



The

# Union Mail

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*"The Labor Movement was the principal force that transformed misery and despair into hope and progress."*—Martin Luther King, Jr.

## Postal workers heroes in Puerto Rican Hurricane Maria rescue effort



See story on page 9

# Our rights are under attack; it's up to us to defend them



**Jonathan Smith**

**M**any of you may know my grandfather was a proud postal worker in Newark NJ. I remember how he used to talk to me about the pride he felt when “colored people” won the

right to vote. He would say this is a real opportunity to be a part of the American Dream. Now we can hold those who oppress us accountable and be treated with some level of dignity and respect. He would say you must vote if not for yourself then for your ancestors -- who were beaten, jailed and murdered. Your choice should never be not to vote.

Many union members don't vote in their local, national or union elections. Some are not even registered. This sends a negative message to politicians, to postal management -- even to your union leadership -- that you don't care.

The ultra-aggressive approach from postal management is a direct reflection of a change in the attitude of the workforce. When my grandfather was a postal employee he bragged about an injury to one is an injury to all; I am my brother's keeper; it's us against management. He loved going to rallies and supporting other unions. He affectionately referred to Postal management as the man trying to hold the worker down.

When something bad happened to the workforce, they blamed management. When a co-worker was disrespected, they felt disrespected as well. The contract says management

must meet with the union when management is proposing any changes in hours, wages or working conditions. But there has never been any contract language saying they need an agreement from the union to make these changes. The deterrent has always been and will always be an aggressive, united and determined workforce.

Some things are happening now that never happened when my grandfather was a postal worker: members writing statements against members; watching other crafts do our work; even letting supervisors do our work! In my grandfather's day, a supervisor would not dare touch the mail.

My grandfather did not want something for nothing. He felt it was his obligation not only to join the union but to support the union in any way he could. Either you were a worker, or you were management -- none of this straddling the line (204B) garbage. My grandfather is rolling over in his grave.

My grandfather remembered when he worked for the post office 60 hours a week and was still on public assistance. There were no job descriptions; your job was to do what you were told. He remembered no heat or air-conditioning; no choice but to work over 8 hours for straight time; having to work every holiday. I can go on and on. I often hear today's postal workers talk about their rights. Yet they've made no sacrifice to protect those rights earned by men and women like my grandfather.

The glue that used to hold us together as proud postal workers

was we respected each other and what a union meant. We were not only co-workers; we were family. We understood that we rise and fall together. We knew that the postal workers' ultimate power was our numbers organized to stand with union leadership to fight management. Management is still the enemy -- pushing to take away rights like the no lay off clause.

We can lose rights that were fought for so hard, that for many years we held so dear. If we lose, it will be because of our attitude not our aptitude. We have to cherish and fight for our contract, our union, our public postal service. Will history say that everything past generations won was destroyed on our watch? Let's wake up before what we *have* becomes what we *had*! ☑

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Cover: Puerto Rican residents walk in flooded streets in Condado, San Juan, Puerto Rico, Sept. 22, 2017, following Hurricane Maria. Puerto Rico National Guard photo by Sgt. Jose Ahiram Diaz-Ramos

# Just say “I want a steward!”

By Tiffany Foster, Executive Vice-President



**G**ot a grievance? You have the responsibility to notify management that you need a steward. You can't just tell management, “I'm going

to grieve that.” That means absolutely nothing to a supervisor or manager. **Article 17 says you have the right to request a steward. And then management is obligated to get you one.**

Once you're aware that there is an issue or management is taking an action that you feel is in violation of the Collective Bargaining Agreement (CBA), you should ask for a steward. You have 14 days to file a grievance from the time you know that there is something you want to grieve. If you receive a disciplinary action or letter of demand, it is written in the discipline and/or letter of demand that you have the right to file a grievance. Articles 15 and 17 give you the right to union representation for grievances.

A grievance does not have to be about discipline. It is any dispute about hours, wages, or working conditions. This could be bypassed overtime opportunities, supervisors doing bargaining unit work, safety hazards, disapproved leave, or whatever. But, of course management is not going to address these issues if you don't assert your rights.

