

THE DETROIT POSTAL WORKER

APWU

15

DETROIT DISTRICT AREA LOCAL AMERICAN POSTAL WORKERS UNION

December, 2017

2011 POSTAL PRESS ASSOCIATION AWARD WINNER
2017 POSTAL PRESS ASSOCIATION AWARD WINNER

The Voice of the President . . .



From The President

Keith Combs, Sr.
President

Hello brothers and sisters of the American Postal Workers Union. It is time to have this discussion again regarding Postal Surveys. The USPS has started another survey and according to them it is better than those in the past. Don't believe it. It is the same old survey with a different name attached to it. Once you have been burned, then you never look at fire the same way again.

If you have forgotten, the United States Postal Service used the Voice of the Employee survey against the APWU during contract negotiations some time ago. Apparently, some employees were stating on the survey that we made a very good wage and that they

in June of 2018. Remember that it's your job and/or your future wages you may be surveying.

Tax Bill Punishes Working People
The House has approved a disastrous tax bill.

"The Postal Service claims that post offices have less foot traffic than other national retailers, the United States Postal Service is truly the nation's leader in service."

were happy with that wage. Unfortunately, Postal Management took this information into National Contract Negotiations and used it against the American Postal Workers Union.

This local is requesting that our members do nothing to harm themselves in the upcoming National Contract negotiations beginning

This Bill would punish working families and reward the wealthy elites with tax breaks. To pay for a tax giveaway to richest individuals and major corporations, here is what the bill will do to working people all over the United States.

Permanently raise taxes on everyone making under \$75,000 a year by 2027.

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The Detroit Postal Worker Brings Home Three Prestigious Journalism Awards To The Local Membership!

by Danny Sawicki,
Associate Editor

On August 5th, 2017, The Detroit Postal Worker brought home to the membership three prestigious journalism awards at the National Postal Press Association Convention held at The Meadows Events and Conference Center in Altoona, Iowa.

The three top awards presented to the Detroit Postal Worker are as follows.

- **First Place – The Hank Greenberg Award** awarded to the Best New Editor of a Postal Union Publication in the country 2016-2017. Awarded to KEITH COMBS SR. Editor. The required two issues submitted were July 2016 and November 2016.

- **First Place – Overall Excellence-Best Union Publication** in the country 2016-2017. Awarded to KEITH COMBS SR. Editor. Issue November 2016.

- **Honorable Mention-Best Website in the country – DALE ZANARDELLI, Website Editor, APWUDETROIT.ORG.**

According to the Postal Press Association, "the Hank Greenberg award is named in honor of past PPA president Hank Greenberg. This award signifies the type of spirit, determination and leader-

ship that brother Greenberg displayed as president for over 17 years. Besides the physical make up and content, this award recognizes a new editor that exemplifies dedication, sincerity and professionalism." In addition, the award states that "this award is presented in recognition of proven excellence in the field of postal union journalism." Chairperson Jenny Gust of the APWU/PPA Awards Committee stated that "this is the most prestigious award given out by the Postal Press Association." Not only did we win for our members that award, our November 2016 paper was voted Overall Excellence, best paper in the country. Then the cherry on top was Honorable Mention for Best Website in the country. The Detroit Postal Worker won awards for the top three categories given out by The Postal Press Association.

When informed of the awards, President Combs stated, "I would like to thank the membership for their loyalty and support. Without them and their input, these awards would not have been possible. We are proud to bring these awards home to the membership." Danny Sawicki is the Associate Editor of THE DETROIT POSTAL WORKER.



APWU DDAL Detroit Local President Keith Combs and Webmaster Dale Zanardelli hold three Postal Press Association awards.



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Maintenance Craft: Dale Zanardelli	Mail Handler: Kimberly Durden
SGT.-AT-ARMS Lopinia L. R. Roe Everett Hall	



Detroit Postal Worker

This newspaper is the official publication of the Detroit District Area Local, APWU, published quarterly, and affiliated with the Postal Press Association and the AFL-CIO. Please send all correspondence in care of: Editor, 20530 Southfield Road, Detroit, MI 48235, 313-532-9305.

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.



Associate Editor's Report

Danny Sawicki
Associate Editor

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 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

When You Will Need A Steward

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 not 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 try 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. 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 Overtime Violation, a grievance should be filed so you can get paid.

- You are bypassed on the OTDL in lieu of someone who 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 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.



Secretary-Treasurer's Report

Tamika Johnson-Smith
Secretary-Treasurer

Greeting DDAL Membership.

I would like to wish everyone and their families an awesome 2017 holiday season! The end of the year is near and I would like to say THANK YOU for allowing me to serve as your Secretary-Treasurer!

THANK YOU as well for participating and choosing a great dental and/or vision (Golden Dental, Heritage Vision and Midwestern Dental) benefit plan that the local provides for the membership. Many of us were hired in the USPS several years ago or as recently as a couple of months ago. We sign numerous documents in the beginning and probably don't recall all we have read and signed for. Throughout your work career you will come to find yourselves being off for work related and/or personal reasoning. During that period when you status changes to leave without pay (LWOP), we would like to remind you of your responsibility for coverage. You are responsible for making dental and/or vision payments directly the local to continue your coverage. The following information is on the payroll deduction form:

I hereby authorize payroll deduction in the amount specified above. This will be deducted bi-weekly and shall be in addition to my regular deduction of APWU

2017 Coming To An End

dues. This is voluntarily made with the understanding that this deduction will be used to pay premiums for dental and/or vision coverage.

When deductions start, I understand it takes approximately 60 days from payroll deductions until the effective date of the plan. This benefit is only available while I remain in pay status with the APWU. If my status changes to non-pay, I understand all benefits will be terminated.

When we are first made aware of your changed in status, we send out letters to remind you of payment to continue coverage of dental and/or vision. However, please notify Diana Laird at 313-532-9305

as soon as possible to so we can continue your coverage.

The APWU-Detroit District Area Local P.O.W.E.R. and Human Relations Committee would like to thank the membership for their contribution in our efforts to bring awareness to and help fight against Breast Cancer. Thank you for participation in the walk on Saturday, October 21, 2017.

With the support of members, family, and friends we met our goal of one thousand dollars. We raised a total of \$1,550.76 to be donated to Making Strides Against Breast Cancer/American Cancer Society Lakeshore Division Southeast Michigan Office.

Did You Know?

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 the California and New York locals. We are not

done yet. At the DDAL, 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.





Vice President's Report

Patrick Chornoby
Executive
Vice President

Greetings Union Brothers and Sisters.

Recent financial reports from the Postal Service have shown larger than anticipated financial business losses over previous years. Of course, it is blamed on the pre-funding of health care benefits that the Postal Service is required to pay for employees, some of whom haven't even been hired yet. In fact, some haven't even been born yet! Regardless of this ridiculous burden placed on the Postal Service, the company suffers. As a result, we as bargaining unit employees are having to suffer. The reasoning is because benefits of employment that we would normally be given, are taken away to pay this debt. The Post Office management team pays back this deficit by cutting back on our benefits, hiring less employees to process the mail, combining additional duties onto our current jobs, and so on.

