Greeting brothers and sisters, it is a humbling experience to have your continued support for three more years. It has come to my attention that our membership would like the officers of the local to be more visible on the workroom floor and in the facilities. We are in the field often and as we walk through the various locations you may not always see us. However, that doesn’t mean we aren’t there.

In 2016 we achieved many goals that we set for the year. I will say to the membership that we could not have achieved any of those goals if we had been in the field more than we were in our offices.

In 2019 with the foundation of our administration set on leveled ground, I believe that you may see a little more of us. It has always been my intention to provide the very best representation for this membership.

Finances
Our incoming finances for 2019 are almost always less than the year prior and that will continue this year as well, because as you know we have members who decide to get out of the union for whatever reason. Also members that get promoted to supervisors and of course we have a few non-members mostly in the maintenance craft. I will say to all non-members and I quote “that when you decide not to join your local union you sign a silent proxy with management to help them further their agenda.” It is a fight that at some point you may have to choose a side.

We can achieve many of our finance goals just by getting our non-members to join. It is only $29.00 a pay period to help further the union. Our administration have not raised your dues amounting to $6,000.00. It isn’t the amount we wanted pay, but it sure does bet $0.00 for over 6 years. We have to become creative in ways to boost our finances such as auctions, functions, events, raffles. Our local needs your help to stay on top of our economics.

Building Upgrades And Repairs
We have in the last 3 years painted some parts of your union hall. We will continue to address other area of the building. It is amazing how just a little paint on the walls will warm up our decor. I would like to make our building appearance look good. This will hopefully give our members a warm feeling when visiting. It will also be a statement to the community that we have pride in our business ownership, and we want to be an example to the entire 8 mile area.

We have made several repairs to our aging building. 1 realized 3 years ago that our union hall had been severely neglected. For example, our front entrance was literally hanging on by caulk. When our new secure door was installed the installer said the old door could have actually been push over, not even a bolt was holding it together. We have purchased a new furnace, but our building has a total of three furnaces, and the other two are aging and need to be replaced as well. We have replaced the outside steps and installed a banister. We have installed a new hot water heater. Two new copiers were purchased because the old machines were constantly breaking down and we would have to wait weeks in some cases on parts to be ordered. ‘A new speaker system had to be purchased because the old system was very old and no longer working properly. These are just some of the upgrades that have been completed and it could not have been done without the members support and cooperation.

The repairs that we need to focus on, is a new roof for our building. We have tried to patch our current roof several times in the past year, but it is not providing us with a tight seal and we still must continue to address roof leaks. Our estimates are around $20, 000.00 and this is something that must be addressed very soon. We need to replace our windows all around the building. Electrical issues are a concern as well as ceiling panels or new ceiling. The lower level kitchen needs upgrading and the outside fence and automatic gate needs replacing too just to give you some idea of where we stand today.

Union Goals
It is very important to me that we grow as a Local Union. We must begin the process by enabling and fostering access to the union for new and younger members. It is necessary to get our older members to understand our access to one another too. Our stewards and the members are the eyes on the workroom floor and both are needed to grow our agenda and our ability to sustain and forward the union’s position locally.

A huge goal is to be inclusive and available to all members. The digital divide has caused many to think that we don’t hear their concerns. I believe inclusiveness will entitle all members to feel included and will ensure every continued on page 5.
Detroit District Area Local

Unions Officials

Keith Combs .................................. Page 1
President

Patrick Chornoby ................................. Page 3
Executive Vice-President

Tamina Johnson-Smith
Secretary/Treasurer

John Merritt ...................................... Page 4

Chair Craft Director

Sterling Bouler
Maintenance Craft Director

Rico Cameron
MVB Craft Director

Debbie Winger
NDC District Director

Regina “Gina” Favors ............................... Page 6
Director of Legislation

Darrell Clark
Chairman of Human Relations

Tony Friday
Assistant Clerk Craft Director

Keith Fletcher
Assistant Maint. Craft Director

Albert Lewis
Assistant MVB Craft Director

Roz Yo
Recording Secretary

Al Fouche
Retirees’ President

David Watkins
Associate Editor

Dale Zanardelli
Webmaster

Clerk Craft:
Dana A. Beard & Clarise Tard

MVB Craft:
Charles Giggs

Maintenance Craft:
Debbie Winger

Mail Handler:
Evelyn Dorlan

SOT-AT-ARMS:
Lopinia L. R. Roe

Everett Hall

The Detroit District Area Local

American Postal Workers Union

Patrick Chornoby
President

Maintenance Craft:
Mail Handler:

Dana A. Beard & Clarise Tard

MVB Craft:
Charles Giggs

Clerk Craft:
Debbie Winger

Associate Editor:
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Detroit Postal Worker

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Editor: Keith Combs, Sr.
Associate Editor: David L. Watkins

Opinions expressed in this paper are those of the writer and not necessarily those of the Editors or the Detroit District Area Local.

