . .” we sure delivered the message.

The Postal Service Reform Act of 2017, HR 756, that our National APWU has asked us all to support was approved and “marked-up.” A mark-up is a process where a congressional committee can consider and amend a bill before advancing it to the House of Representatives or Senate.

The National APWU recognizing the need to set the Postal Service on sound financial footing, is the reason the Union as well as other Unions have rallied in support of H.R. 756. The favorable vote to move the bill out the Oversight Committee is one of several steps in a lengthy legislative process. It is believed the bill will help to solve the disastrous pre-funding mandate caused by the 2006 Postal Accountability and Enhancement Act (PAEA), while at the same time treating our retirees fairly. The bill would also allow the Postal Service to modestly raise postage rates immediately by one cent, generating roughly an additional one billion dollars in annual revenue.

THE CURRENT STATE OF REVERTING BIDS

It is important that our membership is aware of what Management is trying to accomplish regarding job reversions. The Detroit District, and frankly nationwide, the USPS has begun another attack on our jobs. At the beginning of this year, Management started their assault on the Clerk Craft when they began reverting Clerk Craft jobs. To date, there have been over 100 jobs reverted. These are jobs that our members could have bid on or could have been promoted to. The jobs should have been posted on eReassign. The jobs could have become residual, allowing our Postmaster Support Employees (PSEs) to be converted into.

We have seen this behavior before, and the time to protect your job is not after management devises a plan to take it. Currently our Stewards and Officers are filing grievances to protect our jobs, but we need your help. The continued on page 2
The Importance Of Being On The Right Operation Number

We all know the Post Office is a big business. Their job is to make as much money as possible, with as less employees and overhead as possible. It will give you some facts to set this article up.

There is close to being one hundred reverted jobs in the plants and offices covered by the Detroit District Area Local.

A reverted job is a job not being filled when an employee retires, dies, separates, or for other reasons.

This is a continuing, concerning trend that has been going on at the Post Office for a while.

The DDAL is filing the proper grievances to get those jobs filled, but we know the grievance process takes a long time and these grievances may be going all the way to arbitration.

You may say, what is your point and what does that have to do with being on the right operation?

Let’s use the PARS [Postal Arbitration Report System] as an example. Let’s say twelve employees come in at 7 am in the PARS unit and two employees go to the ground floor to prep the PARS mail on operation 084. The other ten employees stay on the 2nd floor and run the mail. Now, let’s say five employees move to the right operation, whether it be 099, 092 or the other proper operation numbers we are supposed to be on when we are running the machines, depending what machines, what mail, what floor we are working on. Now, the other five employees working on the machines don’t make a move and stay on the prep operation 084.

Now the day is over. We worked all the mail. The reports at the end of the day come out. We got all the mail out, and the reports show that all the mail was processed with only five employees! You say but there were ten employees on the machine. Guess what, the reports don’t say that, they say only five employees were on the machines, because only five employees were on the right Operation Numbers.

Now this goes on at all floors, and maybe a year or so down the road we finally get to arbitration trying to get those reverted jobs back.

The post office has all these reverted jobs when the mail is being processed with less employees that were actually working the machines.

The arbitrator looks at the numbers and may say, “well, the mail was processed adequately, why do we need to fill these reverted jobs when the mail is being processed with the employees we have now?” There is the problem, since many employees were not on the right Operation Number, the numbers are showing mail is being processed on the machines with less employees that were actually working the machines.

Bottom line, if you are not on the right Operation Number, those are lost hours that are supposed to be counted into the construction of our assignments. The post office can and will use these numbers and hours against us when they try to revert, abolish jobs, or even try to exceed us.

If management tries to move you to a different Operation Number that you are supposed to be on, ask for a steward. That is fraud, and it must be addressed.

So, if you are instructed to move to another unit or working different mail, please make the proper Operation Move. Every little move can make a big difference.

If you don’t know what the proper Operational Numbers are, ask your steward, or go to the union office, we have a list of the proper Operation Numbers.

This is very important fellow members. Be vigilant in trying to protect our jobs, our future, our children’s and grandchildren’s futures.