To cut back on expenses, the postal service has not been filling vacant duty positions, hiring has slowed down. Some offices have come to the point of not filling any of their craft vacancies. The result of management's cease on hiring, we as employees are experiencing a more difficult time in scheduling and getting our leave when we request it. I am finding that employees who give their supervisors a two to four week advance notice of their need to take a day off are being denied because of the "needs of the service". This is happening throughout the District, and in fact, I am hearing it is wide spread throughout the state.

A couple situations immediately come to mind, both are employees who work at different post offices, and in different Districts. Both had properly requested to take leave to attend their own doctors appointments. Both had properly completed their FORM 3971s, and submitted their requests about thirty days in advance. Both had requested to work part of the day, and requested part of the day as leave for their appointments. Both requests were denied by management stating as reasons: "Needs of Service". Again, these were for doctors appointments scheduled a month in advance. When questioned, management's real reason for denying the advanced leave is because they are were short staffed employees. I differ with their opinions. I say, management is not doing their job.

The basis for my determination

Managements Failures In Article 3

is clearly identified under Article 3 "Management Rights" of our Collective Bargaining Agreement. Our contract states that management has the sole responsibility to . . . "hire, promote, transfer, assign and retain employees in positions within the Postal Service" . . . and . . . "to maintain the efficiency of the operations entrusted to it" . . . and . . . "to determine the methods, means, and personnel by which such operations are to be conducted".

Management has failed in all

three of their responsibilities. To hire the personnel, to staff/schedule properly and to maintain the efficiency of the service. The sad part of it is that there is little we can do about management's failures. In other words, there is no provision in the Contract to "discipline" management when they fail in their responsibilities.

Going a bit further, we shouldn't have to suffer for management's continued failures in the proper staffing and scheduling of the employees.

Under the terms of the Collective Bargaining Agreement and the Employee & labor Relations Manual, we earn our leave. Career employees earn sick leave and annual leave, Postal Support Employees earn annual leave. We are also provided opportunities to use and schedule our earned leave under contract provisions.

I am advising our members to be creative in the planning of their earned leave. President William "Bill" Clinton passed a law called the Family and Medical Leave Act back during his term as president. This Federal Act guaranteed employees a total of 12 weeks of FMLA leave per year, where you can use your Annual Leave, Sick Leave or Leave Without Pay for any FMAL covered absence – GUARANTEED. This is a great leave to use because the USPS cannot deny you this leave for your own illness or

abilities without having to suffer loss or reduction of pay. Employees hired on or after Nov. 5, 2016, will be eligible to take advantage of this benefit from their first day of employment. Back in 1930, an Executive Order was signed for disabled veterans who are civil service employees, essentially without limit, to take sick leave, annual leave or leave without pay (LWOP), without penalty for the purposes of obtaining medical treatment and recuperation.

There are other guaranteed

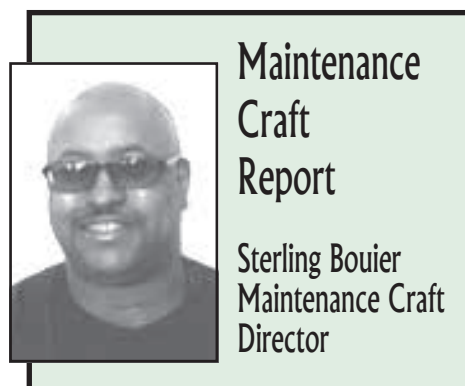
"Don't take "NO" for an answer to your leave request, and certainly don't let management coerce you into not using your earned and union negotiated leave."

that of a family member once it is approved. It can also be used for your medical treatment, family member's medical treatment, maternity leave and for you to take if your dependents suffer from such illnesses.

Additional leave which benefits our Members is the Wounded Warrior Leave Act, Title 5, United States Code, which provides leave to any new Federal employee who is a veteran with a service-connected disability rated at 30 percent or more for purposes of undergoing medical treatment for such disability, and for other purposes. The new law grants up to 104 hours of paid leave to all newly hired federal employees who are veterans. These veterans are entitled to use the additional leave during their first year of federal employment in order to receive medical care for their service-connected dis-

leave options under our Collective Bargaining Agreement which provide opportunities to employees to schedule sick leave for their dependent care and guaranteed leave to attend a family members' funeral. Again, this is guaranteed.

Remember that when you request your leave, request it in advance, as much time in advance as possible. If management disapproves your request, you need to file a grievance. If your absences can be connected to any of the above benefits (FMAL, Veterans Leave or Dependent Care), ask for a union steward for assistance. Don't take "NO" for an answer to your leave request, and certainly don't let management coerce you into not using your earned and union negotiated leave. If we schedule our earned leave, it may force the post office to do their job by properly staffing their offices.



Maintenance Craft Report

Sterling Bouier
Maintenance Craft
Director

Since January 2016, the Maintenance Craft has resolved over 300 cases (about 25 per month). **There has not and will not be an improper decision** made involving money as long as **Sterling Bouier** is Maintenance Craft Director. **I can explain and stand behind any/all decisions that I make.**

The Union is always available to answer questions for our members. You can always ask what is going on, if you don't attend the Union meetings where I give a report or

The Union Is Not Just The Stewards!

you don't read the newspaper articles that I write for the local and the state Union newspapers. The Union is not the stewards! The Union is each and everyone of us working together to protect our rights and fight management, not each others. When we fight among ourselves, all we accomplish is hurting ourselves as a whole. A house divided will eventually crumble. We should have the mentality that a win for one is a win for all, not always what about me??? We never know which cases we will win or lose, nor which ones will result in monetary compensation. Therefore, it is very important moving forward that **we do file griev-**

ances for any/all violations of the contract (battery room, route sheets improper, understaffing, to name a few) to ensure a proper safe work environment and to make the postal service pay for violating our contract.

I am proud to report that there were **several newly created positions** posted in the Maintenance Craft, **the first in over 12 years.** There also were **several new promotions.** Congratulations to those individuals! We wish them all much success. If anyone has any questions/issues/complaints pertaining to maintenance craft, please feel free to contact me at 313 965-1398 (maintenance office @ GWY).

Sincerely,



Clerk Craft
Director

John Merritt
Clerk Craft
Director

The 2010-2015 National Collective Bargaining Agreement introduced a number of significant changes to our workplace environment. One of these was the creation of the new “lead clerk” position in the clerk craft. The creation of the lead clerk position was the result of the union’s decades-old desire to eliminate the use of acting supervisors, commonly referred to as “204Bs”, along with the union’s strategy to recover lost clerk craft work.

The lost clerk craft work was specifically that of timekeeping. In 2001, the Postal Service eliminated the Postal Source Date System — or PSDS — and replaced it with the Time and Attendance Collection System — or TACS. The PSDS system was a time and leave input system which was processed by clerk craft employees. Supervisors certified time and approved leave, but PSDS Technicians, who were clerks, actually processed workhours and leave into the payroll system. With the elimination of the PSDS system, and the replacement of it by the TACS system, processing of workhours and leave was transferred to supervisors (many of whom were none to happy about it) and taken away from the clerk craft altogether. PSDS Technician jobs were eliminated and those holding the jobs were excessed.