That’s Entertainment

Well, Halle Berry and Madonna, too! Got a jumping rope? — have you seen a booker Mark Bredland jumping rope? — Treat yourself

19. Jugglers

20. Yo masters — Steve Brown and comedian Tom Smothers are excellent. — I was fairly good with a Duncan Imperial back in middle school (it was junior high school back then)

17. “Invisibility” — a variety star and imperviousness to pain in incredible

16. Balancing and Stacking Objects

[Continued on next page]

Questions concerning the website can be directed to our web designer “Dale Zanardelli” at webmaster@apwudetroit.org

Lots more information and pictures are available at your website www.apwudetroit.org
Greetings, Union Brothers and Sisters. I have to begin my article with a sincere “thank you” for your continued support in our December 2018 Officers Election. I began working for the union in 1978, over 40 years ago, and there has been no greater privilege in this world than to serve the membership of this union. I am forever grateful and thankful that you have the faith and confidence in me to represent you for another term of office. Thank you.

Your Union Made History – AGAIN

APWU vs. Hollingsworth MTESC

Our Union Brothers and Sisters. The title of this article should read “THEY” made history, “THEY” meaning Hollingsworth employees, and we, the American Postal Workers Union Detroit District Area Local, made history AGAIN as well, as we organized a MTESC plant for a second time.

MTESC is an acronym for Mail Transport Equipment Service Center. Our MTESC services our 482 District, as well as central Michigan and other connecting services with re-pairing, sorting, stacking, emptying and supplying equipment for our post office employees to use. The APWU has been in negotiations with Hollingsworth, the current USPS MTESC contractor, for over a year now, attempting to negotiate a fair contract for the workers in the plant.

It has been very difficult dealing with the Hollingsworth Company, as it is known as an anti-union company. This is evidenced by their refusal to hire any of our APWU members when they acquired the plant to pursue better employment. Although we didn’t always see eye-to-eye, we fought for honesty and integrity in the plant. You condemned the employers’ favoritism and displayed strength. Thank you, Uno Mahone. Although you have left the plant to pursue better employment, you started the ball rolling in requiring the employer to treat all employees fairly. Last, however, not least, thank you, Petra Corraudo. You were instrumental in spreading the word to co-workers about unions – answering their concerns regarding the purpose of unions.

So many have not been mentioned here, and there are many more who I have not mentioned about Hollingsworth plant. Yes, you made history again! Now, let’s get this contract implemented!

USPS Employees

Thankful For Their Union

By now, we have all heard of the current climate between the President of the United States and the Federal workers who had been on furlough from their jobs recently. It is tragic that our government would allow federal employees to go any amount of time without a paycheck, while still requiring them to go to work. As postal employees, you may wonder why I am even addressing this issue as part of my current article. Let me tell you why. Prior to the great postal strike of 1971, we, as United States Postal Service employees, were in the same position that all of the other federal employees are in. We would have been furloughed just like the other federal workers if we hadn’t organized. If we didn’t organize back in 1971, go on strike, and put our jobs on the line, we would be the ones today being forced to deliver the mail and not get paid for it.

Think about that for a minute. You and I being required to go to work, not being paid, and at the same time being prohibited from seeking other employment, simply because we were federal employees. It sounds a little unrealistic, doesn’t it? Sounds like our government was operating under a dictatorship, doesn’t it? Well, it would be the case today if it weren’t for the American Postal Workers Union and its organizers who banded together to fight for us to have collective bargaining rights...and for us to break away from the other federal employees, their government rules and regulations, so we could negotiate our own futures.