National President’s Conference

continued from page 1

Member unions must provide grievance statements when you witness Management performing our work or anytime you see crossing crafts violations. Mail Processing Clerks that volunteer to work alone must stop volunteering. If you are forced to work without a partner, immediately request to see a Union steward and file a GRIEVANCE.

I’m not saying to stop performing your duties, no just the opposite, we should perform a fair days work for a fair days pay. I know we have heard that before.

The National APWU was successful in stopping the USPS attack on us when they filled charges about Staples being allowed to provide the public with Postal Service products, and then utilize non-union employees to do the work.

We need to open our eyes brothers and sisters, every single time we win a battle the Postal Service does and will attack us somewhere else. Do not be fooled, the Union is not only a friend to this membership in a time of need, but we are always here to help you. The truth is the Union continuously represents you regarding wages, safety and violations of our Collective Bargaining Agreement. My friends we can repel this attack as well, but we must work together and realize we need each other.

Brothers and sisters, yes we can, and yes we will.

Until next time remember this, when a storm bends a tree to the ground, the roots of that tree becomes stronger.
nearly one hundred jobs in a little District represented by the Detroit on for years now, but within the past vacant. I realize this has been going afford to let employees off. At the work day. Management argues that ments and special family functions, requests to attend doctor's appoint- about everything they can to bla- Office, management is doing just which may be beneficial to help you unit employees may not be aware benefits which many bargaining ment has numerous Memorandums staff their post offices.

management's failure to properly advance leave requests denied, I am advocating this call-in remedy for get a day off is to call in. I am not that when the employer denies leave. Management doesn't realize nance and Motor Vehicle Crafts con- 2015

MEMORANDUM OF UNDERSTANDING BETWEEN THE UNITED STATES POSTAL SERVICE AND THE AMERICAN POSTAL WORKERS UNION, AFL-CIO Re: Bereavement Leave APWU represented employees may use a total of up to three work- days of annual leave, sick leave or leave without pay, to make arrange- ments necessitated by the death of a family member or attend the funeral of a family member. Authorization of leave beyond three workdays is subject to the conditions and re- quirements of Article 10 of the Na- tional Agreement, Subsection 510 of the Employee and Labor Relations Manual and the applicable local memorandum of understanding provisions.

“A Family member” is defined as a: Son or daughter – a biological or adopted child, stepchild, daughter- in-law or son-in-law; Spouse; Parent or Sibling-brother, sister, brother-in- law or sister in-law; or Grandparent.

The in-laws referenced in this MOU applies to children, including adopted children, stepchildren, and spouses thereof, spouse and parents thereof; and brothers and sisters and spouses thereof.

MEMORANDUM OF UNDERSTANDING BETWEEN THE UNITED STATES POSTAL SERVICE AND THE AMERICAN POSTAL WORKERS UNION, AFL-CIO Re: Use of Privately Owned Vehicles The parties agree that the fol- lowing represents the policy of the U.S. Postal Service and the American Postal Workers Union concerning the furnishing of pri- vately owned vehicles (POV) by employees of the crafts represented by the APWU: No craft employee represented by the APWU may be coerced into furnishing a vehicle or carrying passengers without the employee’s consent. The use of a personal vehicle is the decision of the employee and it is not the intent of the parties to discourage such use of personal vehicles when transportation is needed from one postal facility to another or in the completion of the employee’s as- signment. When an employee be- gins his/her work day at one postal unit and is provided transportation to another unit to complete his/her tour of duty, that employee will be provided transportation back to the unit where his/her tour began if transportation is needed. If the employee ends tour at the new location the return trip will not be on the clock but transportation will be provided promptly by manage- ment upon request.

If you have any questions re- garding these Memorandums, please contact your union Steward of Local Office for clarification. As always, stay safe this summer.
In conclusion, I would like to

Myself, along with other union officers, have tried to bring to the membership’s attention that the clerk craft is under direct attack by postal management. This attack is in the form of the elimination of clerk craft duty assignments, as well as in the form of letter carriers performing our clerk craft work.