The union has never been happy with the system of utilizing acting supervisors. For decades, at convention after convention, the APWU has sought to pass bargaining-platform resolutions to negotiate acting supervisors out of existence. Make no mistake, even the union recognizes that somebody has to be boss, but the system of utilizing 204Bs is a badly flawed system. 204Bs are not even, technically, in a supervisory training program. Rather, they are merely craft employees detailed to supervisory pay level for a day or a month or a year to act as bosses over their co-workers. In general, they receive little or no training before being “put up” over their co-workers. Their qualifications are frequently nothing more than their being sponsored by a friendly manager who wants to see them promoted – qualified or not. Also, being a 204B is no guarantee of that individual becoming a supervisor . . . just think of all the 204Bs you know who have been acting supervisors forever and never been promoted to titled

Lead Clerks, 204Bs And Related Resentments

supervisor. Finally, 204Bs are often detailed out of their craft positions, with breaks of only a few weeks, for years on end, *while still holding down a clerk craft duty assignment that somebody else would love to have.*

Therefore, changes were negotiated into the 2010-2015 contract to address these issues. The result was the creation of three new lead clerk positions in the clerk craft, and new restrictions on the use of 204Bs. These were:

- Creation of Lead Mail Processing Clerk, Lead Customer Services Clerk and lead Sales & Services Clerk.

- TACS access and duties to all categories of lead clerk.

- Limiting of use of 204Bs to details of not less than 14 days, and not more than 90 days, *and only to replace an absent supervisor.*

So with these changes to the 2010-2015 contract, the clerk craft recovered, through the creation of lead clerks, the timekeeping duties which were lost when PSDS (and PSDS Technicians) were eliminated in 2001. Also new work was incorporated into the clerk craft due to the lead clerks’ duties.

The newly-created lead clerk functions as a working group

leader, providing simple direction to a work unit which does not require a supervisor, for example:

- The lead clerk may make work assignments, such as “Bob and Barbara; you work machine #43, Jim and Jennifer; you dispatch full containers to the ground floor, Nate and Nataki; you relieve on all machines for lunch break”. The lead clerk does not issue “direct orders” to fellow workers. Dis-

tion “final” at close-of-day, just as the prior Window Services Technician, or “T-6” used to do. The Lead SSA also makes assignments such as “Bill; you go on the window, Tamara; you work the box mail, Monica; you scan the parcels, Kevin; you do the evening dispatch”. The Lead SSA does not schedule employees’ begin tour nor end tour, nor determine when PSE employees’ schedules will be “split”.

- All lead clerks are working group leaders; they are not supervisors. Lead Mail Processing Clerks can

expect to work in their operation along with their co-workers. Lead Sales & Service Associates can expect to work the window and all other functions at stations as needed. In compensation for this added responsibility, lead clerks are paid at the PS-7 rate of pay.

The changes outlined above were incorporated into the 2010-2015 Collective Bargaining Agreement, which, along with the enhanced duties of lead clerks, included eliminating the use of 204Bs beginning June 12, 2012. Yet, here we still are; the 2010-2015 contract has been superseded by the 2015-2018 contract, and use of 204Bs continues almost the same way it has for the last three decades. The contractual trade-off for reducing the utilization

continued on page 10

“What this union is in fact doing is trying to change a culture, which, left alone, has not changed in decades.”

putes about assignments would be taken to a supervisor.

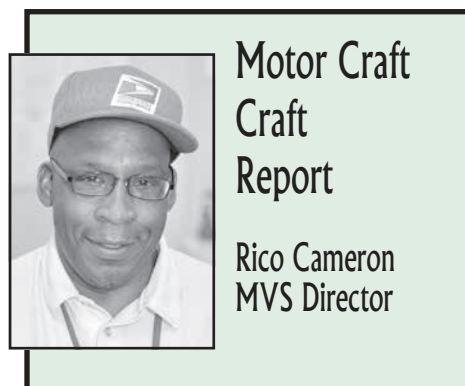
- Once management has authorized overtime, the lead clerk may select employees from the overtime desired list to work that overtime.

- Lead clerks may prepare holiday and vacation schedules, subject to approval by management.

- Once approved by a supervisor, lead clerks input workhours and leave, using their TACS access.

- Lead clerks do not approve or disapprove leave, conduct investigative interviews, issue discipline, prepare accident reports, respond to safety hazard reports, schedule employees to report to duty nor end their tours of duty.

- At retail finance units, the lead SSA also may Issue stamps to other clerks, perform the sta-



Motor Craft
Craft
Report

Rico Cameron
MVS Director

Hello sisters and brothers, September 1, 2017 has passed that was the date that the new work from Das Arbitration Award was to return back to the MVS Craft. As usual, USPS Management has failed to comply with the National Memorandum of Understanding (NMOU) in which they would implement the new work back to the MVS Craft by September 1, 2017. We have filed a grievance on this noncompliance issue it is being held in abeyance at the AREA Local in Chicago.

Local Management has not been

MVS Latest News

posting vacant positions in the MVS Craft such as Schedule Examiner, Driving Instructor AD Hoc, Vehicle Clerks. Another issue is the vacant VMF Clerk positions in Ann Arbor, Livonia and Detroit VMF Facilities that have either been posted improperly or not at all. We have been working with the Managers at these facilities to get these positions posted but the issues are with Human Resources and their inability to post these assignments properly or in a timely manner. We hope to resolve all these issues when we address the Human Resources Director in our next meeting.

In December, for the first time in five years the Detroit MVS will conduct its annual bid. For some this will be their first bid for others it is long overdue. We are excited about the chance to bring back flexible duty assignments (utilities). This will eliminate the use of

unassigned assignments and give all full-time regulars a bid duty assignment.

I would like to take a moment and welcome all the new employees in the Detroit MVS Craft and wish each and everyone a successful Postal career. Oh yeah! They all are signed up APWU Members as well!

On December 10th, we held the Detroit MVS Awareness Day at the APWU Detroit Local. In attendance was our National Business Agent William Wright from the Central Region. Also in attendance from union headquarters in Washington was Assistant Director Juvier Piners and our very own National Director Michael Foster. They fielded questions after their speeches, and it was a very informative day for everybody. Thank you for everyone that attended. BE SAFE AND HAPPY HOLIDAYS!



NDC
Facility
Director

Debbie Wingler
NDC
Facility Director

As most of you are aware of the many rumors at the NDC regarding the Clerk Craft and a possible excessing event. I would like to take this opportunity to inform you that at this time there are no plans to excess any Clerk Craft employees from the NDC. Several impact statements have been issued and at one point the NDC had been identified that there were 7 employees that could be impacted. The DDAL President Keith Combs, Vice President Pat Chornoby as well as the Clerk Craft Director John Merritt met swiftly with management to address these issues related to this excessing event just a few days ago. It was decided fairly

Update From The NDC

quickly that the impact statement for the NDC would be rescinded in total and that no employees would be impacted. We all know that the USPS is going to do what they want based on past experiences, especially related to the mail Handler Craft when so many employees were excessed a few years ago to other states, and ultimately returned to the NDC after management figured out what they did was bad for business. This just means that the USPS is notorious for making bad business decisions and continuing to move forward with their bad decisions but at this juncture the union leaders have been successful to stop them right in their tracks of poor decision making.

