

THE DETROIT APWU POSTAL WORKER

DETROIT DISTRICT AREA LOCAL AMERICAN POSTAL WORKERS UNION

October, 2018

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,

This past August 20-23 our National Union hosted the 24th biennial National Convention in Pittsburgh, Pennsylvania. On August 18 & 19 the APWU Craft Divisions (Clerk, Maintenance, Motor Vehicle as well as Support Services) held conferences discussing specific craft issues prior to the National Convention. The delegates debated resolutions that were submitted from APWU locals and state organizations from around the country that we would like to see negotiated in future contracts. There were 2,119 delegates as well as five retiree delegates.

I was a part of the Labor Management Committee with 14 other Presidents from around the country. We had over one hundred resolutions and we began meeting on August 17, 2018 and we continued to meet for several days during the convention to complete the task we were given. Our committee met on resolutions concerning proposals for future contract negotiations such as annual and sick leave, PSE health care, clothing uniform allowance, workplace harassment, representation, PSE maximization, and seniority. The delegates in attendance also adopted a resolution that called for a light duty/pregnancy policy in the workplace that would assist employees before, during and after childbirth based on the Pregnancy Discrimination that we are currently seeing management utilize.

The National Association for the Advancement of Colored People (NAACP) President Derrick Johnson, brought greetings and solidarity to the convention. He called for all of us to act this November to shift the power towards a political landscape that focuses on the needs and interests of those of us in attendance at the convention.

Please Cast Your Vote On Nov. 6th

On day three of the convention, the delegates heard from American Federation of State, County and Municipal Employees (AFSCME) leaders about the 1968 Memphis Sanitation Workers Strike. Many delegates found inspiration from the integral link between our past and present struggles, and from the crucial connection between the civil rights and labor movements.

The Rev Cleophus Smith, Memphis sanitation striker and activist, spoke about those years prior to the strike and about the horrible conditions that the working people of color faced in 1967. Mr. Smith said, "When I went to work for the sanitation department, my job was so tedious,

in the historic strike. "The Sanitation Strike of 1968 is one of the great struggles of working people and black people in particular," he said. "Equally as important, this struggle occurred at a time when Dr. Martin Luther King, Jr. was attempting to put a face on poverty for our entire nation to see. While these two things are separate, they are tied together by a common thread – the plight of the working poor."

A Training Class at the Convention regarding RI-399

On August 23, 2018 the last day of the National Convention, the Clerk Craft National Directors provided a class on RI-399, the procedure for jurisdictional work assignments to Clerks and Mail Handlers regarding the United States Postal Service Low Cost Tray Sorters. The class gave an update on a recent MOU that will improve RI-399 dispute resolution procedures, resolved the docket of disputes, and the instructions were given by Clerk Craft Director Lynn Pallas-Barber and Industrial Relations Director Vance Zimmerman.

APWU and Postal Management agree to extend Negotiations Deadline until October 20, 2018.

Our current union contract between the American Postal Workers Union and the United States Postal Service covers the wages, hours and working conditions of 200,000 postal workers. The current Collective Bargaining Agreement expired Thursday September 20, 2018. The parties have been meeting since June 26, 2018.

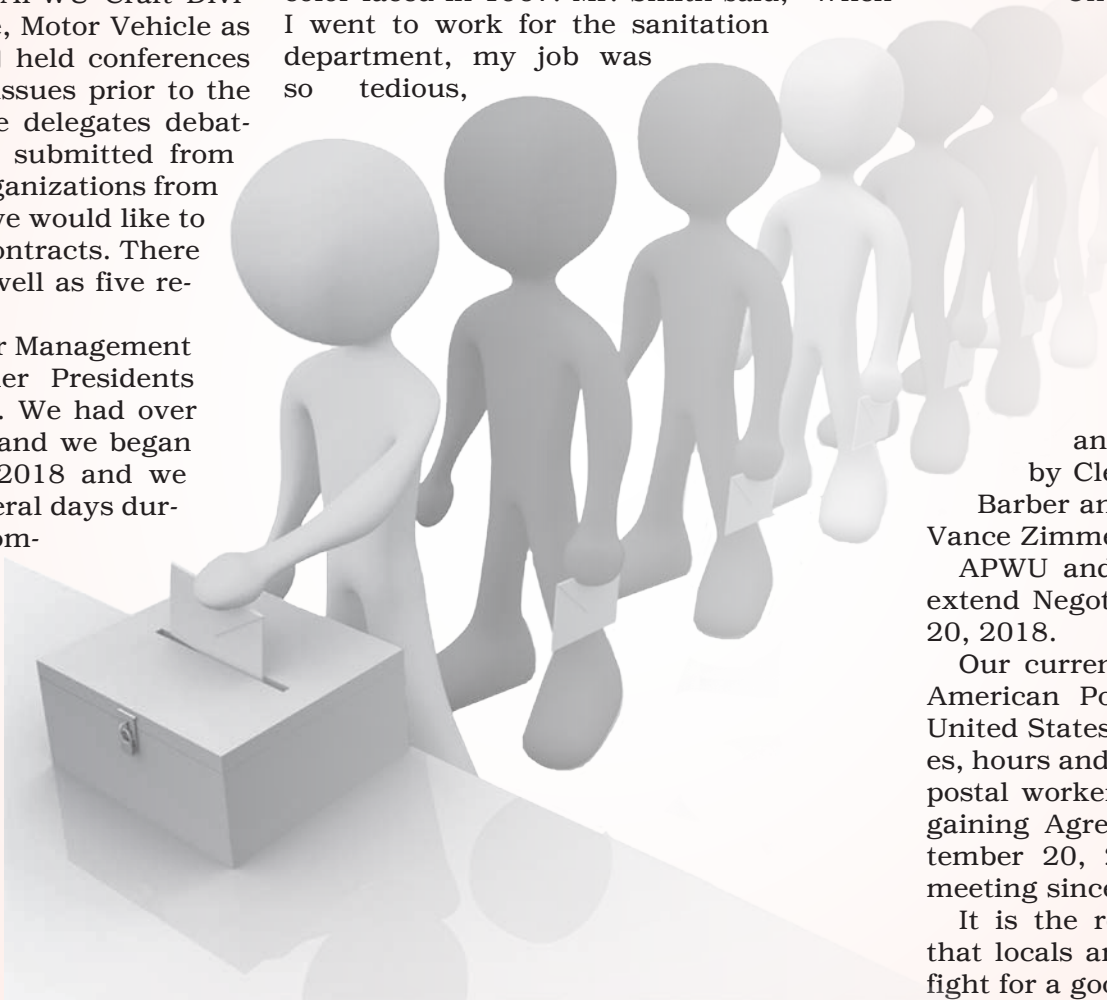
It is the request of the National APWU that locals around the country support the fight for a good and fair contract by wearing your union gear every Tuesday and Thursday because it is important that we continue fighting today for a better tomorrow.