Postal Service employees, what was called “collective begging”. This is where we would have to go to the United States Congress to negotiate our raises, working conditions, and benefits. Now, we have “collective bargaining”, where we negotiate our contracts with the Postal Service, and if we cannot agree to a contract condition, we go to an arbitrator to determine our contract. When the news interviewed some of the federal agents who work security at the airports, I was surprised to learn that their salaries were about half of what postal employees make. They went further and said that they had to negotiate for their pay checks, continuing to say that they were being forced to work because they were Federal employees, and part of homeland security. Not only that, but some of the federal agents who work security at the airports, I was surprised to learn that their salaries were about half of what postal employees make. They went further and said that they had to negotiate for their pay checks, continuing to say that they were being forced to work because federal agents, what was called “collective begging”. This is where we would have to go to the United States Congress to negotiate our raises, working conditions, and benefits. Now, we have “collective bargaining”, where we negotiate our contracts with the Postal Service, and if we cannot agree to a contract condition, we go to an arbitrator to determine our contract.
Some Advice From An Outgoing Craft Director

As I contemplate ending my most recent term in union office, I would like to pass on some advice and information to the newer generation of postal employees who may not have read any of my articles from the distant past; and to the older generation who may have forgotten what I wrote way back then.

Schedule Your Leave. The Employee and Labor Relations Manual (ELRM), the main manual (among dozens of manuals) by which life in the Postal Service is regulated, requires all employees to make every effort to avoid unscheduled absences. This includes sick leave. The ELRM reads as follows:

"Except for unexpected illness or injury situations, sick leave must be requested on FS Form 3071 and approved in advance by the appropriate supervisor.

An exception to the advance approval requirement is made for unexpected illness or injuries; however, in this situation the employee must notify appropriate postal authorities of his or her illness or injury and expected duration of the absence as soon as possible." [emphasis added]

Now, it is true that we often get sick unexpectedly. That does not mean that every day you take off sick needs to be "unscheduled" — or as many supervisors and employees say, a "red mark". A lot of scenarios where sick leave is appropriate can, and should be, considered "scheduled" leave. Many employees simply don't make the effort to get sick leave scheduled.

**Scenario #1:**

Wrong way: Employee knows she's having a root canal performed on an abcessed tooth next week. She doesn't say anything about it to the supervisor, then calls in on the day of the procedure saying she can't work due to pain and bleeding, and takes the next day off as well. Both days are recorded as "unscheduled" red marks. The employee is out shoveling heavy snow — wrecks his spine; limps back into the house and calls in sick. He can't get a doctor's appointment for three days, so he lies around the house in pain, calling in to the system each day requesting sick leave. He's seen by the doctor (on that third day), who prescribes pain and anti-inflammation medications, tells him to stay home for at least a week and refers him to a chiropractor. Employee calls in sick that night again.

He sees the chiropractor (the next day), who adjusts his spine and gets the disc back in place, confirming that the employee should take the rest of the week off work. The supervisor treats medical professionals give the employee certificates with a diagnosis, stating he would not work for another week. The employee calls in for sick leave each night for the rest of the week, returning to work with his doctors' notes after the week is over. Every single day of his absence is considered "unscheduled" leave (red marks) and can be charged against his attendance record. Many employees simply don't make the effort to get sick leave scheduled.

**Scenario #2:**

Wrong way: Employee is out shoveling his snow before work — badly injures back, slipping a disc; limps back into the house and calls in sick. He can't get a doctor's appointment for three days, so he mail the doctor's note to management. This substantiates his request for leave with medical documentation. If the delivery of the note is possible (and frankly, it is always possible), then the employee must bring the doctor's note(s) in with him when he returns to work. This way, there is only one "red mark" for the unscheduled first day of the injury, and the rest of the days off which is probably covered in a "green marked" and not held against the employee's attendance.

Also, by the way, the leave in Scenario #2, the back injury, should be considered Family Medical Leave — FMLA — since it involved medical treatment plus an absence of three days or more. Absences determined to be FMLA-eligible cannot be charged against your attendance whether scheduled or not. The supervisor in the situation of the employee with the injured back is supposed to know this, and is supposed to designate the leave as FMLA if he has enough information to make that determination. Therefore, he is supposed to notify the employee of his right to apply for FMLA. However, I caution everyone that supervisors are notoriously unaware of their legal obligations to designate leave as FMLA-protected when appropriate and/or to advise employees of their right to apply for FMLA protection.