As a matter of solidarity in the labor movement, as well as a matter of union policy, we do not take issue with our brothers and sisters in the letter carrier craft. Letter carriers work as directed by management, and if you see a letter carrier at your station scanning parcels using the PASS machine, or if you see a letter carrier at your station unloading trucks or spreading mail around to their route cases, your fight is not with them. Your fight is with postal management in the Detroit City Stations.

I know that supervisors and letter carriers are performing our work. POSITIVE that supervisors and letter carriers are performing our work at every Detroit City Station. I know this because every station in the city complains of being short clerks, because many stations loan clerks from one station to another, and (again) because clerk vacancies are being rever-ted as they occur. If a CCA or regular clerk is in your office at 5:00 in the morning, he/she can’t be performing carrier work. There’s nothing for a carrier to do at 5:00 in the morning except clerk craft work. I know they are unloading trucks, spreading trays and tubs of mail to route cases, and especially scanning parcels using the PASS scanner. I know this, but most of our members will not file grievances on it.

* We don’t have stewards at most city stations. This is a problem which only we as union members can correct. National Association of Letter Carriers have a steward at virtually every city station. Yet, out of approximately 24 delivery units, the American Postal Workers Union has stewards at only six. APWU cannot draft stewards. APWU cannot insert a steward into your office. We need members to step up. Neither myself as Clerk Craft Director, nor Assistant Clerk Craft Director Tony Friday, nor the full-time stewards at GWY, can monitor violations and enforce the National Agreement as effectively as a steward at the station. Violations are happening every day, most of them are escaping the grievance procedure and will continue unless we get more members to step up and be stewards. It is a heavy responsibility but one which must be taken on if we are to continue. Don’t expect somebody else to take on this burden. Please call me and volunteer.

Hello Brothers and Sisters. There are many exciting things that have transpired since we have last spoken. The MVS Craft has gained five Auto Techs, six TTO drivers at the Detroit VMF, and two TIO drivers at the NDC. In addition, our Ann Arbor VMF will be adding a 2nd tour, which will allow them to hire two new clerks and seven new mechanics.

On August 18, 2016, Arbitrator Das ruled in the National Case, number Q06C-4Q-CN11824S, that the USPS must convert 110 Contract Routes back to the Postal Vehicle Service. That amounts to 64,000 hours for the Detroit MVS, and this equates to 30 new MVS positions.

This was a major win for the MVS craft. I would like to acknowledge and thank our National Officers, Mr. Michael Foster and Mr. Javier Pineres for their hard work and diligence.

In conclusion, I would like to give a sincere thank you to Mr. Tommy LaFaucia and Mr. Michael Foster for coming and providing our officers and stewards with information and excellent training during our Michigan State Convention.

Everyone have a happy and safe summer!

Campaign for Postal Banking

The Campaign for Postal Banking is a coalition of consumer, worker, financial reform, economic Justice, community, civic, and faith-based organizations calling for low-cost, consumer-driven financial services via the Postal Service. Products and services could range from check-cashing to bill payment to savings accounts to small loans. Postal banking would benefit consumers who do not have access to traditional banks.

The expansion of services will also strengthen our public Postal Service.

To learn more, visit www.campaignforpostalbanking.org.

In one of our own

With deepest sympathy, we regret to announce the passing of:

Charles “Chuck” Johnson, Jr. 
Tour 2 Custodian 

Tracey Jean Toston 
Tour 2 Custodian 

Rosalind Varner 
Tour 3 APSB Clerk

Our sincere condolences to the family and friends.
As you are aware there have been many changes at the NDC to improve mail flow efficiency in the hopes of better customer service. Teams of USPS employees were assigned to target areas of concern in each section in which I believe the biggest impact was on the Secondary Floor Unit. The Secondary Unit has implemented several new procedures that have already displayed a negative impact for the Clerk Craft in which some of them can already be seen. I think most importantly would be the new sort clerk by separation into a sack once was manually worked by a clerk for processing and dispatching mail.