Election Tuesday November 6, 2018

My friends, Election Day in Michigan is Tuesday, November 6, 2018. Please go to the polls and vote; that is the power we share to make sure those locally and in Washington, DC will take our voice to the halls of justice. It is our duty — we owe it to those who gave their all for us to simply cast a vote. If nothing else, remember those men and women who sacrificed it all for us.

and it was very cold that year, we were out there working with no sufficient gloves, no sufficient clothes, no sufficient shoes - there was a steel voice in me that just kept telling me to hold on." Mr. Smith did hold on and the strike lasted for 65 long days and he struggled without having enough food for his family to eat.

Mr. William Bill Lucy, former secretary-Treasurer of AFSCME and founder of the Coalition of Black Trade Unionists and member of the APWU Cleveland Are Local, shared his experience as a leading AFSCME staffer



continued on page 3



Vice President's Report

Patrick Chornoby
Executive Vice President

Greetings Union Brothers and Sisters. There are a lot of senior Sales and Service Associates who have had some experience with “Letters of Demand”. Unfortunately, a lot of our newly hired Postal Support Employees, and newly converted to career clerks, have little knowledge of these letters. First, I want to advise ALL of our employees to file a grievance whenever you are told by management to give them money for ANYTHING. This list includes any letter of demand, any pay overages they want back, any loss of postal property management claims you are responsible for and any errors in your pay that the postal service or it’s system claims has benefited you.

The reason for seeking union assistance is more than just denying the loss of funds management claims you are responsible for. That goes without saying. The main reason to file a grievance is to prevent management from taking advantage of your finances for a situation you may not even be guilty of. If you are told by management that you owe the postal service money, for example, a shortage in your window stock, that shortage MUST be in writing and given to you explaining what the postal service is trying to recoup from you. If you are not given a letter signed by management explaining the reasons for the demand of funds, do not give them any money. It may turn out that you don’t own them anything.

I have been told by many newly hired sales and service employees, often management will approach them and say that their drawer is short ten dollars. Management proceeds to tell the window clerk to pay the ten dollars. And they do. There is never a record of the transaction, just verbal instructions. For fear of losing their jobs, newer employees will simply pay the shortage. I must advise every clerk . . . never give management your hard earned money without getting advise from your union, and no window clerk should be paying for any shortage of ten dollars or less.

Another reason to seek union intervention on any money the postal service says you owe them, is for the union to make sure it is proper. Every demand for money from the postal service MUST be supported by a written letter signed by management. Failure to issue a letter makes the demand for money void.

Last, let’s say there was a mistake made while you are working on the window and you found your win-

BEWARE – Letters Of Demand

dow drawer to be short. If you seek union assistance, you may find you do not have to pay the entire shortage back, depending on the circumstances. And, if you have to pay, the union can negotiate fair and reasonable pay back terms including bi-weekly payroll deductions to make the expense easier on you. Remember, never pay the postal service any money they tell you that you owe them unless you first seek the union’s advice.

vent you from retiring when you were once eligible after the age of 50.

The plan also calls for raising retirement contributions for current employees 1%. This may not sound like much, but it will result in NO additional benefits for the employees when they finally do retire. A current postal employee will be paying an additional six hundred dollars each and every year until retirement with this 1% increase.

What makes the government plan

arrived all the way from Texas to fill in until Lee Thompson’s vacancy is filled. The APWU has already met with the new A/District Manager, Karlett Gilber, immediately upon her arrival to Detroit. Our mission was to bring some of your concerns to her attention for possible resolution. Some of the topics of our meeting included staffing in the 482 District and all of the outlying offices. Other items of interest involved managements slow responses to job

“Every demand for money from the postal service MUST be supported by a written letter signed by management. Failure to issue a letter makes the demand for money void.”

Attacking Our Jobs

I know that a lot of our members supported president Trump and the Republican administration in the 2016 election. That is your right to do so, as so many people wanted to see change in the government. So, do not be surprised, that change is coming, and it may come sooner than you think. In June, the White House proposed restructuring parts of the federal government in their budget, which included changes to the United States Postal Service, yes that’s you and me. The proposals call for an end to the regular mail and package delivery services as we know it, which are at affordable rates to over 157 million addresses every day. The Postal Service is not the only federal organization being attacked with changes, many federal and public services are being attacked as well.

The budget plan is to privatize the postal service, like they have done in many European nations. The problem is that those European nations have raised their postal rates nearly 80% over the past decade since being privatized. The USPS currently has some of the lowest rates in the world for mail delivery services. If the USPS is privatized, we can expect so see our rates increase dramatically, which will open the door to other delivery companies by removing the first class mail monopoly the USPS now enjoys.

The White House budget plan calls for basing postal pensions – yes, your pensions, on an employee’s high five years of employment, instead of their high three years. This would take about six billion dollars out of the pockets of your retirement over the next ten years.

The White House budget plan calls for the elimination of the current FULLY FUNDED FERS annuity supplement. This is for employees retiring before the age of 62. It would mean that every postal employee retiring before the age of 62 would NOT be able to collect their pensions until they reached the age of 62. This would amount to a loss of benefits for new retirees in the amount of about 20 billion dollars over the next ten years, or even worse, pre-

so bad is the loss of protections we now receive as federal employees. Sick leave, annual leave, insurance benefits, A loss of job security, loss of the no lay off clauses, loss of comparable pay in relation to the private sector, and even production standards are at risk.