There are several forms that can be used for this purpose, including one that has been jointly developed by USPS and APWU. You can obtain this FMLA form on the National Association of Letter Carriers website. You can also contact your steward or your supervisor that you need the FMLA protection. For absences of more than three days, the ELRM already requires medical or other acceptable documentation to cover the absence. For employees who display excessive sick leave use or a suspicious pattern of sick leave usage, then management may place the employee on Restricted Sick Leave. However, there is a specifically described procedure for restricting any employee's sick leave, which involves reviewing the employee's sick leave for a full year. And, discussing it with the employee, then reviewing the sick leave for another quarter, and then, if at all possible, the employee would refuse to produce the document, or mail the doctor's note to management. This substantiates his request for leave with medical documentation. If the delivery of the note is possible (and frankly, it is always possible), then the employee must bring the doctor's note(s) in with him when he returns to work. This way, there is only one "red mark" for the unscheduled first day of the injury, and the rest of the days off which is probably covered in a "green marked" and not held against the employee's attendance.

FAR TOO MANY OF OUR MEMBERS FAIL TO CLAIM FMLA PROTECTION WHEN IT IS APPROPRIATE AND JUSTIFIED.

So the lessons here with sick leave are: 1) schedule it to the extent possible and don't just call in and stay off work, 2) claim FMLA protection when appropriate, and 3) don't count on your supervisor to tell you any of the information I just gave you above, and 4) if in doubt about 1), 2), or 3) above, SEE OR CALL YOUR STEWARD.

Deems Desirable" list. This is really a related subject concerning sick leave, or any other leave type when you are off due to illness or injury. Management, for many years now, has been either telling people that they are on the "deems desirable" list, or flagging them in the automated call-in system (eRMS) so that whenever the employee calls in for sick leave [or any other unscheduled leave in some cases] the automated messages are "deemed desirable" for the absence. A lot of people don't even understand what "deems desirable" means, however, in this situation the employee has reasonable cause to believe that your request for sick leave (or other emergency) is untrue or at least suspect. For example, you inform your supervisor that you need the day after tomorrow off to attend a medical appointment, and your supervisor approves your request due to half the staff already being on vacation. When the night of the concert arrives, you call in sick, and your supervisor, having reasonable cause to believe you are not sick [since you already requested the time off and got it], now doubles up on the sick call and has no paperwork to substantiate your sick call with medical documentation.

In practice, putting employees on the "deems Desirable" list happens whenever a supervisor decides that somebody has a "suspicious pattern" (often called "booking") of calling in sick before or after N/S days, always the day after payday, before/after holidays, and sometimes even when an employee calls in sick on a weekend. An employee could, for example, call in sick on a Saturday, and then times the supervisor puts an individual or an entire patrol on paid leave at "Deems" just because average absences are high.

You can also contact your steward or the APWU website at www.apwu.org for information to make that determination. If no delivery of the note is possible, "Deems desirable" is a term taken out of context from one sentence in the ELRM which states that a supervisor may require medical substantiation for an absence if the supervisor "deems" such documentation "desirable" for the absence. It was not meant to be for absences due to illness or injury. Taken in proper context, it would be a situation wherein the supervisor has reasonable cause to believe that your request for sick leave (or other emergency) is untrue or at least suspect. For example, you inform your supervisor that you need the day after tomorrow off to attend a medical appointment, and your supervisor approves your request due to half the staff already being on vacation. When the night of the concert arrives, you call in sick, and your supervisor, having reasonable cause to believe you are not sick (since you already requested the time off and got it), now doubles up on the sick call and has no paperwork to substantiate your sick call with medical documentation.

In practice, putting employees on the "Deems Desirable" list happens whenever a supervisor decides that somebody has a "suspicious pattern" (often called "book-
and get a receipt for the cost of the time you left for the doctor's office, the mileage to and from the doctor, the unreasonable requirement to prove or disapprove the leave in question. Your supervisor has the option to approve or disapprove the leave in advance. If the supervisor says he/she can spare you and you may leave on sick leave, this should be "scheduled" sick leave. Many supervisors tell me that sick leave is automatically "unscheduled" or "in red". This just goes to show that the standard of supervisor training gets worse and worse over the years. They think you have to give "24 hours notice" before leave can be scheduled, and that simply is not the case. I've even heard of incidents where the supervisor is canvassing people to go home early due to light mail (hasn't happened for quite a while, of course) and those people who decide to take the chance to leave early have their leave marked "unscheduled". Ridiculous; that situation is an example of "scheduled" leave.