**You have to say the words: “I**

**am requesting a steward.” These words must be said.**

If you make a request for a steward and one hasn't been provided to you, go back to that supervisor and repeat your request. But this time put it in writing: for example “This is my second request for a shop steward for the discipline issued to me.” Make sure you date it and keep a copy. Then it's okay at that point to notify the union—your steward if you have one in your station. If not, contact the union office and let us know that you have requested a steward more than once and have not been given one. We will need a statement regarding when you made the request and the name of the management official who was notified of your steward request.

But the initial request has to come from *you*. You have to make a verbal request for a steward. And people think that they don't have to do that—that somehow the union should know that they were issued a letter. Think about it. The same management that is doing you wrong is not going to let the union know of any action they take that is in violation of the contract. So, you have to know what your rights are. You need to educate yourself.

That's why we are doing YouTube videos and Facebook and a website ([www.nymetro.org](http://www.nymetro.org)). We're trying to get information out through the social media. Then you can follow up by reading the CBA, the Joint Contract Administration Manual (JCIM), and checking out

the manuals and regulations that apply. All this and even OSHA regulations are available on the internet. Many of us use our computers, tablets, and phones to get all kinds of information. Use them to know your job rights.

New York METRO Area Postal Union's slogan is **Members Educated Trained Respected Organized**. When you know the contract better than your supervisor or manager you have power. Management fears an educated work force.

The contractual rights we have are only valuable when they are enforced. If you think there is a violation, **ASK FOR A STEWARD**. Don't let your supervisor tell you that something is “not a grievance.” It is not management's call. Article 17 gives the *steward* the authority to investigate and determine if there is a grievance or not. **It is your right to request that a steward** do the investigation. Don't let management deny you that right.

Being denied a steward is in itself a grievance. There are supervisors who simply ignore your request. Some of them tell workers to find a steward themselves or to call the union to get a steward. Once you have requested a steward, it is the supervisor's obligation to get you one within a reasonable amount of time, not yours.

Hold management accountable for getting you a union steward. Don't let them off the hook. Get informed, Become educated. ☒

## LEGISLATIVE REPORT:

# Political engagement matters at all levels

By Nora Taggart, Legislative and Political Director

### No cuts to postal workers pay and benefits in FY2018 budget

On October 26 the House passed the Senate's version of the 2018 budget resolution which excludes cuts to the federal retirement system they had originally proposed. The earlier House-passed version called for: raising the amount that current employees have to pay toward the Federal Employees Retirement System (FERS); basing future retirement benefits on the average of the highest five years of salary instead of the current three; eliminating the FERS supplement for employees who retire before they can start collecting Social Security at age 62; eliminating the cost of living adjustments for all current and future retirees covered by FERS; and reducing the cost of living adjustments for Civil Service Retirement System (CSRS) retirees.

The House did not spare the federal and postal workers out of the goodness of their hearts. The reason they agreed to pass the Senate's budget was because it was the only way Republicans could finish work this year on what they hope will be their major accomplishment for the year, tax reform.

However, this is not a total victory. The budget would add up to \$1.5 trillion to the deficit over the next decade, even while slashing hundreds of billions of dollars from Medicare, Medicaid, and other federal programs that Americans rely on. The Republicans' tax reform

plan would deliver huge tax cuts to the wealthiest of the wealthy while cutting take-home pay for most working-class Americans.

APWU members must remain vigilant and ready to fight back.

### House passes TSP Modernization Act

The House of Representatives voted unanimously to pass a bill that would increase federal employees' flexibility in withdrawing funds from their retirement accounts. The Thrift Savings Plan Modernization Act, introduced by Reps. Elijah Cummings (D-Md.) and Mark Meadows (R-N.C.), relaxes the current restrictions over the retirement accounts of employees and retirees.