Postal employees have to vote this November for people who will represent us in the government. Vote for people who represent the working class. People who support good jobs, pay equality, universal health care and worker’s rights just to name a few. Sadly, you will not find any of them in the Republican Party.

More Workplace Change Is Coming

Our 482 District Manager, Lee Thompson, has retired on June 30th. A new Acting District Manager

bidding, postings and conversions. The APWU, led by president Keith Combs, addressed other items that management had previously agreed to resolve, however, never followed through on. We welcome Ms. Gilbert, and hope she will move forward in bringing a positive outlook to our District, making changes to benefit the postal service as well as each and every employee. Only time will tell.

New Contract

Most of you know that our Collective Bargaining Agreement covering our Clerks, Maintenance, Motor Vehicle and Postal Support Employees expires on November 20, 2018. Our National Union is in contract negotiations at this moment. Watch for updates and bulletins on the progress of negotiations.

Let’s Talk About Candy

continued from page 2

- 20. Swedish Fish
- 19. Life Savers
- 18. Jujyfruits
- 17. Junior Mints
- 16. Chunky
- 15. Starburst
- 14. Whoppers (Can you believe they’re sold in a milk carton? As a little boy, I would’ve thought I was in heaven . . . and by the way, I buy the cartons)
- 13. Raisinets
- 12. Jolly Joes (they are all under the Mike & Ike banner now, but who recalls the discontinued member of the Jolly Joes/Mike & Ike/Hot Tamales family?)
- 11. M & Ms Peanut
- 10. Snickers
- 9. Hershey’s with Almonds
- 8. Three Musketeers (my favorite when I was ten)
- 7. Hershey’s Symphony
- 6. M & Ms Plain . . . I maintain that a single one of these delicious candies should not be called M & M, but simply M; after all, the M is printed on each piece . . . singular, not plural (sorry)

- 5. Hershey’s Cookies ‘n’ Cream
 - 4. Almond Joy (remember Almond Cluster and Caravelle?)
 - 3. Nestle’s Crunch (my favorite when I was fourteen)
 - 2. Dots (don’t see a movie without them)
 - 1. CHUCKLES . . . even the name says “fun” I only have one pack in the house now; it’s time to restock.
- The red Chuckle may very well be the single greatest treat in (wait for it) . . . the whole wide world.
- Now, let me hereby announce the Candy Hall-of-Fame. These first two inductees are too iconic to be a part of the other lists – Tootsie Rolls, to include the penny candy, the longer bars and Tootsie Pops, Peppermints, from the Olde Time Sugar Sticks to penny candy and candy canes.
- Of course these are only my opinions, please share yours. (P.S. the answer to # 12: Cool Kids)
- I hope you had as much fun reading this as I did writing it. Now, where are my Chuckles ?



Some Thoughts And An Appeal To Our Younger Members

As I come to the end of this term as Clerk Craft Director, I want to make an appeal to our younger members — to get involved in union activities and union politics. All of our members, young and old alike, have enjoyed the protections of a national collective bargaining agreement since they hired into the Postal Service. Many of our members, of all ages, do not recognize that a collective bargaining agreement, and indeed a union, is not guaranteed into the future.

If it were up to rich political conservatives, neither collective bargaining agreements, nor unions themselves, would exist.

Unfortunately, rich political conservatives have managed to persuade poor political conservatives — again — that the rich political conservatives have the poor political conservatives’ best interests at heart. This is the lesson to be derived from the elections of George W. Bush (twice) and the more recent election of Donald Trump. Both of these men, themselves raised as privileged rich kids, managed to convince working class

voters to turn against the interests of the working class and vote for these rich kids who never had to “work” in the normally understood sense of the word, in their entire lives. For the benefit of our veterans, I would throw in that both of these rich kids also ducked military service.

Rich political conservatives, by definition, want wealth concentrated in the hands of the wealthy; they want to “conserve” the social order

of a very small privileged class supported by a very large underprivileged class (that’s us by the way) who will scramble for available low-paying jobs and fight each other for crumbs of bread while the small privileged few own the bread factories. If you object to this state of affairs and want to bring the many up to the level of the few, you are labeled a “Socialist”.

Unions and politically liberal activists have been getting called “Socialists”, “Communists” or even “Anarchists” since the end of the 19th Century. You’d think the rich guys would come up with a new label to stick on those who are not happy to remain on the bottom of the economic scale, but then, “Socialist” still seems to strike fear into a lot of people who probably don’t even know what the term means. You only have to go back to the debate about the Affordable Care Act, a.k.a. “Obamacare” to recall that it was called “Socialism” or “socialized health care” by its enemies who invoke the term “Socialism” as if that is some kind of recognized evil which ends further discussion of the subject.

companies stand out as the unionized industry that made possible a good middle class standard of living which from World War II through the 1980s was the envy of the world. Until, that is, the ultra-conservative backlash movement which began with the election of Ronald Reagan that year, and which continues to this day, started its campaign to unravel the social and political progress which had slowly — very slowly — begun at around the turn of the century. Thus, we have our two economic camps: “Progressive” meaning those who believe in economic “progress” whereby wealth and privilege is more equitably distributed; and “Conservative” meaning those who want to “conserve” wealth, power and privilege in the hands of the few (see above) and who directly oppose “progress”.

So many things that unions fought to achieve; the eight-hour day and forty-hour workweek, overtime pay, paid sick leave, vacation time, retirement pensions, group health care insurance, to name but a few — not one of which was ever given voluntarily by an employer — are conditions of employment taken for granted in this country. But they weren’t granted; they were demanded by unions, and only accomplished after hard struggle. Power does not relinquish anything without demand. And power never ceases to try and take back what it has been forced to relinquish.

Each generation must protect and preserve the accomplishments of the past, while achieving new accomplishments going forward into the future. This is especially true for our union, the American Postal Workers Union. Prior to 1970, postal workers had no contract, no negotiated right to collectively bargain, and made about two dollars an hour. Risking their jobs and possibly even imprisonment, the union leaders of the day decided to strike — which was illegal — and as a result of their courage the union was recognized by the Postal Reorganization Act of 1972. Remember, power does not relinquish anything without demand.