I call the people that make these poor decisions to excess "Bean Counters". They are people at higher levels and all they do is look at numbers and then turn them into figures that make them say what the USPS wants them to say. For

example how did anyone come up with the figure to excess 7 employees from the NDC??? We have over 60 PSE's that work overtime on a continual basis, a significant number of employees that are not on the OTDL but are frequently requested to work overtime, and not to mention the OTDL that is exhausted on a daily basis. Combined with the fact that on a continual basis we have delayed mail at the NDC due to staffing shortages/lack of employees and a host of poor decisions on how we process mail.

Per the CBA under Article 12.4 it states "In order to minimize the impact on employees in the regular work force, the Employer agrees to separate, to the extent possible, PSE's working in the affected craft and installation prior to excessing". So in the event that an impact statement was issued for the NDC per the contract the PSE's would have to be reduced significantly along with their hours being reduced.

If anyone thinks that can happen. Please take a look at any operation on any given night related to the mail volume and delayed mail.

Please understand in spite of all the rumors, there will be "NO" excessing from the Detroit Network Distribution Center. There are a fair share of employees who like to entertain nonsense. Some of it I will never understand, as to why these rumors are made up and then past around only to create fear among their co-workers. In many cases this fear of excessing is understandable if you are an employee that has been impacted/excessed in the past or if you are a junior employee that simply knows an impact statement could affect you and ultimately your family.

If you have any questions or concerns about excessing and its impact on you as an employee of the NDC please contact a union official. Have a great holiday!!!



Retirees'
Department
Notes

Al Fouche
Retirees' President

As an APWU Retiree, you can run in the next national APWU election for the position(s) of Retiree Director or National Convention candidate. In addition, retiree members have the right to vote for our APWU National President, Executive Vice President, Secretary Treasurer, Legislative and Political Director, Human Relations Director and APWU Health plan Director.

Dues for retiree members who are on the postal service rolls are considerably lower. Retiree dues are \$3 per month or \$36 per year. Your Union recognizes that we, retirees are on a fixed income.

The APWU will continue to be 'your voice' on Capitol Hill and to do so, we need your support. The benefits you have earned, including your annuity, cost-of-living adjustments and health insurance are **not** safe. Congress can reduce and/or eliminate these essential benefits and some politicians are advocating tampering with them right now.

Continuing your membership in the APWU is the best way to protect your rights. It allows you to remain active and to contribute to COPA (Committee on Political Action).

The APWU Will Be Your Voice On Capitol Hill

Free Accidental Death And Dismemberment (AD&D) Insurance How It Works – Other Benefits!

Members of the APWU automatically receive \$5,000 accidental death benefits . . . **at no cost.**

You do not need to do anything. This coverage is automatic. You may receive a certificate or file a claim by contacting the Voluntary Benefits Plan at the toll-free number below. Retiree members receive educational information on subjects

related to aging and improving their quality of life, as well as discount(s) through United Plus.

Free Identity Theft Protection

If you should become a victim of identity theft, assistance is available from a trained identity theft service representative, 24 hours a day, 365 days a year. Police reports and notification to the three major credit bureaus will be provided, as well as other restoration services. An Identity

Theft Recovery Kit will also be provided to you.

Additional Accidental Dismemberment coverage of \$1500 providing 24-hour coverage anywhere in the world. You can call the Voluntary Benefit Plan at 1-800-422-4492, or e-mail them at www.Voluntary-BenefitsPlan.com.

I would like to wish all active and retired members a Merry Christmas and Happy New Year, 2018.

The APWU-Detroit District Area Local Announces

The Annual Christmas Party

Hosted by the Entertainment Committee

Saturday, December 30, 2017 – 8 p.m. until 12 a.m.

Horatio Williams Foundation

1010 Antietam (in the Eastern Market District), Detroit, Michigan 48207

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

Tickets at Union Office or available at the door. Adult Only Affair – B.Y.O.B.

APWU Member and Retiree are Free – \$10 per guest

Buffet Style – Food will be served from 8:30 until gone.

DDAL Annual Picnic

The Detroit District Area Local annual picnic was held at Belle Isle Saturday, June 24th. There was great food and drink, big fun and games including an obstacle course, face painting, Tug-of-War, Board Games, Bid Whist card playing, Horseshoes and Volley Ball.



Tour 3 DBCS Clerk Alan Evans and his little princess.



Fletcher and the boys enjoying the festivities.

Holiday Bazaar

The 2nd Annual Holiday Bazaar was held at your union office on Saturday, November 18th. The event was sold out as the vendors had all their unique products for sale. This table was Ashley Wilson's of Ashley's Originals, daughter of Darlene Wilson. GWY General Clerk.



Children's Trunk Or Treat

The Children's Trunk or Treat party was held at the Union office on October 29th, 2017. The children got lots of goodies and they looked oh so darling in their costumes.



Labor Day Parade

The Detroit District Area Local was represented well at the Labor Day Parade that was held in downtown Detroit on Monday, September 4th, 2017.

Many dignitaries marched including Postal and Labor supporters U.S. Representative Brenda Lawrence and your United States Senator from Michigan Debbie Stabenow.



A fantastic turnout at the labor day parade by the DDAL and its members.

National APWU President Mark Dimondstein Visits The Detroit District Area Local

National APWU President Mark Dimondstein had a "town hall" meeting with our members September 8th, at our union hall. He spoke on many postal issues including early outs, contract negotiations, the mandated retirement pre-funding issue, the Staples campaign and The Postal Re-

form Act HR-756. Many other issues were discussed and after his speech he fielded questions from the membership. He also visited the GWY plant and the NDC, shook hands and spoke with the members. The APWU National does indeed care about the DDAL and it's members.



President Dimondstein talking to tour 3 GWY automation employee Phyllis O'Neal.



APWU President Dimondstein at the GWY union office with the DDAL President Combs and vice president Chornoby.

Making Strides Against Breast Cancer Walk

On Saturday, October 21st, 2017, the DDAL and its members, the P.O.W.E.R Committee and the Human Relations Committee joined thousands of others in the 2017 Making Strides Against Breast Cancer Walk of Detroit at Hart Plaza. It was a huge turnout and the DDAL accepted donations at the GWY and the NDC union office. They raised funds for breast cancer research,

life-saving education and critical patient services.

This was the 20th annual walk in Detroit. It is a celebration of survivorship, an occasion to express hope and shared determination to wipe out cancer in the near future.

The DDAL's participation was spearheaded by Kathy Carter, your Human Relations Director and a cancer survivor herself.



Cancer survivor Kathy Carter, GWY Clerk Angel McCall, and NDC Steward Angella Connelly "doin the walk."

Adult Masquerade Ball

On Friday, October 27, 2017, the DDAL held it's first Masquerade Ball at St. Maron Hall in Detroit. There was great food, drink and dancing, a nice turn out and a great time by all.

Many unique costumes were worn and the DDAL awarded \$100 for the best costume. Another fine event hosted by the APWU Entertainment Committee.



Two masquerade beauties at the ball. Can you name these two mysterious lovely ladies?

The Baby's In The Mail!

