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 maximumization, 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 solici- tarity 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.

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,

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 Area Local, shared his experience as a leading AFSCME staffer 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 29, 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.

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 theintegral 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,

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 Area Local, shared his experience as a leading AFSCME staffer 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 29, 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.

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,

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 Area Local, shared his experience as a leading AFSCME staffer 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 29, 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.
Let’s Talk About Candy

I’ve never been a smoker or a drinker, but I believe that kicking those habits would be easier than letting go of candy. People generally start smoking or drinking in their teens or early twenties. We start eating candy almost at birth. Candy is a lifelong habit (my favourite—I might add). This is October, my number one month. As a boy, I would exclaim that the month would start with ice cream and cake (for my Oct. 5th birthday) and end on Hallowee’en with candy – bags of it.

Before I list my favourite (and some not so favourite) candies – here are some notables that missed the top 30: Clark Bar, Twin, Taffy Avenue, Goobers, Powerhouse, Red Hots, Planter’s Peanut Bar, Heath, Mars (and its twin-Milkshakes), Mentos, York Patty, Good & Plenty (which probably had the very best commercial theme song of any candy), Jujubes, Lemonheads, Boston Baked Beans, SweetTarts, Sno Caps, Oh Henry, One Hundred Thousand Dollar Candy Bar and Mounds. I know, I know... maybe your #1 candy is here, but I only have a top thirty - two top 30 actually and a bottom ten. Then I’ll list some candies I do not know, but which many people love.

“Penny” “Candies” – the quotation marks are there because some candies were two cents back in the day and also because I included bonus entries that were not technically candy. I try to avoid unnecessary quotation marks. Okay, now I’m ready...

30. Pumpkin Seeds
31. Jaw Breakers
32. Caramel Squares
33. Peach Stix
34. Cinnamon Toothpicks... does anybody remember these?
35. Pixy Stix
36. Wax Bottles (with liquid inside)
37. Candy Lipstick
38. Cherry Drops
39. Coconut Slices
40. Candy Cigarettes
41. Kix (the precursor to Now & Later)
42. Banana Splits... three for a penny
43. Tootsie Rolls
44. Gumballs... not candy, but what an icon!
45. Squirrels
46. Cherry Sours
47. Red Shoestings
48. Jelly Ranchers [why do people call them wine candy?]
49. Dumb Dumb lollipops
50. Red Hot Dollars
51. Kisses (especially Hershey’s)
52. Stick candy... assorted flavours
53. Ice Cubes... delicious chocolate - two cents when I was a boy, a quarter today.

1. ROOT BEER BARRELS

shaped candies
1. Candy Corn... I’d rather eat dirt
Here are some candies that I’ve never tasted (to my knowledge):
Zagnut, Charleston Chews, Bounty, S’mores, Butternut, Big Time, Bar None, Reggie, Skor, Choc o stix, Zero, Tootlerone, Whatchamacallit. I have tasted Marathon once; Rolo at least twice and Twizzlers quite often. I’ve had Pez and Krackel this century and enjoyed Bonomo’s Turkish Taffy and Sno-Poke in the days of my youth. There are so many candies that I like, so I no longer feel the need to try every new one which comes along, I have yet to try Nerds or any new sour candy. I do, however, try new chewing gums and bubble gums from time to time. I still can’t believe the prices of gum... remember Chum Gum for a penny?

In addition to Wrigley’s Big Three [Doublemint, Juicyfruit and Spearmint], here are ten other gums I like:
10. Butterfinger
9. Kit Kat
8. Milk Duds
7. Sugar Babies [or Sugar Daddy – take your pick]
6. Bit O’Honey
5. Mary Jane
4. Reese’s [not R. Cee]
3. 3 Peeps [what a nasty Easter trick, not treat]
2. Circus Peanuts... orange, soft, giant peanuts

continued on page 3
Window and you found your win-
dow drawer to be short. If you seek
union assistance, you may find you
do not have to pay the entire short-
age back, depending on the circum-
stances. And, if you have to pay, the
union can negotiate fair and reason-
able pay back terms including bi-
weekly or bi-monthly payments so
the expense is easier on you. Remem-
ber, never pay the postal service
any money they tell you that you
owe them unless you first seek the
union’s advice.