We must maintain our vigilance. There have been numerous movements to eliminate the Postal Reorganization Act and, with it, collective bargaining. Conservatives are continually talking about “privatizing” the Postal Service. There is even current discussion that the current President could eliminate collective bargaining by Executive Order.

We need you and we want you. Please step up and get active. If you don’t, who will?

“We must maintain our vigilance. There have been numerous movements to eliminate the Postal Reorganization Act and, with it, collective bargaining.”



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!

JEREL WILLIAMS
WILLIAM TINSLEY
MAURICE GRAY, SR.
CHRISTOPHER COMSTOCK
LESLEY GATES
ORIANA WILLIAMS
DONNA JONES
BRITTANEY LITTLE
BIANCA HOUSTON
KENDRA REVELS
ROBERT FLANNERY
KENDRICK JACKSON
FRANK PICKENS
BRITTANY WINSTON
NYESHA WITTEN-AREBELO
TAMIKA MILLER
ANNA DESANTIS
BIANCA USSERY
DAI JAILITA LOVE
DAJANAIRA ANDERSON
CORNEL CLARKE

REGINA SAFFO
JASON ROGERS
ANTHONY MORGAN
DANA MAXWELL
LATONYA BLAND
TODD WILLIAMSON
ANTOINE BUCKS
GARY GERVIN
CHRISTOPHER UNDERWOOD
RASHEL SMITH
ROBERT VADASZ
JONATHON LEGARRETA
PHILLIP WALLER
TYRA MOORE
GARY JONES
RICHARD HANNAH
ARDIS ROBERTS
DREW JOHNSON
JADE PAIGE
MARY BLACK
WILLIE HENDERSON

CLARISE TARD
CONNIE YOUNG
DANIEL VASQUEZ
PETRA CONONADO
RYAN PATTERSON
NEFTALY VASQUEZ
ANTHONY LUMBRERAS
JIM GUY, III
ANDRES OLIVERA
DEBORAH UNDERWOOD
MONIQUE HARRIS
DURAND MCCONELL
EBONY TOYER
DARONTAE SMITH
MIGUEL ZAMORA
RICHARD MILES
HARRY OGLETREE
ADRIAN ARMSTRONG
KIEARA CLARK
JORGE RUBIO VELOZ
ELIZABETH RAMOS
SHANE VASQUEZ



Maintenance
Craft
Report

Sterling Bouier
Maintenance Craft
Director


Hello Union Brothers and Sisters. My name is Sterling Bouier. I am the Maintenance Craft Director for APWU DDAL. There are a few important issues I would like to talk about. The first is CTC (Custodial Team Cleaning). CTC was designed to reduce staffing by 33% or about 1/3. That means custodians have less time to do the same amount of work. The required cleaning supplies do not clean sufficiently and the program in reality is a failure. At most facilities, especially at the

Custodial Team Cleaning

stations, the program is not being followed. The custodians are being asked to keep the facility clean without being assigned the work according to their staffing package. They are continuing to use the previous cleaning methods, which makes it appear that the program is successful. Stop assisting management in eliminating custodial positions. Request an assignment or route sheet every day. Follow that sheet and anything outside of that work sheet should be assigned on a work order or assigned on overtime. Document the work that was bypassed in order to allow you to complete other tasks. That is the only way that we can show that the program does not work and argue to get those work hours and custodial positions restored. If anyone has any issues,

problems, or questions, please contact the Union. For all those interested, the **Line H grievances for the fiscal years 2015, 2016, and 2017 have been appealed to Step 3 as of June 8, 2018.** It is almost time for **Line H fiscal year 2018** (October). In the future, **I need as many statements as possible from custodians** that state you are not following CTC, you are not receiving route sheets (at stations), and for any time or hours that you are sent to another facility or that your assignment is changed but your route sheet is not. Any tasks that are not being performed or completed should be “partialed” or bypassed and reflected as such on your route sheet. By the time of this printing, Maintenance Open Season should have

concluded. The process of testing, interviewing, and getting employees the results should be concluded. If anyone has any issues, problems, or questions, please contact the Union. There is a lot going on. The National Convention is coming up. The Local Election is coming up. There are various bills in Congress that can directly affect the future of the Post Office. We all need to be informed as soon as possible, work together to protect the Postal Service as we know it. The only way to survive is to work and fight together as one. The Union must be unified!!! If anyone has any questions/issues/complaints pertaining to Maintenance Craft, please feel free to contact me at 313 965-1398 (maintenance office @ GWY). In Union Solidarity.