A letter carrier delivers a live baby, which became outlawed in 1916 when post office management set a weight limit on packages and barred the shipment of humans.





Legislation
Director

Regina 'Gina' Favors
Legislation Director

I am struggling with a beginning on this edition. What happened to the America that I grew up in? Where will we go from here? What will it take to bring back some sense of Democracy? When will America wake up? Or am I the only one harboring these feelings? How do you feel about the state of our nation today? Is everything going well for you and yours? Do you think that repealing the Dodd-Frank and Consumer Protection Act is a good thing? Do you really believe that appointing the champion of destroying Public Schools is a good thing? What about relaxing or repealing regulations that protect us but allows protection for corporations, employers, and all other abusers? What are your feelings on this so-called tax-reform budget (which it is not)? But most importantly of all, do you truly believe that we are in a better place than we were 5, 10, or even 20 years ago?

Now for those of you who weren't even in the work force the question is not for you (lol) needless to say. These questions are motives for my dilemma on how to start this article. I would love to say, "let's start at the beginning" but then exactly where IS that?

While it is true that it did not all begin with #45 (tRump) it is now quite heavily worsened since his administration began. So far, most of what I have noticed is that all the executive orders issued by him are nothing more than measures to erase all traces of the past administration. Therefore, the Dodd-Frank Act is what first comes to mind.

The re-instatement of the Keystone Pipeline and Dakota Pipeline is another. Now before you all "beat me up" this article is not meant as a #45 hating article, or a solely Democrat vs. Republican issue but rather an "of, by, and for the peoples" type article, I am wondering what is it going to take to get "we the people" some sort of relief, I watch in horror the events occurring over these past eleven months. Corporations get the breaks while we as struggling workers, homeowners, students and yes retirees get the shaft. Insurance and pharmaceutical companies get more while we get less. The 1% get more and we get less!

Where is the outrage against those who continuously "rob" us of our rights and our Democracy? They are supposed to be working for us. We PAY THEIR SALARIES. We PAY for their excellent, A ONE insurance, and we then allow them to take it away from Us. We allow them

Legislative News & Views Get Fired Up And Say No More!

to "give" us sub-par insurance that we must then pay top dollar for. We allow them to divert money meant to pay for our infrastructure to give huge tax breaks to lobbyists who do nothing for us but rather line their own pockets. Then we get "blamed" for crumbling roads. We "allowed" them to send our jobs overseas so they could make more money (for their CEO's) and blame (union) workers for wanting decent wages/benefits. I feel like we also let them (big money folks) shape the narratives of the issues.

When I say this, [am speaking of what becomes the topic of conversation during campaigns. My only reference is what folks say to me when I am phone banking or doing door to door canvassing. He/she is pro-choice (pro-life), anti or pro LGBT rights, in the 2016 elections: "she can't be trusted", "she is a liar", "her husband gave us NAFTA" and "she lowballed the person I wanted so I could never vote for her. I could go on, but I think you get my drift. Truth is, in the grand scheme of things, this is the reason we are in the shape we are in. When will we get "FIRED UP" enough to stand up and say, NO MORE?

My brothers and sisters this is a for real "CALL" to action, We have and hold the power though we conceded it to them. We must take it back. We must find a way to bring people back to the polls and vote out these ridiculous folks who have taken over our nation. Since when does something we pay into and pay for become an "entitlement"? Yes, I am speaking of Social Security which we pay into and Medicare. We should be about protecting and saving our

elderly not casting them aside. We should be about making healthcare available and affordable for everyone, not just . . . select few. Hospitals should be for healing all who need it, not just a privatized money maker for CEO's. We should be striving to strengthen education, not making it a for profit entity. We should be inclusive not divisive.

We have someone who is supposed to be the commander in chief who admits to "grabbing women by the —; publicly calls people SOB's; condemns those who will not complement, idolize, or cater to him; condemns Democrats wrongdoings but remains silent on Republicans wrongdoings; cans for his political opponents to be jailed; and one who clearly enriches himself AND his family on our dime. CLEARLY UN-ETHICAL!!!

We have an attorney general who has (and continues to) lie to congress and the judiciary committee. We have the speaker of the House who pushed an awful tax proposal that will cut 1.5 trillion dollars from Medicaid & Medicare. And those who will not speak UP against them are just as void of morals and ethics as they are and have put party above people.

Brothers and sisters please understand that this is not only our Washington leadership but our state (and many others) as well. Folks, just because some people have "MASTERED" the art of lying does not mean they are being truthful with you. Just open your eyes, pay attention, and stop electing those who are not serving you. We here in Michigan were lied to about the Flint water situ-



ation. We here in Michigan were deceived after we voted against Right to Work.

We here in Michigan lost a Congressional Seat because of lies and gerrymandering. They high-jacked our public-school system then said it was our fault. They gave us emergency managers who raped and stole from us, then said it was our fault. When those in charge tell you that it is the fault of union workers, poor people on welfare (or living on the streets) who they say "just DON'T want to work", or any other half-baked reason, THEY' ARE THE LIARS! I don't believe that people just CHOOSE to be homeless. I don't believe that folks just CHOOSE to be mentally ill.

I am constantly reminded there but for the GRACE of GOD, go. Brothers and sisters, We have the power to change it. And to our retirees, APWU is offering to pay you to be the boots on the ground, grassroots forces assisting in these efforts. 2018 is our chance to right this ship. Counting on you to be with us.

In Strong Solidarity.

CA-1 And COP Facts – Part 1



Director of
Human
Relations

Kathy Carter
Director of Human
Relations

A CA-1 (traumatic injury) is filed when injuries occur in one day or during one shift and are identifiable to specific events such as a car accident, dog bite, a broken bone, etc. Any injury that happens suddenly in a single day or during a single shift.

When there's a traumatic injury your agency should give you a CA-16 (Authorization for Examination and/or Treatment) within 4 hours of being notified of inju-

ry. CA-16 guarantees payment to the first physician that treats you for non-surgical treatment. CA-16 will indicate the name of the physician. The physician you see is your choice. If the agency writes in a physicians name, it should be changed to reflect the physician you choose.

When filing a CA-1, you have the option of taking your leave or

taking Continuation of Pay, (COP) if you can't work. COP pays your wages for the first 45 days of a claim. The COP option means the agency is paying you.

ONLY FOR POSTAL EMPLOYEES, the first three days of a claim are on the injured employee. You can use leave (AL or SLY or Leave Without Pay (LWOP) for the first

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Webmaster

Dale Zanardelli
Webmaster

Have You Visited The DDAL Website?

Much more information on your Award Winning Detroit District Area Local Website. Go to www.apwu-detroit.org



Organization

Darrell Clark
Director of
Organization

We Are 92% Organized

Hello, my Brothers and Sisters from the Detroit District Area Local. We have made great progress as for building up our union. In 2015, our union was ranked overall 15th in the nation, with a membership of 1918 and 91% organized. As of 2017, we have 1,721 mem-

bers with 143 non-members and 92% organized. That made our local 13th largest in the nation out of 850 locals.