The first observation is that on a daily basis we now have too many clerks for the amount of work available in the unit on a day to day basis. On many days the amount of people deemed necessary to keep in the unit before being sent to another section is determined by how many sick calls that we have for the day. Routinely clerks are now sent to the 115 section to work in the mixed states oversized section and in some cases are returned to the Secondary Unit for overtime at the end of the night. PSE’s typically were used in the 481 and 482 oversized as part of the Secondary Unit are now sent to the 115 unit so that Secondary Clerks are not sent out of their section unless absolutely necessary. Probably the most significant negative impact due to some of these changes is the amount of revisions that have already taken place since implementing some of the Secondary Unit changes. A revision is defined as “A management decision to reduce the number of duty assignments in an installation when such duty assignment[s] are vacant”. Basically what this means for any clerk craft employee is that jobs that are vacated have now been determined to not be necessary and will no longer be available for bid. We are losing positions as well as the flexibility to move from one shift to another . . . the opportunity to move to another section as well as the opportunity to bid on different NS days. The biggest impact might be felt by the PSE’s as this also takes away the chance for any of these bids to go into a residual status, otherwise known as an extra bid that no one wanted, in which we all know is the path for a PSE to career. Grieves have been put into place for all revisions, and the union is doing everything possible to retain those jobs. At this time it appears that management may have followed proper procedure but that will be fully determined later in the processing of any grievances. It has also been determined that the reversion of vacant positions is being done everywhere and it is everyones best guess that this is being done to prevent PSE conversions.

As most of you are aware, the Detroit NDC has been ranked at the very bottom across the country for a significant amount of time so I understand that changes are necessary but clearly not to the detriment of the workforce. When and where applicable I can assure you that all grievances are being processed and revised properly and that all grievances are being processed and revised properly. It has also been determined that the reversion of vacant positions is being done everywhere and it is everyones best guess that this is being done to prevent PSE conversions.

Did you know that the facilities covered by the Detroit District Area Local are 93% organized? Thanks to our members, we are third in the country, only behind a California and New York local.

We are not done yet. At the DDL, our goal is to be number 1 in the country in organization. In the near future, look for bulletins, or on the website for the organizational events coming up.

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!

Did You Know . . . ?

We hope you never have an accident but if you do - use your ABA advantage! As an APWU member of a 100% ABA local, you are automatically covered! Yes, your local has the foresight to protect you in the event of an accident on or off the job, anywhere in the world. And, we have been providing this protection for over 100 years!

No one can plan for an accident, they just happen. But your local has planned ahead to protect you and your family from the financial worries which accompany an accident. The American Postal Workers Accident Benefit Association is just one of the many benefits of belonging to the American Postal Workers Union. In the event of an accident, please notify your Local ABA Representative or local officers.
Are You Eligible For Wounded Warriors Leave Yet? Time Is Running Out!

by Danny Sawicki

To be eligible for 104 hours of Wounded Warriors Leave, you:

- Must be a career or non-career employee with a full-time, part-time or non-traditional schedule.
- Must have a single or combined service-connected disability rating of 30% or more.

**DOCUMENTATION NEEDED**

- Your 00-214 from the VA [service summary form]
- Rating letter from the VA [summary of benefits] OR Check your PS Form 50. If box number 11 contains code
- 6-10 pt. comp. over 30%”, this indicates that you are already designated as a veteran with a disability rating of 30% or more and are eligible for the Wounded Warriors leave. If box 11 does not denote that, then you will need to submit the necessary documentation stated above to certify eligibility.

**WHERE TO SEND DOCUMENTATION**

- Via mail-HR Shared Services Center, P.O. Box 970100, Greensboro, N.C. 27497-0100, Attention RTR
- Via fax (651) 994-3521

**REQUESTING WOUNDED WARRIOR LEAVE**

- Requests should be made in advance, unless leave is unforeseeable. Prior to absence, employees must complete a PS Form 3971, designating the absence as “other”, and writing “Wounded Warrior Leave” in the space provided. Within 15 calendar days from their return to work, employees must provide to their supervisor a completed PS Form 5980, “Treatment Verification for Wounded Warriors Leave”, and must be signed by their medical provider. You can get these forms from the union.