**BEWARE – Letters Of Demand**

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
have been disappointed with the Repub-
lican 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 the meantime, 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 mil-
lion addresses every day. The Postal
Service is not the only federal organi-
zation 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 prob-
lem 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. Right now, the White House
proposed that the USPS be 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
away at least 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 cur-
rent FULLY FUNDED FERS annuity
supplement. This is for employees
retiring before the age of 62. It
means that every postal employee
retiring before the age of 62 would
NOT BE able to collect their pensions
for five years in order to save
on federal payroll. This would amount to a loss of ben-
efits for new retirees in the amount of
about 20 billion dollars over the
next ten years, or even worse, pre-
sent you from retiring when you
were once eligible after the age of 50.

The plan also calls for raising re-
tirement contributions for current
employees 1%. This may not sound
like much, but it will result in NO
additional benefits for the employ-
ees who tell them they really do reire. A
current postal employee will be pay-
ing 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,
Karen Gilber, immediately upon
her arrival to Detroit. Our mission
was to bring some of your concerns
to the new manager’s possible resolu-
tion. Some of the topics of our meet-
ing included staffing in the 482 Dis-
trict and all of the outlying offices.
Other items of interest involved
managements slow responses to job
bidding, postings and conversions.
The APWU, led by president Keith
evans and the union, was very
happy that the new management had previously agreed to resolve, however, never followed through on. We welcome Ms. Gil-
bert, and hope she will move for-
ward 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 Collec-
tive Bargaining Agreement covering
our Clerks, Maintenance, Motor Ve-
hicle and Postal Support Employees
expires on November 20, 2018. Our
National Union is in contract nego-
tiations 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’d have thought I
was in heaven . . . and by the way,
I buy the cartons)

13. Raisinets
12. Jolly Joes (they are all un-
der 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 favou-
rite when I was ten)
7. Hershey’s Symphony
6. M & Ms Plain . . . I maintain
that single one of these delicious
Candies should not be called 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 Al-
mond Cluster and Caravelli?)
3. Three Musketeers (my favou-
rite when I was fourteen)
2. Dots (don’t see a movie with-
out them)
1. CHUCKLES . . . even the
name says “fun” I only have one
pack in the house now; it’s time
to restock.

The Red Chucky 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 ironic
to be a part of the other lists —
Tootsie Rolls, to include the
penny candy, the longer bars and
Tootsie Pops, Pepermints, from
the Olde Time Sugar Sticks
to penny candy and candy canes.

Now, let me hereby announce
the Candy Hall-of-Fame. These
first two inductees are too ironic
to be a part of the other lists —
Tootsie Rolls, to include the
penny candy, the longer bars and
Tootsie Pops, Pepermints, from
the Olde Time Sugar Sticks
to penny candy and candy canes.

Now, let me hereby announce
the Candy Hall-of-Fame. These
first two inductees are too ironic
to be a part of the other lists —
Tootsie Rolls, to include the
penny candy, the longer bars and
Tootsie Pops, Pepermints, from
the Olde Time Sugar Sticks
to penny candy and candy canes.

Now, let me hereby announce
the Candy Hall-of-Fame. These
first two inductees are too ironic
to be a part of the other lists —
Tootsie Rolls, to include the
penny candy, the longer bars and
Tootsie Pops, Pepermints, from
the Olde Time Sugar Sticks
to penny candy and candy canes.

Now, let me hereby announce
the Candy Hall-of-Fame. These
first two inductees are too ironic
to be a part of the other lists —
Tootsie Rolls, to include the
penny candy, the longer bars and
Tootsie Pops, Pepermints, from
the Olde Time Sugar Sticks
to penny candy and candy canes.
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.

Unfortunately, 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 managed to persuade poor political conservatives — again that rich people are better than everyone else.