Under current law, TSP participants are limited to one withdrawal from their accounts while in federal service upon reaching the age of 59 1/2 (age-based withdrawal), and participants who leave federal service can make only one withdrawal of a portion of the balance in their account (post-separation withdrawal).

### White House announces 3 nominations for USPS Board of Governors

The White House announced on October 26 nominations for three individuals to be postal governors:

■ Calvin R. Tucker - for the remainder of a term expiring December 8, 2023. Tucker is the chairman of the Philadelphia Black Republican Council and was the sole black Trump delegate of the 71 delegates at the Republican National Convention from Pennsylvania. He

is listed as president and treasurer of International Mailing Technologies, Inc.

■ Robert M. Duncan - for the remainder of a seven-year term expiring December 8, 2018, and an additional term expiring December 8, 2025. Duncan was the chairman of the Republican National Committee. He's also a founding chairman of American Crossroads, a conservative super PAC that aims to focus its activities on what it sees as "America's commitment to individual liberty, limited government, free enterprise and a strong national defense."

■ David C. Williams - for the remainder of a seven-year term expiring December 8, 2019. David C. Williams was sworn in as the second independent Inspector General (IG) for the U.S. Postal Service on August 20, 2003. Williams is responsible for a staff of more than 1,125 employees – located in cities nationwide – that conducts independent audits and investigations for the largest civilian federal agency that has over \$65 billion in annual revenues, a workforce of 522,000 employees and 31,000 Postal Service managed retail facilities.

There hasn't been anyone on the board since December 2016, when the term of the last presidential nominee, James Bilbray of Nevada, expired. Under current law, there are supposed to be nine individuals who serve on the board of governors, overseeing the USPS and serving seven-year terms. ☐

# The fight to save College Station Post Office continues

By Chuck Zlatkin, Director of Communications

On October 10, 2017, the lecture hall at Touro College of Osteopathic Medicine was packed with members of the Central Harlem community at the Community Board #10 Transportation, Historic Preservation, and Landmark's Committee meeting which was serving as the public meeting on the proposed sale and relocation of College Station Post Office. It was clear that those in attendance were in opposition to the proposed relocation of the post office to the announced site located on the historic Striver's Row block at 273 West 138th Street.

The first excitement of the evening erupted around a presentation by zoning and land use attorney Eric Palatnick, representing HYK Properties, the developer of the proposed relocation site, attempting to convince a very skeptical audience, that his client didn't know that the Postal Service was going to be the tenant when changes to the property were attempted to be steamrolled through without the approval of the committee. Palatnick reiterated that the changes in the property were being made for a potential art gallery not for a post office. When one of the community members asked USPS Real Estate Specialist Gregory Lackey if the Postal Service would use the site if the changes to the property weren't made, Lackey admitted that it wouldn't consider the site without those changes.

Lackey, under the persistent questioning of the Central Harlem community members, found it difficult to refute the informed argu-

ments in opposition to relocating College Station.

A forceful presentation was made by New York Metro President Jonathan Smith as he galvanized the attendees with his call and response recitation of the many ways that the Postal Service has insulted the intelligence of the community. Executive Vice President Tiffany Foster, who is also a resident of Central Harlem, asked direct questions to the participants, flushing out the answers that the community needed to hear. She expertly defined the whys and wherefores regarding the condition of current mail service in the community and how it would further suffer if the station was sold and relocated.

Legislative and Political Director Nora Taggart explained to the community that what is happening at College Station follows a pattern. This consists of the USPS selling off an historic post office and replacing it with a rental property that in several years loses its lease, leaving the community with no post office at all.

Several elected officials, including U.S. Congressman Adriano Espaillat, Borough of Manhattan President Gale Brewer, Public Advocate Letitia James, and State Assembly member Inez Dickens, sent staff to the meeting.

On October 17, a contingent from New York Metro, including President Smith, Executive VP Foster, Legislative and Political



NY Metro meets with Congressman Espaillat

Director Taggart and Communications Director Zlatkin met with Congressman Espaillat and his chief of staff at his Harlem office to discuss College Station. Espaillat expressed his support to not sell nor relocate the station. He also promised to contact the USPS OIG and call for an audit of the process regarding College Station.