**VETERANS!**

This is a great benefit provided by the Postal Service for our brave and heroic veterans that so selflessly served us, and who may need extra medical attention and leave due to their service related disability. THE 104 HOURS OF WOUNDED WARRIORS LEAVE MUST BE USED BY NOVEMBER 5TH, 2017. The Detroit District Area Local cares about our veterans! For more information, call your union.

**Labor Day Parade Participation**

Attention: APWU Members

On May 12, 2017, the APWU-Detroit District Area Local put out a bulletin seeking Member’s participation in this year’s Labor Day parade.

We are calling on all union members and their families [friends are welcome] to show their pride and support for the labor movement.

**SHOW YOUR COMMITMENT.** March with the Detroit District Area Local on Monday, September 4, 2017. A unique event shirt will be provided FREE to all APWU members. Please call the union office at (313) 532-3905 and provide your T-shirt size NO LATER THAN WEDNESDAY, JULY 19 2017. If you call to reserve a shirt, but do not show up, your shirt will go to someone else who does show up. Only those actually participating in the parade will receive a shirt. When ordering your shirt, please let us know if you are unable to march.

In Union Solidarity.

Keith M. Combs, Sr. President

**Postal Reform Information On H.R. Bill 756**

Earlier in the year, at the National President’s conference, President Combs visited 14 out of the 16 Michigan representatives regarding H.R. Bill 756. All representatives, Republicans and Democrats, are in favor of this bill. Both parties agree that this bill will fix the issues of the massive pre-funding of retirement accounts which is the main financial problem of the post office. Both parties have issues that they disagree with, none of their concerns are the same, but they have all come together to support H.R. Bill 756. The committee feels that if this bill fails, as all the others have in the past, then we may not be able to fix the postal service and its’ ongoing issues. If this happens, this may open the door for privatization at the Post Office. Be aware, knowledge is power. For more information go to goo.gl/xgaoah

The Annual DDAL Spring Bazaar was held at your Union Hall on Saturday, May 6th, 2017. All kinds of unique crafts and goods were on display and for sale. All funds that were generated by the table rentals, food and refreshment sales went to the entertainment committee fund.

A little cutie showing her entrepreneurial skills selling candy at the Spring Bazaar.
Okay sisters and brothers, we have officially entered that dreaded “election” time. We have a few primary elections this August (but not everyone will have one). The last day you can register to vote in the August Primary is July 10, 2017. The last day you can register to vote in the November General Election is Tuesday, October 10, 2017. Do you know who may be running for what position or office they may be seeking? Do you realize that local elections are extremely important and that is where it all begins?

Brothers and Sisters, I am asking that you find out (if you don’t already know) who your local/district representatives, your county commissioners, and all other official representatives are. You should know where they live. Let them know who you are, what you want and expect from them. They are the ones who take your issues and together with others representatives fight for those issues.

Next comes the race for Governor. Although it may seem like we haven’t really had a break, we now must gear up for next year’s midterm elections. We must restore true democracy and can once again taste of civility to our state and to our country as well. We must somehow come up with an equal balance of governance that works for ALL of us. So again I ask, are you seeking information yet? If not you should be! Are you prepared or even willing to work towards it? Or may-be you are satisfied and LIKE the way things are. Please think about where we are now opposed to where we were . . . say 8-10 years ago. I don’t know how you see it but for me, I can name a few things that are certainly WORSE.

We can begin with Snyder’s first year in office when he began “taxing” Federal and State work-ers’ pensions and gave big tax breaks to corporations. Another instance is when he called for emergency managers and then later they merely attached an ap-propriation to it and did it anyway. How about withholding funds and causing schools to fail, and subsequ-ently closing all public schools in at least two mostly minority dis-tricts (Inkster & Highland Park). What about balancing his budget on the backs of workers, seniors, retirees, and the middle class in general by giving huge tax breaks to certain corporations. And the most egregious of all, the poisoning of Flint’s water! And he’s got-

ten away with it, no repercussions. What about our current person in the White House and his entire administration.

From day one, his main agen-da has been to destroy everything that was done by his predecessor. I hope you have paid attention to the things done while chaos and subterfuge was in the spotlight. Each time the narrative was not going his way, he would create a diversion [i.e. the former President was wire-tapping me], I’ve said it before and again I say running a business is different from govern-ing over people! You should know the history of the country you seek to preside over. You should know and have some type of diplomacy. 