Retirees'
Department
Notes

Al Fouche
Retirees' President

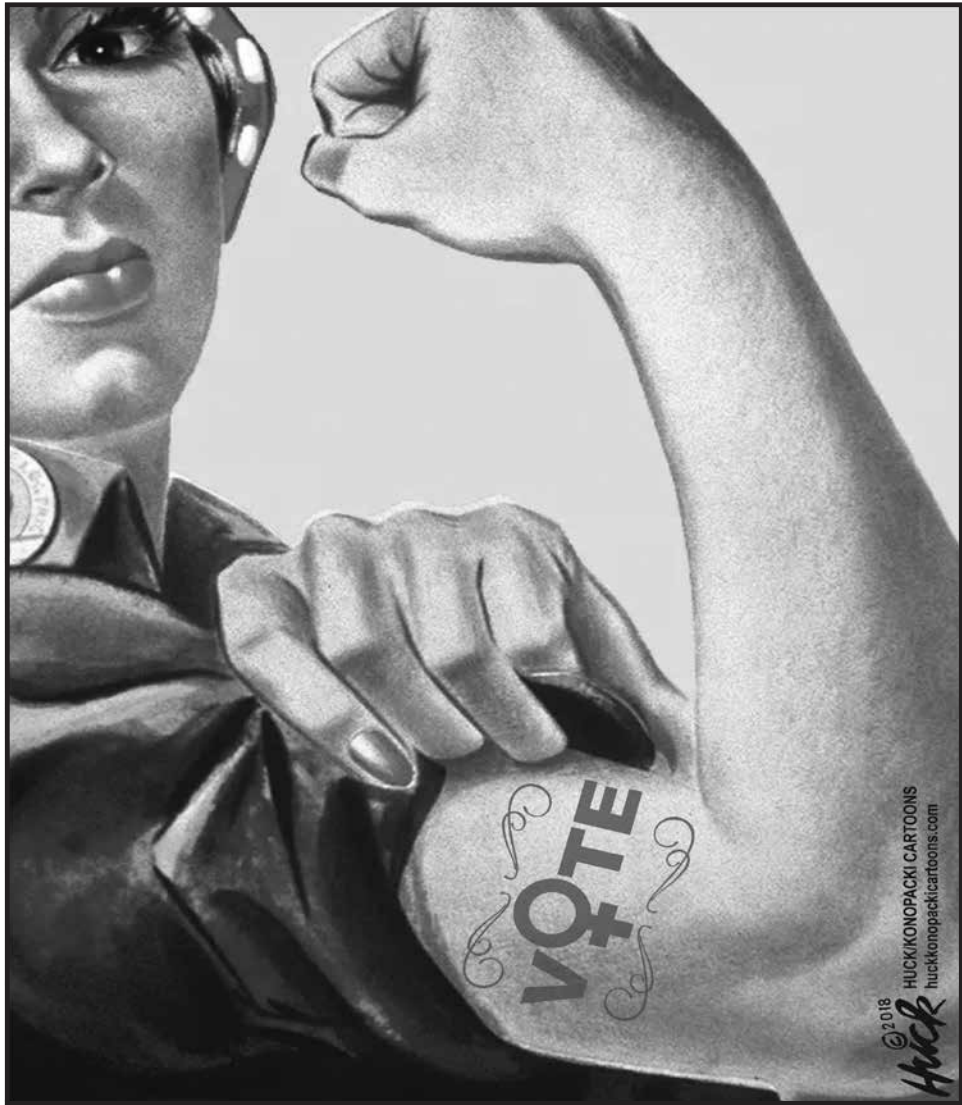
Beginning August 18, 2018, the APWU will have its national convention for retirees and active members. The delegates will either vote **‘for’** or **‘against’** all resolutions. Listed below are resolutions affecting retiree members. Whereas, while APWU retired members have no interest or benefit in influencing active delegates on how to vote on contractual issues; there are numerous non-bargaining resolutions proposed in national conventions directly affecting retiree membership; i.e., Constitutional Amendments, Legislative/Political, APWU Health Plan, Human Relations, Veterans Affairs, the Retirees Department, Social and Economic issues of consequence, and Whereas retirees regularly assist locals and participate in APWU functions such as state and national elections and campaigns such as Staples, and Whereas, currently, with a token of just five (5) elected National Retiree Delegates to the APWU National Convention, one in each region, the average representative voting strength is 1 for 8,000, and Whereas, Especially note items 3, Every member has the right to freedom of speech and the right to be heard and item 6, Every member has the right to participate in the activities of this Union, and Whereas, retirees are MEMBERS – please refer to Article 3 Section 4 (e) All retirees who desire to become members of the APWU Retirees Department shall pay Thirty-Six Dol-

Resolutions That Affect You

lars (\$36.00) per year per capita tax to the National Union. Article 3 is membership. Whereas, retirees currently are allowed to be seated with their delegation, despite no voice, no vote and have been trusted to abide by these restrictions for several conventions, and therefore be it Resolved, all retirees in attendance at the APWU National Convention will be allowed voice and vote on all retiree related issues, and therefore be it further Resolved, retirees will not be allowed to vote on issues such as ratification of a National Agreement, LMOU, proposed Work Stoppage or Labor Management issues affecting all current employees in any crafts/divisions, and therefore be it further Resolved, to amend the APWU Constitution & By-Laws; Article 6. “Representation”; Adding a New Section 6 (Change present Section 6 to 7) to read: “Wherever in Article 6, Sections 1 through 5. References to; ‘National Convention; Local, State, regional affiliates, or organizations voting strength/representation such provisions will apply to chartered APWU State and Local Retiree Chapters. Resolved, the new section would read: **SEC. 6 Retiree delegates will be seated with a voice and a vote pursuant to the formula in Article 6, section one. Retiree delegates will not be allowed to vote on issues such as ratification of a National Agreement, LMOU, proposed Work Stoppage or Labor Management issues affecting all current employees in any crafts/divisions.** SEC. 7 Each national officer holding an elective office shall have voice and one (1) vote and shall be a delegate to the National Convention

New language in bold print
Resolved, to amend the APWU Constitution & By-Laws; Article 6. “Representation”; Adding a new Section 6 [Change present Section 6 to Section 7. To read: Wherever in Article 6, Sections 1 through 5, references to ‘National Convention; Local, State, or regional affiliates, or organizations voting strength/representation “such provisions will apply to chartered APWU State and Local Retiree Chapters with the exception that Retiree Chapters’ voting strength/representa-

tion will be one (1) for one-hundred (100) or fraction thereof.”
The Detroit Retiree Chapter will be represented by the following:
NATIONAL OFFICERS – Michael O. Foster, Judy Beard and Phillip A. Tabbita
STATE OFFICERS – Jane E. Dugan
LOCAL OFFICERS/MEMBERS – Al Fouche, Yvonne Tatum, Regina Favors, Carole Boulware, Christine Foster and Brenda Standerfer-Jones
The results of approved resolutions will be given when the convention is over.