Another scenario where leave, with no advance notice, should still be considered scheduled. You're at work and an old friend calls, having flown into town unexpectedly. You go to the supervisor, say you'd like to leave early to go see the old friend, but you'll stay at work if you can't be spared. Supervisor looks around, everybody came to work for a change and mail is under control, so the supervisor can spare you. That leave is "scheduled" leave because the supervisor had the opportunity to approve or disapprove in advance. "Advance" does not mean "24 hours" in advance, simply "advance". Of course, if you are determined to leave without permission, the leave would be considered "unscheduled" and may possibly be charged against you in a potential future discipline if your attendance is otherwise unacceptable.

The point here is to schedule all leave to the extent possible, and avoid "unscheduled" absences.

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Some Advice From An Outgoing Craft Director

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could be more visible in the station, branches and plants. I will tell you that I think we have been very visible, but that doesn’t mean we can do better. I would just remind you that we accomplished a great deal of work and reached all of our goals in past years. It would have been difficult to complete those missions if we didn’t apply the time to fix the problems.

It is our goal to further the process of paying those who retired the $300.00 that our Local Constitution instructs us to do. It has been difficult because the list we received went back to 2012. However, we are trying to do the right thing and take care of this debt as well.

It is true my friends that we fight every year to balance our budget because every year we receive less funds to function and of course every line item on the budget is going up. As you all know with that being said this administration has not asked you to pay more dues. We have looked over things once and sometimes twice and we have found other ways to cut cost.

Officers And Stewards

Appreciation

We have been told by many of our members that we are doing a great job. I personally want to thank you to every Advocate, Officer and Steward for all your hard work in making sure you provide good representation for our members. It is because we work together that the members are seeing the success stories. All of us together are smarter than any one of us, and that includes the members as well. I have to say thank you to all the men and women that have decided to become a union representative of our historic local. I must give credit where it is due. The Officers and Stewards are doing an awesome job. This is what the TEAM is all about.

Union Support

I have to thank our entire membership for your support. It is important to understand that none of this could have happened without you. It is also true that some dishonest and very untrue things have been said, but I’m very humbled to see that most of our members didn’t let the propaganda change your mind and you did the right thing. It is very much appreciated. It has been truly been a pleasure to represent your local as one of your elected leaders. I can’t say thank you enough. I believed we need to get back to the historic local that we once were, and thanks to this membership we are on the path to restoring our local. Thank you, thank you, thank you, and have a prosperous New Year.

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2019 State Of The Union Address For The APWU-DDAL

continued from page 1

ey voice is heard. We must have sustainability for future years to come. One way to sustain our union is again to get our younger members involved. This will allow our children, and the children to survive in the United States Postal Service for decades to come.

Innovation and partnership will provide much needed leadership for improving as well as adapting new technology in our workplace for our members.

The local officers and stewards continue to do an amazing job filling grievance and receiving settlements. The arbitration advocates have made huge accomplishment in winning arbitrations that the union and management can’t seem to agree on. I intend to improve our locals success rating when it comes to doing our very best for the Detroit District Area Local.

It has been said that our officers are feeling ill, stating that you will avoid “unscheduled” absences. Leave to the extent possible, and scheduling of leave.

There are other situations concerning scheduling of leave. There are other situations where people create unscheduled leave situations where they could manage the situation better. You may be feeling ill while at work, and wish to leave. You may ask your supervisor if you may leave because you are feeling ill, stating that you will stay if you have to, but would like to take sick leave and go home. Under these circumstances, the supervisor has the option to approve or disapprove the leave in advance. If the supervisor says he/she can spare you and you may leave on sick leave, this should be “scheduled” sick leave. Many supervisors tell me that sick leave is automatically “unscheduled” or “in red”. This just goes to show that the standard of supervisor training gets worse and worse over the years. They think you have to give “24 hours notice” before leave can be scheduled, and that simply is not the case. I’ve even heard of incidents where the supervisor is canvassing people to go home early due to light mail (hasn’t happened for quite a while, of course) and those people who decide to take the chance to leave early have their leave marked “unscheduled”. Ridiculous; that situation is an example of “scheduled” leave.