Unions and politically liberal activists have been getting called "Socialists", "Communists" or even "Anarchists" since the turn of the 19th Century. You'd think the rich guys would want to "conserve" the social order, and indeed a union, that they are lucky enough to inherit.

Unions, and politically liberal activists have been getting called "Socialists", "Communists" or even "Anarchists", since the turn of the 19th Century. You'd think the rich guys would want to "conserve" the social order, and indeed a union, that they are lucky enough to inherit.

Unions, and politically liberal activists, have been called "Socialists", "Communists" or even "Anarchists", since the turn of the 19th Century. You'd think the rich guys would want to "conserve" the social order, and indeed a union, that they are lucky enough to inherit.

But I digress. What I want to impress upon our younger members is that we need you. We need you to come to union meetings. We need you to involve yourself in union activities. We need you to step up and volunteer to be union stewards and to run for union office. It is the youth who are going to take the union and the labor movement forward into the future, a future where the relevancy or need for unions is not clear to much of particularly the younger part of) the adult population. The days when young working class children were raised by their families to believe in, and seek, "good-paying union jobs" 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 it is some kind of recognized evil which ends further discussion of the subject.

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

"Some Thoughts And An Appeal To Our Younger Members"
Hello Union Brothers and Sisters,

My name is Sterling Bouier. I am the Maintenance Craft Director for the APWU. I would like to talk about the first 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 the maintenance craft, 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.

Stopping 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.

Resolutions That Affect You

Beginning August 18, 2018, the APWU will have its national conven- tion for retirees and active members. The delegates will either vote for or against all resolutions. Listed below are resolutions affecting retiree members.

Whereas, 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 Retiree 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 Re- tiree Delegates to the APWU Nation- al 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 items 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 (a) All retirees who desire to become members of the APWU Retirees Department shall pay Thirty-Six Doll-
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 everyday 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 lots of union members. The membership across the country included as one of those agencies. Trump has followed through on his campaign promise to cripple government worker 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

5 Steps To Being More Of An Optimist

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, a 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.
3. Positive events are evidence that the more you practice challenging your thought patterns, the more automatic it’ll become. Don’t expect the more you practice challenging your thought patterns, the more automatic it’ll become. Don’t expect
4. Always remember that virtuosity is to maximize your successes and minimize your failures.
5. Keep in mind that your failures.
6. Remember: Tomorrow is Another Day! Tips to Remember:
7. Keep in mind that you need to change your thought patterns, 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.
8. Always remember that virtually any failure can be a learning experience, and in some cases, move you forward toward your next success!
9. 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 everyone 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 subleties. 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, 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. 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 a woman?" for emphasis and effect. The speech is now commonly referred to as the Ain't I A Woman speech. The phrase "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-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. If you 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.

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 area. 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.

"All right, I'll listen!" said Leon. "What's his problem?"

"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

"So how 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?"

"Replied, 'Yeah, but only when winning money.'" asked Al.

"Leon replied, 'Yeah, but only when he goes to one of them."

"One is all it takes. Does he play Powerball?"

"Yes, Powerball, and Lotto 47. Oh – and Fantasy Five."

He used to play the three and four digit games and the Mega Millions. "It's all for fun, but you can't win enough money on those," he added.

Leon frowned and said, "You mean "lose enough"; look – tell your friend this."

"Sure thing! I'll tell my friend."

"Oh, I see – so it's not your friend's fault."

"But, it's the jockey's fault. Tell me, does your friend like the casinos, too?"

"Leon replied, 'Yeah, but only when winning money.'" asked Al.

"Sorry, but it's the jockey's fault."

"Tell your friend to call the number that I gave him."

As Leon walked away, Al reminded him, "Call that number when you get home and don't stop at the store to play it either."

"Leon got up to leave. "See you later, Al."

"Later, Leon."

"You knew?"

"Hey, said Al. "Don't worry about it. Conversations in my break room stay in the break room."

"As Leon walked away, Al reminded 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. 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 attending 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 grievance, 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!