On October 19, Zlatkin and Taggart had a teleconference with an audit team from the USPS Office of Inspector General on the conduct of the USPS during the College Station Post Office process. It is hoped that an investigation will follow.

On October 20, Gregory Lackey sent a letter to Borough President Brewer stating that the Postal Service "has decided to re-evaluate its position with respect to the potential relocation of the College Station facility." On October 24, Community Board 10 announced it would be opposing the relocation of College Station Post Office.

Stopping the sale and relocation of College Station is far from over, and NY Metro Area Postal Union is committed to continue the struggle. ☐

# Preparing to win: APWU All Craft Conference 2017

By Flo Summergrad

**D**uring the week of the All Craft Conference, NYMAPU reps attended a variety of sessions to bring back as much as possible. Sharon Tyrrell went to the Secretary-Treasurers Training. Political and Legislative Director Nora Taggart and Communications Director Chuck Zlatkin attended the first ever APWU Political and Legislative Conference, named “Make Our Voices Heard.”

Craft Sessions prepare us to fight Workshops were led by experienced Business Agents and Officers. President Jonathan Smith truly had an “all craft conference,” participating with every craft. NY Metro’s Motor Vehicle Director Denise Holland attended the MVS sessions and workshops. Coordinating VP Flo Summergrad went to the Maintenance craft training. Most of our Local’s attention focused on Clerk Craft issues because of the massive national attack on clerk jobs. This all-out USPS war on the clerks is also a war on our Contract.

Other attendees from our Local were Executive VP Tiffany Foster, Director of Organization Kevin Walsh, Clerk Craft Director Diane Erlanger, Morgan Director Jackie Owens, Bronx Director and Assistant Director Joe Martir and Genny Gardner, Coordinator Deborah Bethea, Stewards Bernice Herring, Latonya Kindall, Don Ryan, Kim Smith, and Lillian Youssif.

Diane Erlanger, who filed one of the first successful cases to win additional clerk duty assignments under Article 37.3.A.1, was enthusiastic about Lamont Brooks’s class on



**President Smith at mic.**

MDAT, the computer program that uses management’s information to show “all available hours” as per 37.3.A.1. Genny Gardner felt that, “Having the NBAs explain in detail and by example the issues we are facing was at times overwhelming but also enlightening.” Jackie Owens put it in a nutshell: “In the midst of trying to understand management’s craziness, the Conference gave us the knowledge along with the strategy to bring back to our respective locals a way to be a step ahead.”

We Stopped Staples! Celebration & Contract Campaign Kickoff

To celebrate APWU’s hard won victory over the Staples outsourcing, we joined in an evening of food and music. A video of the Stop Staples rallies around the country showed the breadth of our power. The photos of NY Metro’s huge demo on the steps of JAF drew loud cheers from our crew as we recognized ourselves and our members.

President Mark Dimondstein spoke of the attacks we are facing –as the APWU and as the working class. He reminded us that the defeat of the Postal Service dirty deal with Staples was due to our collective efforts. We won because we stayed strong and united. In the same way,

we can win the fight for good jobs, good service, and a good contract.

The Contract Kick-Off started with a short rap video that had us all on our feet and shouting. We’re gearing up for a tough fight to preserve what we have and fight for our future. The music got our adrenaline pumping. It’s that kind of energy that we need to lead and sustain a contract campaign.

We’re fired up and ready to go! ☑

## To our officers: thanks for the Training

**O**n October 19, 2017, 55 stewards and officers (including members of the Brooklyn and Long Island City Locals of the APWU) attended a full day of training on Article 12 (excessing) as well as “Preventing Clerk Craft Job Loss.” This knowledge is critical for our stewards who are being hit with numerous attacks on staffing throughout our area.