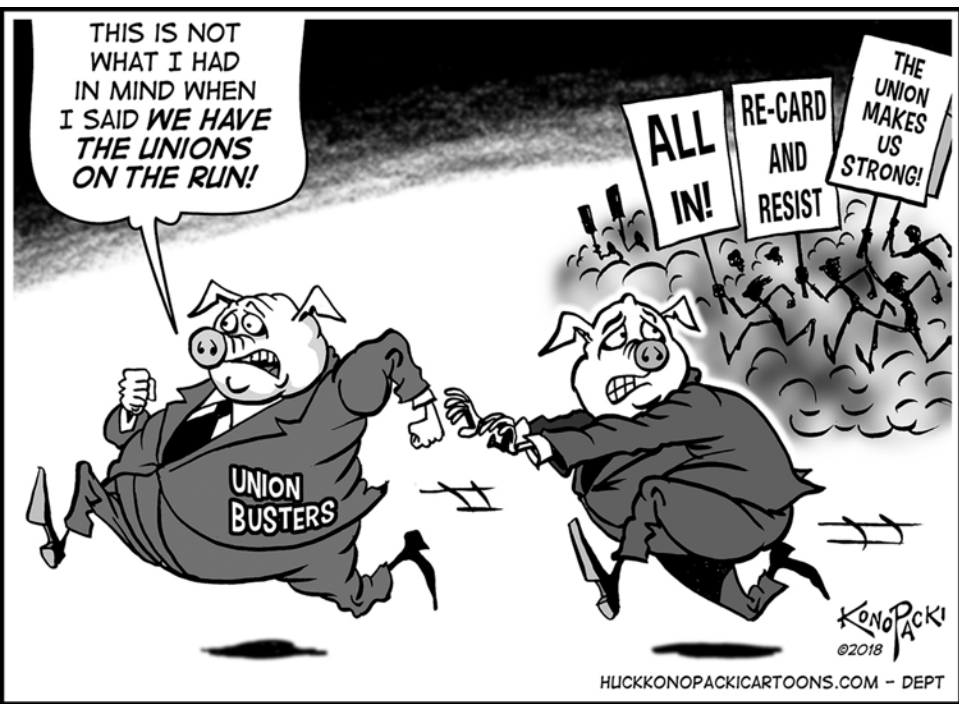
Voting Against Your Own Self Interests

by Doug Brown

Many Americans enjoy their privilege of voting in elections. Our vote provides direction and stability for the things we value most in our great country. Informed voters are caring voters. Caring voters research the issues and cast votes accordingly. This is known as “voting in your best interest.”

Looking back to the 2016 presidential election voters felt isolated, forgotten and tired of the every day politics. Many wanted change and voted for Donald Trump. Internal polling suggests a percentage of union members across the country voted for Trump. Industries like steel, automotive, and coal employ lots of union members. The members liked what they heard with promises of change in NAFTA and other unfair trade agreements. However, a year and a half later there has been little change in trade practices, only tariffs and threats.

A percentage of APWU members voted for Trump. It is unclear how many as Trump campaigned on reducing the size of government agencies and associated federal retire-



ment benefits. Remember, the USPS is included as one of those agencies. Trump has followed through on his campaign promise to cripple government employee unions. It started with executive orders to limit “official time” for stewards, strip whistleblower protections for federal employees, and degrade just cause provisions for termination.

Most recently the Trump administration has proposed, “privatizing” the postal service. According to the White House “a private postal service would provide greater freedom to raise prices and negotiate pay

and benefits.” In other words slash pay, eliminate benefits and tear up universal service. No more unions or protections, and certainly no retirement benefits or health insurance. Plain and simple, it is union busting.

President Kennedy once said “Those who would destroy or further limit the rights of organized labor – those who would cripple collective bargaining or prevent organization of the unorganized – do a disservice to the cause of democracy.

Members of the APWU who voted for change certainly did not intend for the changes to apply to their employment with the USPS. They did not vote for reductions in their retirement, busting of their union, or most certainly not privatization of the postal service. It is very clear by voting for change you have “voted against your own self interests.”

We have a real opportunity to change the direction this November. Do the research and please cast your votes accordingly. “Vote in your best interest.”

— IPWU Dispatch



Director of Human Relations

Kathy Carter
Director of Human Relations

Life is easier and generally more enjoyable if you’re an optimist. Research shows that optimists enjoy many **health and lifestyle benefits**, including greater achievement, greater health, a sense of persistence toward goals, greater emotional health, increased longevity, and lower reactivity to stress. Because of this, optimists tend to be happier overall. Optimism is measured by your **explanatory style**, or how you define events. You’re halfway there if you can learn to define positive events in the following three ways:

1. Positive events occurred because of something you did.
2. Positive events are a sign of more good things to come.
3. Positive events are evidence that good things will happen in other areas of your life.

You’re all the way there if you can also think of negative events as:

1. not your fault.
2. isolated occurrences that have no bearing on future events or other areas of your life.

If you find yourself expecting the worst and selling yourself short a little too much of the time, you can always increase your tendency toward optimism. The following steps can get you there.

5 Steps To Being More Of An Optimist

Analyze Your Thoughts, Giving Yourself Credit

When something positive happens in your life, stop to analyze your thought process for a moment. Are you giving yourself due credit for making it happen? Think of all the strengths you possess and ways you contributed, both directly and indirectly, to make this event occur. For example, if you aced a test, don’t just think of how great it is that you were prepared, but also think of how your intelligence and dedication played a role.

Think of How Your Strengths Can Bring Other Good Things

Think of other areas of your life that could be affected by this good event. Also, think of how the strengths you possess that caused this good thing to happen can also cause other positive events in your life. For example, what other good things can come from your intelligence, dedication, and ability to effectively prepare for tasks?

Think of Future Events That Can Also Happen

Imagine what future possibilities could be in store. Because you hold

the key to your success, shouldn’t you expect to do well on future tests? Isn’t a successful career a natural result?

Minimize the Negative, When It’s Realistic to Do So

When negative events occur, think of the extenuating circumstances that could have contributed to this happening. If you do poorly on an exam, for example, were you especially busy in the preceding week? Were you somewhat sleep deprived? What outside circumstances contributed to your failure? Keep in mind that this isn’t

necessarily a reflection of personal weakness.

This doesn’t mean that you should never recognize when you may need to change your behavior in the future or deny responsibility for mistakes — that’s how we learn! It does mean, however, to focus more on the positive and don’t let negative events kill your self-confidence.

Remember: Tomorrow Is Another Day/ Tips to Remember:

1. The key to optimism is to maximize your successes and minimize your failures.
2. It’s beneficial to look honestly at your shortcomings, so you can work on them, but focusing on your strengths can never hurt.
3. Keep in mind that the more you practice challenging your thought patterns, the more automatic it’ll become. Don’t expect major changes in thinking right away, but do expect them to become ingrained over time.
4. Always remember that virtually any failure can be a learning experience, and an important step toward your next success!
5. Practice **positive affirmations**. They really work!