Another scenario where leave, with no advance notice, should still be considered scheduled. You’re at work and an old friend comes, 
Welcome back sisters and brothers. I am hoping that your holiday season was all that you wished for and more. Let me begin by saying a great big THANK YOU for allowing me to continue as your APWU-DEAL Legislative Director. I will do all in my power to live up to your expectations.

So, let’s begin with the November 2018 election as hoped we did get that “blue wave” in Michigan. I am happy to say that we had a much better turnout than previous mid-term elections. And now that our new administration has been sworn in and installed, we cannot just sit back and wait on the next election. We must stay vigilant and we must continue to let them know that we support them. We asked for restoration of democracy, civility, integrity and transparency but we must also do our part to make sure that restoration takes place. You know who the Governor, Lt. Governor, Secretary of State and District attorney are, but I am asking that you also please take the time to get to know your Senators and Representatives. Please go to their town hall meetings or coffee hours. Get to know your District Chairperson, meet those sitting on the executive boards and attend those district meetings when possible. We often complain a lot about the state of our education system (or lack thereof) so please get to those who sought your vote for the different school boards, talk to them and see what they are (or not) doing or what they plan to do to improve things and let them know your concerns. The transition for some of the newly elected was not an easy one. As you may know, the Republicans leaving office did as much damage as they possibly could before they left. Also, some did not divulge all the necessary information. They made it as difficult as possible and that, to me, was despicable. Pray for us.

Know that 2020 is right around the corner, so our moment for resting has ended. The Struggle Continues.

Happy New Year!

Legislative News & Views

Regina ‘Gina’ Favors
Legislative Director

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Happy New Year!
Legislative News & Views

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day's work and is offering same-day delivery through partnerships. Eliminating Saturday delivery is counterpro- ductive to the thriving e-commerce business the Postal Service is part of. Eliminating Saturday delivery will drive business and revenue away. USPS provides affordable last-mile delivery for UPS, FedEx and Amazon to every delivery point in the country, partnerships that have been extremely successful. Without Saturday delivery these companies will find alternate, more expensive means of delivery.

H.R. 1205 — Social Security Fairness Act

Repels the Government Pension Offset (GPO) and Windfall Elimina- tion Provision (WEP), which penalizes those who meet the require- ments for Social Security benefits of having a secondary social insurance pool. The GPO reduces bene- fits to spouses or widows by two-thirds if they are currently receiving a retirement or disability pension based on prior employment, during which they did not pay into Social Security. The WEPA affects those in the Social Security system where they did not pay into Social Security but did qualify for Social Security benefits from other employment.

H.R. 1251 — CPI-E Act

Social Security COLAs are cur- rently based on the Consumer Price Index for Urban Wage Earners (CPI-W). This measure of inflation does not adequately take into con- sideration the spending habits of se- niors. CPI-E (Consumer Price Index for the Elderly) has been calculated by the Bureau of Labor Statistics but has never been applied. Using the CPI-E would more accurately re- flect what seniors spend the bulk of their money on, such as healthcare.

S.427 — Social Security Expansion Act

Extends the solvency of the So- cial Security trust funds while pro- viding much needed and reason- able increases to benefits. Scraps the payroll tax cap on income above $25,000. Applying a 6.2% Social Security tax, treats investment in- come for high-earning households the same as payroll income for working families.


Previously, upon reaching age 59, active postal employees could only withdraw from their TSP once. Similarly, retirees could only par- tially withdraw from their TSP a single time. This inflexibility often led retirees to fully withdraw their TSP funds and move them into pri- vate investment plans with pricier maintenance fees. The TSP Modern- ization Act provided much needed flexibility to retired workers, lifting the current restrictions and allowing them to make multiple, partial post-separation withdraw- als from their TSP savings. It also gave TSP contributors the choice of quarterly or annual payments.

Opposed Legislation

H.R.1344 — Official Time Reform Act

Official time improves working conditions for federal employees from discrimination and manage- ment retaliation. H.R.1364 would devastate union stewards’ retire- ment security by eliminating ac- crual of pension credits while on official time advocating for their co-workers. This needless and reckless bill would under- mine workplace protections and negatively impact the performance of our essential federal agencies. While this specific bill does not ad- dress the Postal Service, it is one of many legislative attempts to un- dermine federal and postal collec- tive bargaining rights.