NE Regional Coordinator John Dirzius, Clerk National Business Agents (NBAs) Pete Coradi and Bernie Timmerman, as well as Motor Vehicle NBA Joe LaCapria attended. They told us that we have won more cases in New York using MDAT (the APWU program using all available work hours) than in all the other 49 states combined! They national officers commended the NY Metro Postal Union officers for guiding us through these grievances and encouraged the stewards to keep up the fight. We will WIN! ☑

# Taking it to the streets!

By Flo Summergrad

**G**rievances alone won't defeat the all-out attack on our jobs or fix the problems with postal service. Postal workers from coast to coast have been taking it to the streets, getting the word out to the public.

Back on July 27, 2017, two APWU Locals used the 242nd birthday of the Post Office to hold informational pickets about long lines and delayed mail. The Greater Seattle Local protested in front of University Station in downtown Seattle. Executive VP David Yao used face time on the local tv station to get the message out. He was filmed with a Postal birthday cake, "Cutting cake, not jobs!" in celebration of Postal Heritage Day. APWU reported that "60 concerned citizens signed postcards to PMG Megan Brennan saying, 'We need more, not fewer, qualified postal employees to



**Seattle Rally**

keep service levels high and avoid long lines at the post office."

On that same day, Charlotte, NC

members held a similar rally at the Government Center. Local President Anthony Wilson also tied the message to customer service. He called for the restoration for the January 2015 service standards. "We need to get the service that we give to every citizen of this country back to service we can be proud of!"

On October 18, 2017, the Boston Metro Area Local pulled over 100 people to a protest, including members of nearby APWU and NALC Locals, the Greater Boston Labor Council and Jobs with Justice. They demanded that management fill the New England Area postal vacancies, informing the community that these are the cause of poor service and delayed mail.

This is only the beginning of a growing fight back. Taking it to the streets involves our greatest ally—the American public ☑

# Postal workers strong!

By Sam Wood, President, SW Florida Area Local, APWU

**W**hile in Las Vegas, APWU attendees to the All Craft Conference witnessed the effects of the terrible shooting. They saw people running up and down the streets, crying, blood on their clothing, and even watched some videos taken by actual witnesses via their cell phones. Before midnight on October 1, 2017 the streets on the Strip were vacant (which never happens). Many were not able to get sleep due to the sirens and helicopters flying around the hotels.

The next morning, our group

from the SW Florida Area Local (VP Danny Carinci, Sec/Treas Jamie Robertson, Clerk Craft Director Grace Baer and I, along with Atlanta Region NBA Mike Sullivan, APWU Arb. Advocate Jim DeMauro, Rich Warrington (Delaware APWU) went to donate blood. When we arrived, there were hundreds of people already waiting in line. The line continued to grow; the hundreds became thousands. Mike Sullivan went to the supermarket and bought all their stock of bananas. Our group went around the line passing out the

bananas, water and other supplies. I was interviewed on the local tv station. They reported that Florida Postal Workers showed up to volunteer and donate blood. I am so proud of our group as they braved the dry air and hot sun to volunteer.

We were all affected by the generous people of Las Vegas. Back home, our local decided to make a difference. We designed t-shirts to benefit the victims of the Las Vegas shooting. Orders continue to come in from all over the U.S. **To order, see on line: SWFAL-APWU t-shirt** ☑

# Arbitrator to NY Management: **WRONG** again!

By Flo Summergrad

**O**ver the last few months, the NY Region has been 15–0 in winning arbitrations against improper reversions and for adding clerk jobs. The APWU has 15 Wins to the Postal Service 0.

Each win builds on the previous cases, rejecting management's attempt to substitute the concept of "earned hours" for the clear contract language that ties clerk staffing to "all available hours". On October 3, 2017, Arbitrator Michael J. Pecklers ruled in favor of NY Metro's challenge to a reversion at Canal Street Station. He ordered that the clerk job that was wrongfully reverted be reposted immediately and that the successful bidder be paid Out-of-Schedule Premium retroactive to 14 days before the grievance was filed.