We, the union, will continue to strive toward our goal of being 100% organized. Let me also say that I would like to send out to my

union members and their family a large helping of Christmas cheer, a warm cup of LOVE, and a stocking full of HAPPINESS! May this Christmas be the best Christmas ever, and lead you and your family into a very prosperous NEW YEAR!!! Thank you for your Solidarity!

Postal Reform Bill HR-756

by Danny Sawicki

This bill is a national, public legislative movement that will build around key issues for saving our public Postal Service. The provisions of the bill are as follows.

- 1 – Protect 6-day service and door to door delivery.
- 2 – Address the 5.5 billion a year pre-funding retirement mandate.
- 3 – Restore service standards of 2012.
- 4 – No closing or consolidations of Post Offices or plants.
- 5 – Appoint a Postal Board of Governors that champions the public postal service.
- 6 – Expand services.

We must get involved to get this bill installed. The fight will be strengthened if we each become a signatory to the organization A Grand

Alliance to Save Our Public Postal Service. Go to AGrandAlliance.org to sign on, our jobs may depend on it!

Reverted Abolished Jobs Q&A

by Danny Sawicki

Q – What is the difference between a job being Reverted or being Abolished?

A – Reverted is when management seeks to eliminate a job after someone vacates the position. Abolished is when they take the job away from someone while they are occupying the position.

Q – Is management required to eliminate PSE's before abolishing or reverting a job?

A – Either way the job no longer exists. There is no requirement to get rid of PSE's in order to abolish or revert. However, the hours of the PSE's should be used in the grievance process to try and get those jobs back.

CA-1 And COP Facts – Part 1

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three days if you can't work. If you are off work for more than 14 days, then the leave used for those first three days should be returned to the employee. If you can't work due to your injuries, then the COP pays you for the first 45 days while you're not working. Once the 45 day period ends, if you're still unable to work, you will file CA-7's for compensation. In order for OWCP to pay compensation, your doctor needs to write something for OWCP that specifically addresses the dates of disability, why you cannot work, what job duties you cannot perform and connect these reasons to work-related injuries.

During the first 45 days, if you're able to work COP is charged for any medical appointments, physical therapy, testing, etc. needed during your scheduled time of duty. COP will cover your time away from work for these types of situations.

COP is charged by the day. You are given 45 days of COP, so if you have a medical appointment that takes 3 hours, one full day of COP is charged.

APWU Wins One Million Dollars For 482 Station And GWY Clerks!

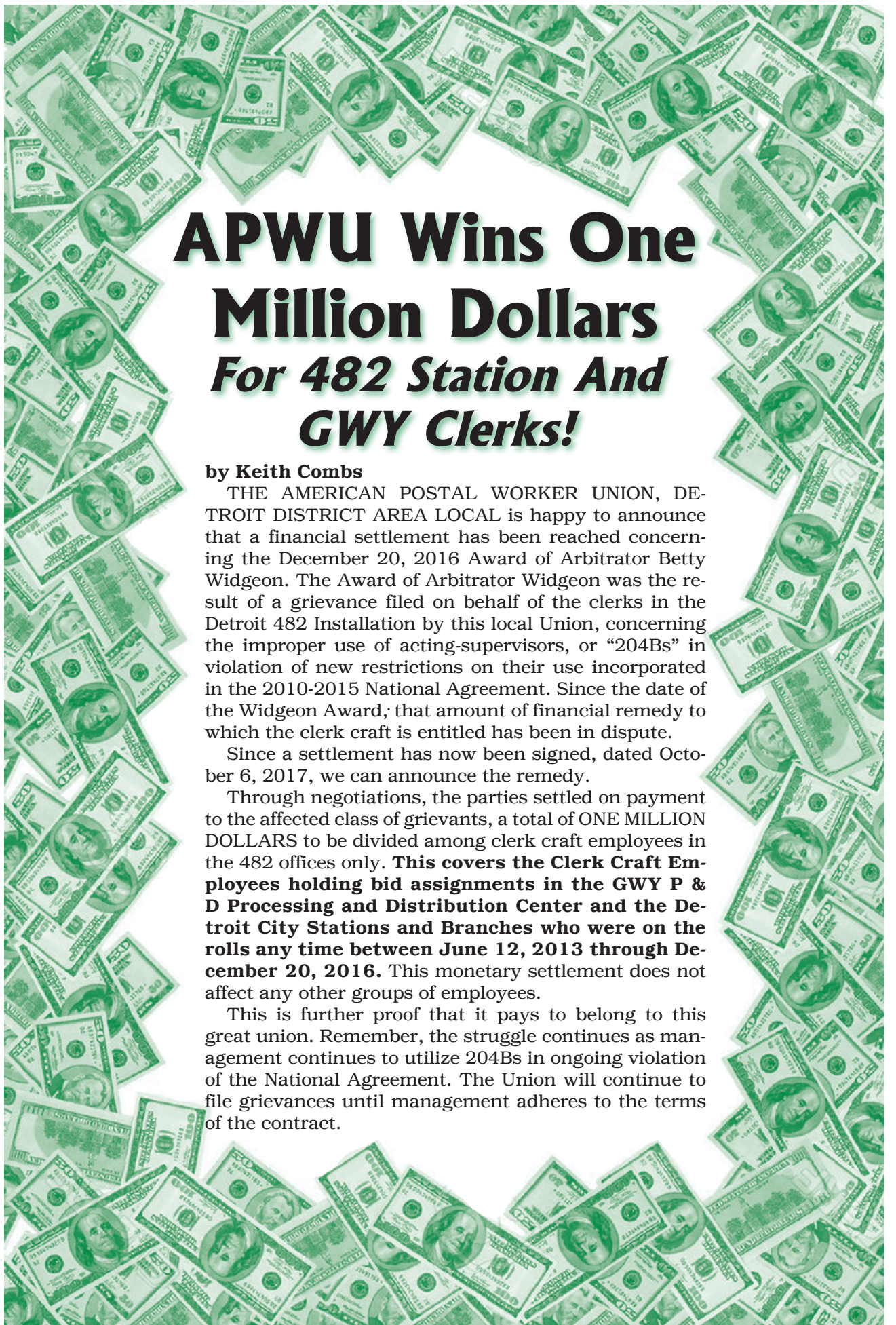
by Keith Combs

THE AMERICAN POSTAL WORKER UNION, DETROIT DISTRICT AREA LOCAL is happy to announce that a financial settlement has been reached concerning the December 20, 2016 Award of Arbitrator Betty Widgeon. The Award of Arbitrator Widgeon was the result of a grievance filed on behalf of the clerks in the Detroit 482 Installation by this local Union, concerning the improper use of acting-supervisors, or "204Bs" in violation of new restrictions on their use incorporated in the 2010-2015 National Agreement. Since the date of the Widgeon Award, that amount of financial remedy to which the clerk craft is entitled has been in dispute.

Since a settlement has now been signed, dated October 6, 2017, we can announce the remedy.

Through negotiations, the parties settled on payment to the affected class of grievants, a total of ONE MILLION DOLLARS to be divided among clerk craft employees in the 482 offices only. **This covers the Clerk Craft Employees holding bid assignments in the GWY P & D Processing and Distribution Center and the Detroit City Stations and Branches who were on the rolls any time between June 12, 2013 through December 20, 2016.** This monetary settlement does not affect any other groups of employees.