Grammar : When Bad Grammar Is ‘Good’

by David Watkins, Associate Editor

Good words used correctly make for good sentences. I was taught how to use “good English” when I was in school. Miss Aprahamian and others made sure that I used the right words at the right time. These lessons were for speaking as well as for writing. I believe that I learned my lessons well. I like to think of myself as something of a grammarian. That is to say that when I speak or write I make an effort to “get it right” in regards to what is called proper English. I truly love the language and its flavourful subtleties. I enjoy word games, word puzzles and linguistic word play. I also enjoy editing and proofreading; and grammatical errors are the first things that I correct. However, there are some instances in which so-called bad grammar can work better than standard English.

Have you ever had a conversation (or a heated argument) when standard words did not seem to be enough ? This is where some people will interject a curse word or a gesture to get a point across. Well, in ‘polite society’ profanity is not an option. In written works, gestures would be fruitless. This becomes the time for the use of colloquial conversation. This is the everyday talk we hear from people who are not public speakers. There are times when a person has a desire to impress upon listeners or readers that the word

“ain’t”, for example, is useful. When abolitionist Sojourner Truth made her famous speech in 1851, she used the term “ain’t I a woman?” for emphasis and effect. The speech is now commonly referred to as the Ain’t I A Woman speech. The phrase

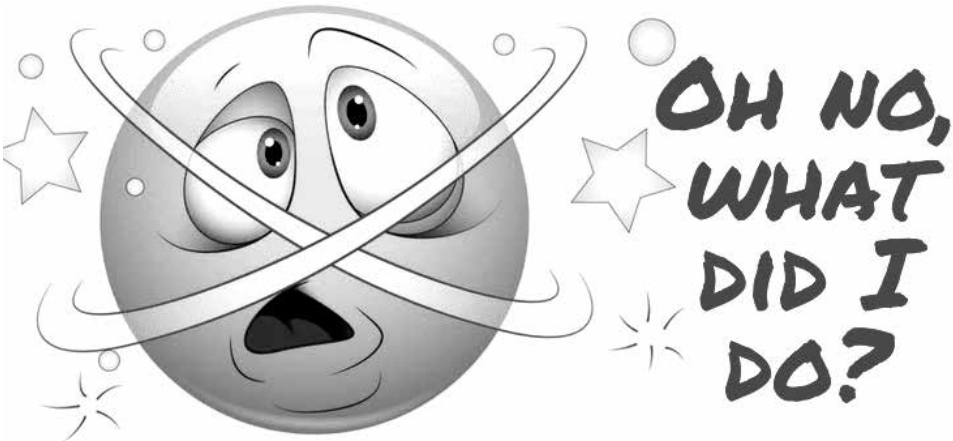
standard words to let the audience know that he or she “knows better”. One specific minister has been known to say, “I know that’s not good grammar, but it’s good preaching.” However, it is not advisable for everyone to use bad grammar or slang.

When speech sounds stilted or forced it does not go over the same way. (I tried to use a slang term in a talk; even though my usage was correct I was asked to not try that anymore)

I like a certain amount of formality and structure in my writing. It’s just a personal preference. My high school English teacher, Miss Aprahamian would never have accepted fragments in the place of subject-predicate sentences. Nor would my college professors have endorsed them. Therefore (being the old school guy that I am), I still do not use fragments in my

writing. I feel quite alone in this regard. The top novelists and columnists use fragments with an amazing frequency. I must admit that thriller writers use fragments for effect quite well.

Example: “She walked slowly to the door and stood against it – listening intently. Silence.” The word “silence” is not a sentence. It is a fragment. Yet, the writer’s point is made and the effect is undeniable. Today’s best selling writers did not have Miss Aprahamian as their teacher, but they seem to be doing rather well for themselves. Perhaps one day I’ll use a fragment or two myself. Maybe.



‘I am a woman’ would probably have been less memorable.

Public speakers sometimes use non-standard words and terms for effect and to add weight to certain sections of their talks. A preacher’s point could be made without any diversions from standard English. After all, the Bible is probably the best example of a remarkable use of the language. Still, there seems to be a particular added flair when an otherwise well spoken individual uses non-standard English in the way that the listeners are used to hearing it. That last point is important. The speaker should put an emphasis on the non-

— To Be A Friend —

by David Watkins, Associate Editor

It had been a long day of carrying mail – much longer than usual, or so it seemed. Al was tired as he entered the station to clock out.

A recognizable voice boomed. “Hey, man. What’s going on, Al?” “Not much, Leon,” Al answered. “I’m glad this day is over. When I get home, I’m going straight to sleep.” “One of those days, huh?”

Al laughed and said, “More like two of those days wrapped up in one.”

Leon smiled at this. When he spoke, the smile faded. “Got a minute, Al?”

“Sure man, what’s up?” Leon walked to the break area and sat down at a table. Al took the seat across from him. “Leon, if this is about that twenty, don’t worry about it. Hold onto it until next payday.”

“Thanks. But no, it’s something else. A friend of mine has a problem and I thought that you might have some advice that I could give him.”

Al folded his hands and looked at Leon. “Go ahead. What’s your friend’s name?”

“Uh...Deon.” Al nodded. “What’s his problem?” “It’s a marital problem. His wife is threatening to leave him.”

Al sat back in his chair. He knew that his restful evening would have to wait a little while longer.

“It’s like this, Al,” Leon started, “my friend hasn’t been paying his

bills and they’ve got shut off notices for everything.”

“So what happened to their bill money?” asked Al.

“Well, there was this ‘sure thing’ at the racetrack which turned out not to be a sure thing after all.”

“Oh, I see – so it’s not your friend’s fault, it’s the jockey’s fault. Tell me, does your friend like the casinos, too?”

Leon replied, “Yeah, but he only goes to one of them.”

“One is all it takes. Does he play Powerball?”

Leon nodded. “Yeah. Powerball and Lotto 47. Oh – and Fantasy Five. He used to play the three and four dig-its, but you can’t win enough money on those.”