## **USPS "legal fiction" would lead to "absurd results"**

Arbitrator Pecklers' decision went well beyond this single reversion. He essentially discredited the bogus argument the USPS has been using to justify slashing our workforce. On page 21 of the decision, he writes that for an arbitrator to accept management's "earned complement" argument for clerk staffing "would require that I accept this legal fiction that is not contained in the National Agreement, the JCIM, the Step 4 agreements, or anywhere."

Pecklers adds that "Arbitrators should avoid construing language in such a way that leads to absurd or nonsensical results. This is exactly what would happen, however, under the Postal Service theory of

the case as it could backfill reverted duty assignments with PSEs and OT hours with impunity under the cloak of Article 3."

## **USPS to Union: DENIED!**

Arbitrator Pecklers calls this "an increasingly bitter skirmish" affecting numerous post offices in NYC since December of 2016. By February 27, 2017, the date to meet with the Union, Complement Coordinator Toinette Duncan confirmed a final decision to revert at Canal Street based on the claim that the Manhattan District is "over the earned function 4 complement of clerk craft employees."

Management reached this decision without providing the information requested by the steward – thus precluding the union's ability to investigate and provide what Arbitrator Pecklers calls "meaningful input" on the need for this job.

The APWU and the USPS had signed an agreement at the national level three years earlier (2/25/14) stating that it was mutually understood that Article 37.3A1 language obligates the Postal Service to, make every effort to create desirable duty assignments, from "all available work hours." This includes PSE hours and those OT hours worked by career clerks.

As the steward moving this case, Executive VP Tiffany Foster used evidence through MDAT. She had the PSE hours to prove that management should have created three more FT clerk duty assignments and used the OT hours to show that an additional 6 were needed. Nine jobs should have been added, instead of

one taken away!

NY District management used their "we're the boss" argument. They claimed that Article 3 ("management rights") gives the USPS unrestricted rights to cut jobs. They asserted that 37.3A2 is specific to reversions, and that they have followed it. Article 37.3A.1 has nothing to do with it.

In what the Arbitrator calls her "comprehensive and muscular ADDITIONS and CORRECTIONS," Tiffany beat them back. She cited the existing contract language, the JCIM, two National Step 4 Agreements, and no less than three Goldberg arbitrations on this matter to show that the Postal Service must adhere to the "all available work hours" language of 37.3A.1.

## **Arbitrator to USPS: You LOSE!**

Arbitrator Pecklers acknowledges the NY District argument and then demolishes it. "Yes, Article 3 gives substantial discretion to Postal Service management" BUT that power "is not unfettered." On p. 21 of the decision, he writes, "it is a tenet of contractual interpretation that the entire CBA (Collective Bargaining Agreement) must be construed as a whole." Therefore, Article 37.3A2 can NOT be read in isolation. No matter what management wants, they must consider all available work hours before reverting a duty assignment.

This favorable decision is another building block in the strong wall the APWU is building to protect our work. ☑



## PART I

# After Maria, devastated Puerto Rico depends on Postal Service

By Nora Taggart

*“Thank you so much for the package. It was so nice to see the mailman. I told him how nice it was to see a familiar face... We might be without electricity for months. So we must learn to write letters again. I haven’t read a newspaper in over a month, no T.V., no phone, we don’t know what is happening around the island, much less the world. No communication.”*

**T**hese words were written by Noraida Robles in a letter to family members in South Carolina. Ms. Robles is a 67-year-old retiree who lives on a mountain on the west side of Puerto Rico. She takes care of both her mother who is bedridden and her terminally ill husband. Her family on the mainland has been sending them food, batteries, newspapers, portable solar chargers and other supplies. Her long-time letter carrier Eliezer has been her only connection to the rest of the world. He resumed delivery as soon as the roads were cleared and safe to drive on.

The island’s power grid and communications infrastructure were badly damaged, leaving Puerto Rico eerily cut off from the rest of the world. The widespread power outage knocked out almost all cable service and telephone lines and more than 90 percent of the island’s cellphone towers were out of service. Many communities continue to be isolated due to mudslides, floods and washed out bridges. This catastrophe is affecting over 3.5 million American citizens.