“People get ready”, we need to change things! This is also evidenced more with our current Washington D.C. lead ership. Folks, while we are being inundated with so many distractions, legislation is being crafted and signed that is literally rever-sing the rules and regulations that were put in to protect us from the “so-called SWAMP” he claimed that he would drain. Folks this goes way beyond “getting over” the election, beyond who won or lost and for what reason. I just want to say that I understand the anger and frustration felt but that should not have been a basis for putting someone in charge who has NO KNOWLEDGE whatsoever of governing a nation. People say that they just wanted someone who had NOT BEEN in politics be-fore but if you don’t know anything about it or how to “FIX” it. Espe-cially when you don’t even try to get a clear understanding of what truly needs “fixing”. Now before I am accused [again] of sour grapes, I would just like to tell you some of the comments and/or reasons people gave me for why their phone number was to door and phone banked. Most folks said that they really “hated” Hillary, or “she LIED” about the emails too there was no point in even voting for her. Some just was too “Put OF” with the democratic party, others just refused to vote for Hillary for ANY AND ALL reasons.

Where were those folks who “re ally believed” the opposition was the better choice. Some of them (I shudder to think) still believe that. People ELECTIONS HAVE CONSEQUENCES, YOUR VOTES (or NON-VOTES) HAVE CONSEQUENCES and sadly we are living those right now.

Would you vote for you to just think about SOME of these: the person in charge of EDUCATION, has no real knowledge of the job other than the like the head of charter and/or for profit schools, the guy that is over HUD doesn’t really believe in it and wants to change the name of the Depart-ment because he says that “pov-erty is really just a state of mind”. The person over the Dept. of Trea-sury is [or was] a Goldman Sachs Banker and hedge fund manager, the head of the EPA was a long-time adversary and was SUING the EPA on climate change but now the rules and regulations put in for protections have been relaxed and/or reversed! Does this sound [to you] like an administration that has your best interest at heart? Does it sound like they are drain-ing the swamp or filling up their own pockets? Folks, this adminis-tration is seeking to gut, cut, and destroy not only because of their hatred of our past president but also because of greed, pure, simple PLAIN OLD GREED!!! They have [or will] cut Social Security, Medi-care, Medicaid and any other “pro-gram” that they feel benefits the poor, the elderly, immigrants, the middle class, and any/all other mid-dle class.

With any “campaign” or privatization and outsourcing because I have been “burned” by it more than a couple of times. It just seems to me that you lose the courtesy, professionalism and care of the company or business you were dealing with. And one last point [question?] I have is on taxes. What do we pay taxes for? (rhetorical)? So, when they make these tax cuts, will they also cut the taxes we are pay-ing for the ENTIRE TRUMP fam-ily and their enrichment? I’m just saying . . . think about it!

Folks, I hope you have been paying attention and are ready willing and able to bring about change. If you want or need more information I encourage you to go to your Congressional District Meetings, to your Representa-tives town halls, to your offices, ask questions, get motivated, get ready and, GET INVOLVED! And most importantly please VOTE!!!

Solidarity Forever.

Regina ‘Gina’ Favors
Legislative Director

Legislation
Director

Director of Human Relations
Kathy Carter
Director of Human Relations

Obviously there are several dif ferent reasons why we’re not seeing our current work force grow such as the USPS isn’t hiring career employees to rank high.

During the slow process of con verting the PSEs, which way are we steering our future/present co-workers? It’s disturbing to see many come and go so quickly los- ing an opportunity of good employ ment. In spite of all the lack of re spect, compassion, professionalism and integrity that our management team displays, we have “good em ployment” with benefits and op-tions.

PSE’s have expressed that man agement leads them to believe they can’t speak to their reps or vice to in stead of explaining the process of requesting to speak to a steward. So many misconceptions have been spread and it is very hard for them. What conversations are you having with our PSE’s about your union and employer?

