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 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 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.”

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.


• 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 leadership that brother Greenberg displayed as president for over 17 years. Besides the physical makeup 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.
When You Will Need A Steward

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. Is your right as 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 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 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.

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.

Happy Holidays
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-existing condition 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. Regardless of this ridiculous burden placed on the Postal Service, the company suffers. As a result, we as employees are experiencing a more difficult time in scheduling our earned leave under contract provisions. 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. In question, 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 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 conduct ed.”

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 to manage a 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 leave time. 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 FMLA 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. Employ-ees hired on or after Nov. 5, 2016, will be eligible to take advantage of this benefit from their first day of employment. Back in 1990, 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

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**Maintenance Craft Report**

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 in 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 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, we all accomplish is hurting ourselves as a whole. A house divided will eventually crumble. We should have the majority that Sterling Bouier is a win for all, not always what about me? We never know who wins with the win, for which ones will result in monetary compensation. Therefore, it is very important moving forward that we do file grievances 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,
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 long-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, and that was where the problems started.

The union has never been happy with the system of acting supervisors. For decades, at convention after convention, the union has sought to pass bargaining proposals to eliminate 204Bs, along with the union’s strategy to recover lost clerk craft work. 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, 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.

- 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, the lead clerks are paid at the PS-7 rate of pay.

“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 SA also may lay hands onto other clerks, perform the station “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, Nate and Nataki; you relieve on all machines for lunch break”. The lead clerk does not issue “direct orders” to fellow workers. Disputes about assignments would be taken to a supervisor.

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

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

殴颁90，Through this approval, by a supervisor, lead clerks input workhours and leave, using their TACS access.

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At retail finance units, the lead SA also may lay hands onto other clerks, perform the station “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.

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 utili

continued on page 10
Update From The NDC

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 Chorny 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 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 mentioned 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 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 workforce, 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.

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 figures that make them say what the USPS wants them to say.

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.
Hortilda Williams Foundation
1010 Addison (in the Eastern Market District), Detroit, Michigan 48207
Phone R.S.V.P. to call the Union Office at (313) 532-3535
Tickets to Union Office or available at the door. Adult Only Affair – B.Y.O.B.
APWU Members and Retiree one Free – $10 per guest
Buffet Style – Food will be served from 8:30 until gone.

December, 2017 DETROIT POSTAL WORKER Page 5
**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.

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**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.

It was great turnout, lots of fun for the whole family and we would like to thank the membership for attending this great event.

Tour 3 DBCS Clerk Alan Evans and his little princess.

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**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.

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**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 lot’s of goodies and they looked oh so darling in their costumes.

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Fletch and the boys enjoying the festivities.
December, 2017 DETROIT POSTAL WORKER Page 7

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 Reform 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.

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.

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.

Cancer survivor Kathy Carter, GWY Clerk Angel McCall, and NDC Steward Angella Connely “doin the walk.”
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? Do you feel the state of our nation today? Is everything going well for you and yours? Do you think that repeal- ing the Affordable Care Act and Consumer Protection Act is a good thing? Do you really believe that appointing the champion of destroying Public Support, a good thing? Do 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 and 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 certainly worsened since his administration began. So far, 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?

CA-1 And COP Facts – Part 1

A CA-1 (traumatic injury) is filed when injuries occur in one day or during one shift and are identifi- able 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.

CA-1 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 EMPLOY- EES, 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 3 days. The COP option is for the first 45 days of a claim.

CA-16 (Authorization for Examination and/or Treatment) within 4 hours of being notified of inju- ration. We here in Michigan were deceived after we voted against Right to Work.

We here in Michigan lost a Con- gressional Seat because of lies and gerrymandering. They high-jacked our public-school system then said it was our fault. They gave us emer- gency 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 retir- ees, APWU is offering to pay you to change it. The Webmaster Counting on you to be with us. In Strong Solidarity.

Legislative News & Views

Get Fired Up And Say No More!

While it is true that it did not all begin with #45(tRump) it is now certainly worsened since his administration began. So far, 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?

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While it is true that it did not all begin with #45 (tRump) it is now certainly worsened since his administration began. So far, 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?
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 members 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.

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

continued from page 8

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.

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!

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 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.

Thank you for your Solidarity!
The next COLA increases will be based on $270.00 per year, 2017 (Pay Period 19-2017), and will total September 22, Price Index (CPI-W). The increase will be the result of an increase in the Consumer (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.

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 10, Section 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.

Pay Increase Coming November 25th

The third general wage increase under the 2015 Collective Bargaining Agreement is effective September 2, 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 Support 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, a 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 10, Section 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 14, 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
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 a drop from the 1992 number of recent immigrants with confidence in postal banking. In addition, the financial crisis, more than 6,000 bank branches have closed. Bank of America closed or sold 1,000 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 payday lending, 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 lending 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
Application deadline: 12:00 p.m. (noon, Eastern Time), Wednes-
day, 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.

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, university, 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

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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 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 lies, cut working people’s health-taxes on countless working families.

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 of 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 offices 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.

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 ____________________________________________________

Change Service Requested