For the millions of people in the Puerto Rican diaspora, not being able to communicate with their

loved ones was extremely distressing. So, they turned to the good ole Postal Service.

Before the storm, the postal service in Puerto Rico was getting some 60,000 parcels of mail each day. After Maria, the amount of packages being mailed to PR from the continental U.S. increased six-fold. Family members trying desperately to help their loved ones sent packages containing food, water, money, batteries, medicine, generators and other supplies. But, weeks after mailing these packages via Priority Mail, people became angered and frustrated that their packages had not been delivered. Not knowing the real reasons for the delays, people took to social media to accuse postal workers of stealing their mail.

A month after Maria made landfall, David Begnaud, a reporter from CBS, interviewed Maureen Marion, a spokesperson with the US Postal Service. He asked about the allegations of stolen mail, problems with

delayed mail, and other important issues affecting the mail service in the island. It was in that interview that the post office revealed that mail going towards Puerto Rico had been stuck on the mainland for three weeks. The Federal Emergency Management Agency (FEMA) had reserved the vast majority of the island’s main airport. They curtailed service for military and civilian relief flights. And despite FEMA’s own press release issued on September 21 saying the Postal Service would “focus on transportation and distribution of essential items such as medications, Treasury checks, Social Security benefits, etc.,” FEMA did not allow US Mail to be flown in.

In the next part of our series, The Union Mail will explore how postal workers in Puerto Rico were hailed as heroes and how local union leaders went above and beyond to help their members and their communities. ☐



Photo by Joe Piette

*Fabian, a letter carrier from Utuado, Puerto Rico said they couldn’t deliver mail for three weeks during and after the two hurricanes. They are still delivering mail from September. The problem is at the main post office in San Juan mail is being sorted manually due to lack of electricity.*

## MANHATTAN DEMANDS FIRST-CLASS MAIL SERVICE

### A GRAND ALLIANCE TO SAVE OUR PUBLIC POSTAL SERVICE

For too many years, in response to pressure from Congress, the Postal Service has slowed mail service, closed community-based Post Offices and mail processing facilities, slashed hours of operations, tried to end six-day and door-to-door delivery service, and eliminated hundreds of thousands of living-wage jobs.

This is true in Manhattan. Even as we approach the busy holiday season, USPS is threatening to reduce staffing by hundreds in Manhattan alone, contributing to longer lines and delaying your mail.

**Take action now** to stop these cuts. Write to the Manhattan Postmaster demanding first-class mail service.

This holiday season, the USPS itself is predicting a more than 10 percent increase in package volume over last year.

Manhattan residents and workers need the Postal Service to be fully prepared to meet our needs, which includes consistent and timely mail delivery, sufficient collection boxes, and ending long wait times by opening more retail windows and extending hours.

**Sign this petition/letter to the Manhattan Postmaster at:**  
[ps://buff.ly/2xEGLBC](https://buff.ly/2xEGLBC)

# Postal News Briefs

### PAY INCREASE COMING NOVEMBER 25

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

Career employees will receive a pay raise of 1.3 percent. Postal Support Employees (PSEs) will receive a pay increase of 2.3 percent – PSEs do not receive cost-of-living adjustments and for that reason were awarded an additional 1 percent in their annual wage increases. The next career employee COLA increase is due in early March, 2018.



### NEXT-DAY, SUNDAY DELIVERIES BECOME A REALITY FOR SOME USPS CUSTOMERS

The US Postal Service (USPS) will be delivering packages 7 days a week in major cities and high volume areas starting Monday, November 17. 7 day delivery will continue through the holiday period ending on Thursday, December 25, 2014. The program, available in 20 major U.S. cities, allows consumers to place online orders with participating retailers before a cutoff time Saturday, the Postal Service said. Postal carriers pick up merchandise from local stores for delivery the following day, similar to the Sunday package deliveries it now handles almost exclusively for online leader Amazon in much of the U.S.