This is further proof that it pays to belong to this great union. Remember, the struggle continues as management continues to utilize 204Bs in ongoing violation of the National Agreement. The Union will continue to file grievances until management adheres to the terms of the contract.



Pay Increase Coming November 25th

The third general wage increase under the 2015 Collective Bargaining Agreement will be effective Nov. 25, 2017. This wage increase will be reflected in the paycheck workers will receive on Dec. 15, 2017.

Career employees will receive a pay raise of 1.3 percent. Postal Sup-

port Employees (PSEs) will receive a pay increase of 2.3 percent – PSEs do not receive cost-of-living adjustments and for that reason were awarded an additional 1 percent in their annual wage increases.

The next career employee COLA increase is due in early March, 2018.

Under the terms of the APWU Constitution, an across-the-board salary increase results in a small dues adjustment. As such, dues will be increased by .83 cents for career employees and .92 cents for Postal Support Employees (PSEs). This is in accordance with Article 16, Sec-

tion 2(a) of the APWU Constitution and By-laws.

Updated pay scales are included in the November-December edition of The American Postal Worker magazine and can be viewed on the union's website at www.apwu.org/resource-types/pay-scales.

Second Significant COLA Increase Of 2017 Announced

In accordance with the 2015-2018 Collective Bargaining Agreement, career employees represented by the APWU will receive a **13 cents per hour** cost-of-living adjustment (COLA) effective September 2. The increase is the result of an increase in the Consumer Price Index (CPI-W). The increase will appear in paychecks dated **September 22, 2017 (Pay Period 19-2017)**, and will total **\$270.00 per year**.

The next COLA increases will be based on the January 2018 CPI-W and July 2018 CPI-W

effective the second pay period following the release of those indexes. The cost-of-living adjustments are in addition to general wage increases.

This is the fifth cost-of-living increase under the 2015-2018 contract:

- \$0.00 The first COLA would have been effective September 5, 2015.
- \$0.00 The second COLA would have been effective March 5, 2016.
- \$21.00 The third COLA was effective September 3, 2016.
- \$333.00 The fourth COLA was effective

March 18, 2017.

- \$270.00 The fifth COLA increase effective September 2, 2017.

Postal Support Employees do not receive cost-of-living increases, but they have five general wage increases under the 2015-2018 contract. On May 13, 2017 PSEs received a \$0.20 per hour pay increase. Also on November 25, 2017, PSEs will receive a pay increase of 2.3%.

These increases brought to you by the Detroit District Area Local and the APWU. – apwu.org

Lead Clerks, 204Bs And Related Resentments

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zation of 204Bs, was supposed to be the creation of equivalent numbers of lead clerks to perform many duties formerly performed by titled supervisors, transferring those duties from management back into the bargaining unit.

This union local has pursued to arbitration a number of grievances concerning management's failure to comply with the above

“This union local has pursued to arbitration a number of grievances concerning management's failure to comply with the above – described changes to the Collective Bargaining Agreement.”

– described changes to the Collective Bargaining Agreement.

The union has prevailed in important arbitration victories at both the Network Distribution Center, as well as at the Processing and Distribution Center. In each case the arbitrators directed the Postal Service to cease and desist from the ongoing use of 204Bs in violation of the contract, and to create new lead clerk position to perform the new work which is supposed to be returned to the clerk craft. In each case, management has refused to comply voluntarily with the arbitration awards, forcing the union to seek enforcement action from APWU Headquarters.

This union, and myself personally, have frequently been accused (particularly after our arbitration victories) of having a “vendetta” against 204Bs, and of standing in the way of employees’ “upward mobility” — meaning their “upward mobility” to become supervisors and rise in management. I reject this worn-out criticism for the divisive complaint that it is. Management has historically whispered in the ears of their 204Bs that the union is “out to get them”, wants to “take their jobs” and to “prevent their upward mobility” in the effort to alienate the 204B from the their union and co-workers. What this union is in fact doing is trying

to change a culture, which, left alone, has not changed in decades. What we are trying to promote is this:

- Somebody has to be the boss. If you want to go into management, more power to you and you have our blessing.

- We aren't going to allow you to hold down a clerk craft duty assignment, for year after year, which you clearly do not want, while you are detailed as a 204B.

- Once your job is declared vacant, upon your promotion to titled supervisor, there are lots of junior clerks who would like a chance to bid for it. If nobody bids for it, there are PTFs who would like to be converted to full-time, or PSEs who would like to be converted to career employees.

- A lot of the work you are doing as a 204B should properly be performed by lead clerks.

So it is nothing personal. What we want is compliance with the contract; return to the bargaining unit of formerly lost, and newly created, work. We want bargaining unit members to have the opportunity to bid for preferred duty assignments, for PTF employees to become full-time, and for PSE employees to get their foot in the door as career postal employees.



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!

ADNAN AL-HADDI
ALI MAKACH'AR
ALPHONSO RUSSELL
AMANDA DANIEL
ANDREA DAVIS
ANGELA STUBBLEFIELD
ANTHONY CAMERON
ANTONIO THOMAS
BRITTANEY LITTLE
CARL FLETCHER
CHRISTIAN MOORE
DARNELL WADE
DIAMOND JOHNSON
DWAYNE THURMOND
EARNEST HUMPHREY
GARY PAYNE
JAKIA PARKER
JIMMY ROCHE-CARTAGENA
JOCELYN CONLEY
JOSEPH ZUPANCIC

KIANNA STEVENSON
KIERA FIELDS
KINSEY CALHOUN
LAWRENCE MAJEWSKI
MATTHEW LOCKE
NICOLE HOLMES
PATRICE GRABOWSKI
PHILLIP DAVIS
QUIANNA JOHNSON
ROBERT LYLES
SANAA RICHARDSON
SHERVAUGHN TOLBERT
TASMIN BELL
TIARA WEBB
TIFFENAY WHITE
TYRA WOODS
TYRICA PONDER
WAFSA SHAINA
WALTER PENN
WILLIE SMITH

Bank Closings And Lack Of Confidence Point The Way To Postal Banking

Way back in 1956, an article in the Monthly Business Review made a case for ending the Postal Savings System (see box). "It would seem that the Postal Savings System has outlived any social or economic need it may have once satisfied," wrote the Cleveland Federal Reserve.

What were some of those social and economic needs, and do they exist today? After the financial crisis of 1907, public confidence in banks was extremely low. The Postal Savings System offered an alternative: the backing of deposits by the federal treasury and accessible locations, particularly in rural communities, where few bank branches existed. The savings program was also designed to attract the large number of recent immigrants with confidence in postal banking, as experienced in their home countries.

Old Arguments No Longer Ring True

By 1956, public confidence in banks had been restored partly due to implementation of the Federal Deposit Insurance Corporation (FDIC), protecting private bank deposits. The number of bank branches had also grown. However, here we are in 2017, on the heels of a major financial crisis, and those social and economic needs have returned – and new ones have appeared.