Every individual that enters our workforce is a legal adult respon si ble for their own actions. However, how would you want or expect your kids all PSE’S OR ANYBODY, to be treated

ed on a new job. The concept of the old proverb “It takes a village” can be incorporated in the work place. The PSEs are new to this commu-nity we call “the post office”. They come through the door being told whatever management wants them to do. The catch here, for some reason, some FTR employees treat them like their job is threatened by man agement and care of the company or any/all other mi-

isms. They have reversed Dodd gram” that they feel benefits the mi-norities. They have reversed Dodd

or NOT-VOTES) HAVE CONSE-

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Would you vote for you to just think about SOME of these: the person in charge of EDUCATION, has no real knowledge of the job other than the like the head of charter and/or for profit schools, the guy that is over HUD doesn’t really believe in it and wants to change the name of the Department because he says that “poverty is really just a state of mind”. The person over the Dept. of Treasury is [or was] a Goldman Sachs Banker and hedge fund manager, the head of the EPA was a long-time adversary and was SUING the EPA on climate change but now the rules and regulations put in for protections have been relaxed and/or reversed! Does this sound [to you] like an administration that has your best interest at heart? Does it sound like they are draining the swamp or filling up their own pockets? Folks, this administration is seeking to gut, cut, and destroy not only because of their hatred of our past president but also because of greed, pure, simple PLAIN OLD GREED!!! They have [or will] cut Social Security, Medicare and any other “program” that they feel benefits the poor, the elderly, immigrants, the middle class, and any/all other middle class.

With any “campaign” or privatization and outsourcing because I have been “burned” by it more than a couple of times. It just seems to me that you lose the courtesy, professionalism and care of the company or business you were dealing with. And one last point [question?] I have is on taxes. What do we pay taxes for? (rhetorical)? So, when they make these tax cuts, will they also cut the taxes we are paying for the ENTIRE TRUMP family and their enrichment? I’m just saying . . . think about it!

Folks, I hope you have been paying attention and are ready willing and able to bring about change. If you want or need more information I encourage you to go to your Congressional District Meetings, to your Representatives town halls, to your offices, ask questions, get motivated, get ready and, GET INVOLVED! And most importantly please VOTE!!!

Solidarity Forever.

Who Is Facing Our PSE’s?
Many members do not know when a steward may be needed when a situation arises. Here are a few examples when you will need a steward to represent you. You will need a steward when...

* A supervisor calls you in the office because they say they need to talk to you. When you ask why, he or she is reluctant to tell you why. It is your right to ask for a shop steward. These are your Weingarten Rights.

* You receive a letter stating you owe the Postal Service money for a shortage in your drawer, health premiums the post office failed to collect, leave you must repay or other situations concerning money. This is a Letter Of Demand. If you don’t agree, a grievance should be filed and money should not be taken out of your check until the grievance is settled.

* The supervisor states you are absent on a particular day and there is no record of your absence. Your leave slip does not reflect annual or sick leave and they have given you a AWOL. AWOL’s are serious and a grievance must be filed to get it taken off or reduced.

* The supervisor works the cage at the station, transports APC’s to the elevator, sorting mail, doing bargaining work... our work.

This is the Supervisor Performing Bargaining Unit Work grievance. A statement must be made and a grievance filed so the appropriate employee or employees can be paid.

* You are bypassed on the OTDL in lieu of someone who is not on the Overtime Desired List. This is a Overtime Violation, a grievance should be filed, so you can get paid.

* You are bypassed on the OTDL in lieu of someone who is worked out of rotation on the OTDL. This is another Overtime Violation, a grievance should be filed and you should be afforded a overtime make-up opportunity within 90-days, or paid for the violation after 90-days if a make-up is not afforded.

These are just a few instances when you will need a union steward. If any of these situations occur, ask the supervisor for a union steward so the appropriate actions can be taken to correct the situation.

**WEINGARTEN RIGHTS**

(If called to a meeting with management, read the following or present this card to management when the meeting begins.)

If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at this meeting.

**2017 Membership Meeting**

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

**September 10, 2017**

per constitutio; there are NO MEETINGS in July and August

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 ____________________________________________________

Change Service Requested