The Postal Service hasn't disclosed which stores may sign onto the new pilot program, but Walmart admits to considering the possibility of participating as it continues waging battles with Amazon.

## We support Spectrum strikers!

### “One Day Longer; One Day Stronger!”

October 30, 2017–NYMAPU joined other unions in a spirited midtown rally to support the 1800 workers from IBEW Local 3 who have been on strike for 7 months. The multi-billion dollar Charter/Spectrum cable company refuses to bargain, while demanding drastic cuts in employee healthcare and retirement benefits. Yet, Spectrum's head, Tom Rutledge, was the highest paid CEO in the country last year, at almost \$99 million for him alone! ☑



## CALENDAR

### Wednesday, November 15

5:30 pm

General Membership Meeting

Hotel Pennsylvania

401 Seventh Ave (between 32 and 33 Streets)

Paris/Zurich Room, 6th Floor

(check calendar in lobby for room change)

### NO DECEMBER MEETING

Happy Holidays!

### Wednesday, January 17

5:30 pm

General Membership Meeting

Hotel Pennsylvania

401 Seventh Ave (between 32 and 33 Streets)

Paris/Zurich Room, 6th Floor

(check calendar in lobby for room change)

### APWU LOCAL 10 BLDG. CORP

Beginning Balance as of 08/01/2017	\$ 484,968.94
Total Revenue August 2017	\$ 219,515.32
Total Operating Expenses August 2017	\$ 175,031.38
TOTAL NET INCOME	\$ 44,483.94
Closing Balance as of 08/31/2017	\$ 529,452.88

Beginning Balance as of 09/01/2017	\$ 529,452.88
Total revenue September 2017	\$ 130,338.24
Total Operating Expenses September 2017	\$ 89,701.32
TOTAL NET INCOME	\$ 65,794.35
ESCROW ACCOUNT	\$ 96,959.77
Closing Balance as of 09/30/2017	\$ 692,207.00

## Get ready for Open Season

Enroll any time between  
November 13 – December 11, 2017

### Check out the APWU plans!

#### APWU Health Plan Reps

**NY:** J. Renee Bost NY Metro Office 212-563-7553

Jackie Owens Morgan Station 908-247-4253

**NJ:** Barbara Harris-McKenzie NJINDC 201-795-9126

April Branch DVD 201-991-0493

## A BIG WIN FOR LABOR IN NYS! NO CON-CON! Constitutional Convention Proposition defeated.


## Herring and Summergrad honored



**Bernice Herring and Flo Summergrad received awards for 40 years of service at the Stewards' dinner on November 4, 2017.**

## A way to honor our Vets

**A**nthony Girone, a retired clerk who founded the Veterans Committee at the Bulk Mail Center, received a citation and medal for his military service from the Hudson County, NJ Department of Veterans Affairs.

NY Metro mechanic and NDC shop steward Marty Ippolito applied for these awards on Tony's behalf and encourages others to do the same. He told the Union Mail that: "Mr. Girone was grateful and humbled when I presented the awards to him. If anyone is interested in this program for themselves, a friend, or a family member who has served in the Armed Forces, they can contact their Local Department of Veterans Affairs." **Hudson County Veterans Affairs, 830 Bergen Avenue, Jersey City, NJ 07396, phone 201-369-3430** 



**Marty Ippolito and Tony Girone**



New York Metro Area Local, APWU  
350 West 31st Street, 3rd Floor  
New York, NY 10001  
BUG

Periodicals class  
POSTAGE PAID  
at New York, NY

***M*EMBERS, COME JOIN US TO CELEBRATE THE HOLIDAYS!**

*Friday, December 8, 2017*

*3 pm ~ 10:30 pm*

*Food & Beverages provided*

*AFSCME Bldg., 420 W. 45th St. (bet. 9th and 10th Ave.) NYC*



*NY Metro officers wish  
you and your family a  
Joyous Holiday Season and  
the best of health and happiness  
in the New Year!*