"Mortgage foreclosures, bank failures, a massive stock market crash, continued fraud, and



excessive fees: it's no wonder only 27 percent of Americans have confidence in banks," remarked APWU President Dimondstein. The 27 percent is according to a 2016 Gallup Poll that was taken before we learned the full extent of the Wells Fargo fraudulent account and insurance scandal.

Banks Abandoning Communities

In addition, since the financial crisis, more than 6,000 bank branches have closed. Bank of Amer-

ica closed or sold 1,600 branches and 90 percent of these were located outside of large population urban areas, according to the Wall Street Journal. The loss of access to banks has increased reliance on expensive, alternative financial services, such as paycheck cashing, and has a negative impact on lending to small businesses.

Overall, 82 percent of all bank branch closings were in urban zip codes. But rural areas are also hard hit. New banking deserts – an area where there are no banks within ten miles – are in an additional 86 rural locations since the financial crisis, according to a new report from the National Community Reinvestment Coalition.

Postal Banking: The Time Is Now

Financial crisis, lack of confidence in banks and the closing of bank branches all combine to make a strong case for an alternative. In addition, predatory "alternative" financial services such as payday and title loans are increasingly filling the void left by the banks.

Sound familiar? Postal banking is more needed than ever. The U.S. Postal Service is the most trusted federal agency. Providing basic financial services at the post office will serve individuals, underserved by traditional banks. It will promote an economy that serves the people, not Wall Street, and it will strengthen and protect our public Postal Service.

2018 Union Plus Scholarship Program

Begin Accepting Applications
Date: 06/23/2017

Deadline Date (EST Time Zone): 1/31/2018 12:00 p.m.

Application deadline: 12:00 p.m. (noon, Eastern Time), Wednesday, January 31, 2018. Since 1992, the Union Plus Scholarship Program has awarded more than \$4.2 million to students of union families. Over 2,800 union families have benefited from our commitment to higher education.

This program is offered through the Union Plus Education Foundation, which is sponsored by Union Privilege.

The Union Plus Education Foundation is funded in part by donations from Capital One N.A., the provider of the Union Plus Credit Card (You do not need to be a Union Plus Credit Card holder to apply for this scholarship.)

Award amounts: \$500 to \$4,000. These one-time cash awards are for study beginning in the Fall of 2018. Students may re-apply each year.

Award date: May 31, 2018. During the first week of June 2018 award recipients will be notified by postal mail, and all applicants will be sent email notification.

Eligibility criteria:

- Current and retired members of unions participating in any Union Plus program, their spouses and their dependent children

(as defined by IRS regulations) are eligible. Grandchildren are not eligible unless a legal dependent (as defined by IRS regulations). At least one year of continuous union membership by the applicant, applicant's spouse or parent (if applicant is a dependent). The one

year membership minimum must be satisfied by May 31, 2018.

- Members of participating unions from the U.S., Puerto Rico, Guam and the U.S. Virgin Islands and Canada.

- The applicant must be accepted into a U.S. accredited college, uni-

versity, community college, technical or trade school at the time the award is issued. Awards must be used for the 2018 - 2019 school year.

- Undergraduate and graduate students are eligible to apply. In Union Solidarity.

No Pay Or Benefit Cuts For Postal Employees In Federal Budget

On Thursday, Oct. 26, the House of Representatives voted to approve the Senate's budget resolution. With both chambers in agreement, there is now a budget which lays out limits for 2018 federal government spending.

Tens of thousands of postal and

federal workers called on their lawmakers over the last few months to reject any resolution paid for by hurting the livelihoods of dedicated civil servants. You called to oppose: moving the Postal Service "on budget," increasing employee pension contributions, ending the

Social Security supplement and eliminating pensions for new hires.

None of these disastrous provisions were included in the final budget and we credit your activism and the collaboration with the Federal-Postal Coalition with their exclusion. – apwu.org



Voice Of The President

continued from page 1

Entirely eliminate deductions that many working people rely on, like State/Local Property and Income Tax deductions.

Immediately cut Medicare funding and repeal the Affordable Care Act's individual mandate, causing 13 million people to lose their health insurance while increasing premiums.

Your Representatives need to hear from you! Call now and urge them to reject this anti-worker tax plan.

Here's is just a suggestion of what you should say when calling your elected officials.

Call: 1-855-465-1929

My name is _____ I'm a constituent of the Senator's and I live in City, State.

I want Senator _____ to oppose the Senate tax plan that would raise taxes on countless working families, cut working people's health-care, and give tax breaks to the rich and corporations as well.

Happy Holidays And Thank You For Providing A Great Service

Our local wants to wish all of you a very Happy Holiday Season, we appreciate everything that you do

on a daily, weekly, monthly and yearly basis. It is because of men and women just like you all over the United States that makes the United States Postal Service and the Best Mail Retailer available to the American people. Here are some facts.

The Postal Service claims that post offices have less foot traffic than other national retailers, the United States Postal Service is truly the nation's leader in service. Postal workers assist customers at more than 30,000 retail outlets across the country, which is about as many locations as McDonald's, Starbucks and Walmart combined, according to a recent Office of Inspector General [OIG] report.

To be exact, the Postal Service served 2.7 billion customers in Fiscal Year (FY) 2016, about triple the amount of official statistics.

The Postal Service claims that there were just 877 million customer visits in FY 2016, but that number only includes customers who completed retail transactions. It does not account for most postal customers who visit a brick and mortar post office and do not complete a transaction, but rather drop off a letter, check their PO Box or pick up free shipping materials.

The OIG researcher went a step further and measured the foot traffic in post offices, branches, and stations that serve retail customers.

To calculate foot traffic, the OIG created a special model that combines USPS data on transactions and occupied post office boxes; survey based estimates of post office activity and assumptions about how those figures translate to foot traffic. This past spring, researchers tested people counting devices at the public entrances of 32 large post offices in the Northern Virginia District. The counters kept track of foot traffic hour by hour, for two weeks at each branch.

The results were very accurate, the devices count came within 2 percent of the models predicted visits.

Despite what postal critics say about declining customer volumes, post office foot traffic is on par with foot traffic at corporate retailers.

In fact, the largest 450 post offices, or "Mega" locations, have the same number of average weekly visits as a Best Buy store. The next tiers of "Large" locations have average visits of 4,095 per week, roughly the same as a typical CVS store. "Small/Medium" post of-

fices have 1,599 average weekly visits, about the same as a typical bank branch.

In tandem with its foot traffic calculations, the OIG conducted a national survey on post office use among 18-75-year-old. They found that PO Box customers are the most frequent visitors, with about eight to ten monthly visits. Next are the self-employed and those who use the USPS mobile app even though the Postal Service touts that the app saves a trip to the post office.

This study adds to the argument for the USPS to expand services such as Postal Banking and licenses. Right now, the Postal Service states low retail transactions (877 million) create a serious roadblock to any retail initiatives and hinders the implementation of expanded services.

However, with the Postal Service's foot traffic totaling 2.7 billion customers a year, there is a clear market to reach. A customer coming in to check their PO Box or to drop off mail could also be interested in setting up and using a postal banking account.

Until next time Brothers and Sisters remember that you don't fix your problems. You fix your thinking. Then problems fix themselves.



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

Change Service Requested

2018 Membership Meeting

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

January 7th
February 11th
March 11th

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 _____