S.545 and H.R.785 — National Right to Work Act

When a worker joins a unionized workplace, they benefit greatly from the wages and benefits collectively bargained for thanks to their union representation. National Right to Work seeks to devastate the union movement across the country by outlawing fair share agreements - allowing those who do not join a union to freeloade without paying a fee for the representation the union nonetheless is required to provide them under the law.

H.R. 1259 — VA Accountability First Act

But all eliminates critical workplace protections for civil servants at the Department of Veterans Affairs. Virtu- ally reduces VA employees to “at- will” employment able to be fired or demoted at administrations whim- instilling a politically-charged cul- ture of fear and reprisal, H.R. 1259 will only lead to worse care for our nation’s veterans.

H.R. 1461 — VET Protection Act

Undermines the union rep- resentation of federal employees and limits the use of official time in the Department of Veterans Af- fairs. Needlessly extends “at-will” protections to new hires from 12 to 18 months, during which time man- agement is able to fire new employ- ees for any reason.


This resolution had disastrous implications for postal and federal employees. It targeted our hard earned pensions and FERS retir- ees’ vital annuity supplements for big cuts. More egregious was the assault on the USPS by calling for the Postal Service to be placed “on budget.” This would have made the USPS subject to federal govern- ment shutdowns and turned it into a piggy bank for non-postal related government expenses.

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 becoming 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!

JASMIN KING
LAMECHTIA LEWIS
KAREN MARSHALL
JACQUE MOORE
TYRA MOORE
ETHAN NYBERG
JADE PAIGE
JASON ROBERTS
ANTONETTE ROQUÈ/EMORE-KING
KANWAL SANDHU
RAYNARD SIMMONS
JAVON DION
JALEA STEVENS
BRITTANY TATE
CARMEN TILLMAN
PEARL WILDER
CHLOE WISE
KAYLYN ZOURE
How To Protect Your Rights

by Tracey Thorns, NDC Facility Director

Greetings Detroit District Area Local!

I, Tracey Thorns, the newly elected NDC Facility Director would like to thank the membership for their support and giving me an opportunity to serve as your representative at the Detroit Network Distribution Center. The stewards that are certified at the DNDC are Tonya Lawson (Asst. NDC Facility Director), Teressa Dickerson (Clerk Craft), Nicole Cobb (Clerk Craft), Marshanda Poole (Maintenance Craft), Selina Jackson (MVS Craft) and David Schomberg (MVS Craft) whom are all proud and eager to represent. I ask that you please welcome the stewards that have dedicated their time to “protect and preserve the rights of employees.”

The current issues at the DNDC are attendance and members knowing how to protect their rights in the workplace. If you have health issues and need Family paperwork there are forms available in the union office. A grievance has been filed on management trying to make a blanket policy and place employees on a Deems Desirable List when they call off work. The women’s locker room has a tentative date of being ready the second week in February. Every break area has an Absopure water machine. Management is installing a new Universal Sorting System (USS) machine at the Detroit NDC. The union has been successful in getting working over (60) hours pay outs for employees, and a conversion from PSE to full time.

Did you know that a PS form 1767 (Report of Hazard, Unsafe Condition or Practice) can be filled out for a supervisor that is abusive? And a grievance can be filed at Step [2] under article 14 [Safety]. The zero tolerance policy applies to all United States Postal Service employees’ even supervisors and upper management. If you are having issues with a hostile supervisor please see your shop steward immediately.

Lastly, I look forward to representing everyone and wish everyone a blessed and prosperous year as we continue to fight for the rights of employees in the workplace.

In Union Solidarity.

With Deepest Sympathy

We regret to announce the passing of our fellow employees, one of our own. Sara McGruder - SPBS operator at the GWY, Varnessa Patterson – Clerk at Oak Park, Regina Stevens – Clerk at Grand Shelby and Eugene Coleman, Retired SPBS Clerk and former APWU Vice President.

Our condolences go out to these families on their loss of a loved one.

2019 Membership Meetings

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

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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 ____________________________________________________

If blood be the price of all your wealth, Great God, we've paid in full.

Workers Memorial Day
April 28