Al frowned and said, “You mean ‘lose enough’; look – tell your friend to give his paycheck to his wife, call each utility company and make a deal and then call this number.”

Al held out a business card for Leon. Leon took it and read aloud, “EAP 1-800-327-4968. Hey, my friend used to play 327 every day...”

“Tell your friend to call the number, don’t play it. This is serious.”

Leon asked, “But isn’t EAP for ad-dicts – like drugs and alcohol?”

“People tend to think so,” said Al, “but EAP helps employees deal with all kinds of issues from smok-ing and drinking to health problems and depression. And by the way, the type of gambling your friend is

doing is compulsive. That makes it an addiction.”

Leon said, “How do you know so much about this stuff?”

“I had a problem myself years ago,” Al said. “Don’t look so surprised. We all have our setbacks.”

“Wow. What was your problem, Al?”

“Another thing about EAP is that they have life coaching and counsel-ing and everything is confidential.”

“Like a lawyer or a priest?” Leon laughed.

“What happens at EAP...” Al said.

“Stays at EAP,” finished Leon. “Thanks a lot. I appreciate this. I’ll tell my friend.”

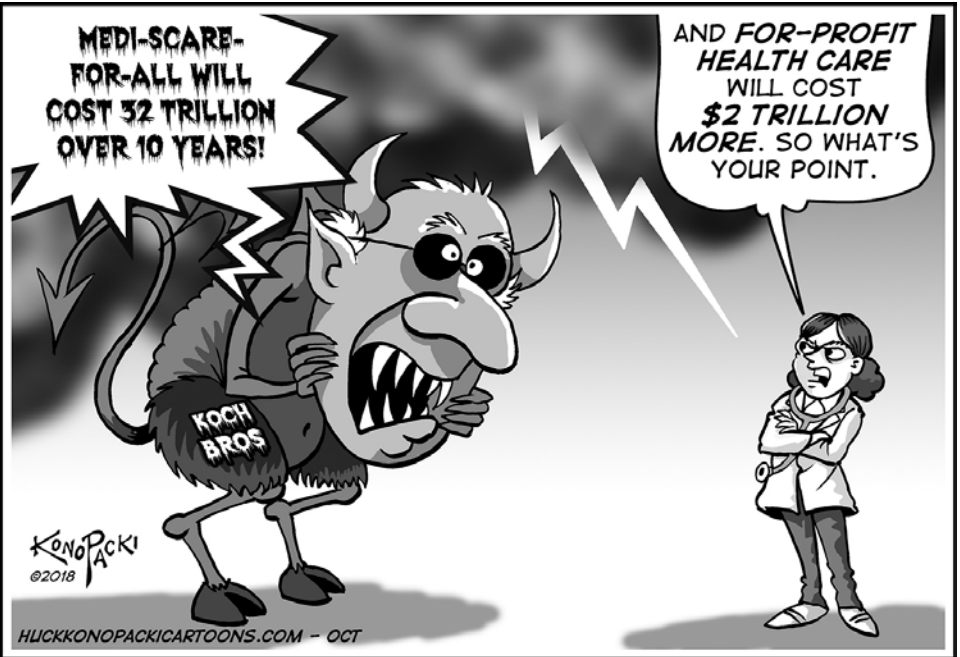
Leon got up to leave. “See you later, Al.”

“Later, Deon.” Leon stopped. “You knew?”

“Hey,” said Al. “Don’t worry about it. Conversations in the break room stay in the break room.”

As Leon walked away, Al re-minded him, “Call that number when you get home and don’t stop at the store to play it either.”

Al thought to himself, there’s no need to tell Leon that I play 327 every now and then myself. Al headed home to get some much needed rest. He did not make any stops along the way.



There's More To Being A Member Than Just Paying Dues

by John Dirzius, APWU Northeast Region Coordinator

As I proudly travel the Northeast Region and speak with workers, I always ask if there are any new members, newly hired Postal Support Employees (PSEs) or recently converted PSEs. I ask those questions knowing that 25 percent of postal workers have been hired since 2011 and over 54 percent are eligible to retire.

A few hands always go up and that's great. However, collectively we need to make certain that each time that question is asked, more and more hands proudly go up in a "fist pump" of union pride and solidarity, as our future is in the collective hands of our new members. We need to see more new members at our training sessions, more activists attending union meetings, more new delegates at state and national conventions, and everyone participating in our rallies and demonstrations. Your involvement will determine our future.

The task of empowering our members, educating our members and developing new leaders must be a priority for all of us if we are to maintain our status of



an outstanding labor union. The strength of any labor union is measured by the active involvement of its members. The days of letting someone else "do it" were never acceptable and with today's serious challenges, this attitude can no longer be tolerated.

Being a good union member is more than just paying dues and asking others to resolve your griev-

ance, negotiate your contract, protect your standard of living and fight to keep America's postal services strong. Your involvement is absolutely required.

The journey to become a union activist is as simple as attending your next union meeting. Organize your meeting by spreading the word among your co-workers and ask them to get their co-workers to attend, as well. Social media is a great tool to get our message out.

As we mobilize around a new contract, work with your local

Contract Action Team (CAT) and get everyone to wear a union T-shirt or contract campaign button on a scheduled day every week. That small gesture sends a strong and important message to management: We are union strong and united. Take a picture and share it on social media to show your solidarity.

Organizing any non-members in your local is one of the most important roles anyone can play. Tell them: The APWU has negotiated a strong contract that protects our members with a good living wage, health benefits, job security and a pension once we retire. There is absolutely no reason why any postal employee should be a non-member.

If you are ready, the next step is to become a union steward or run for an elected position in your local. Don't worry, there are all kinds of trainings available to hone your skills and knowledge. Taking that next step is what is important and vital to our continued success.

To put it in sports terms, we must fill the APWU's "bench" and the first step is your involvement. I can assure you, if you ask my fellow Regional Coordinators, Sharyn Stone, Omar Gonzalez, Mike Gallagher and Kenneth Beasley, their response would be the same. Get involved today!



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

Change Service Requested

2018 Membership Meetings

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

November 4th

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	